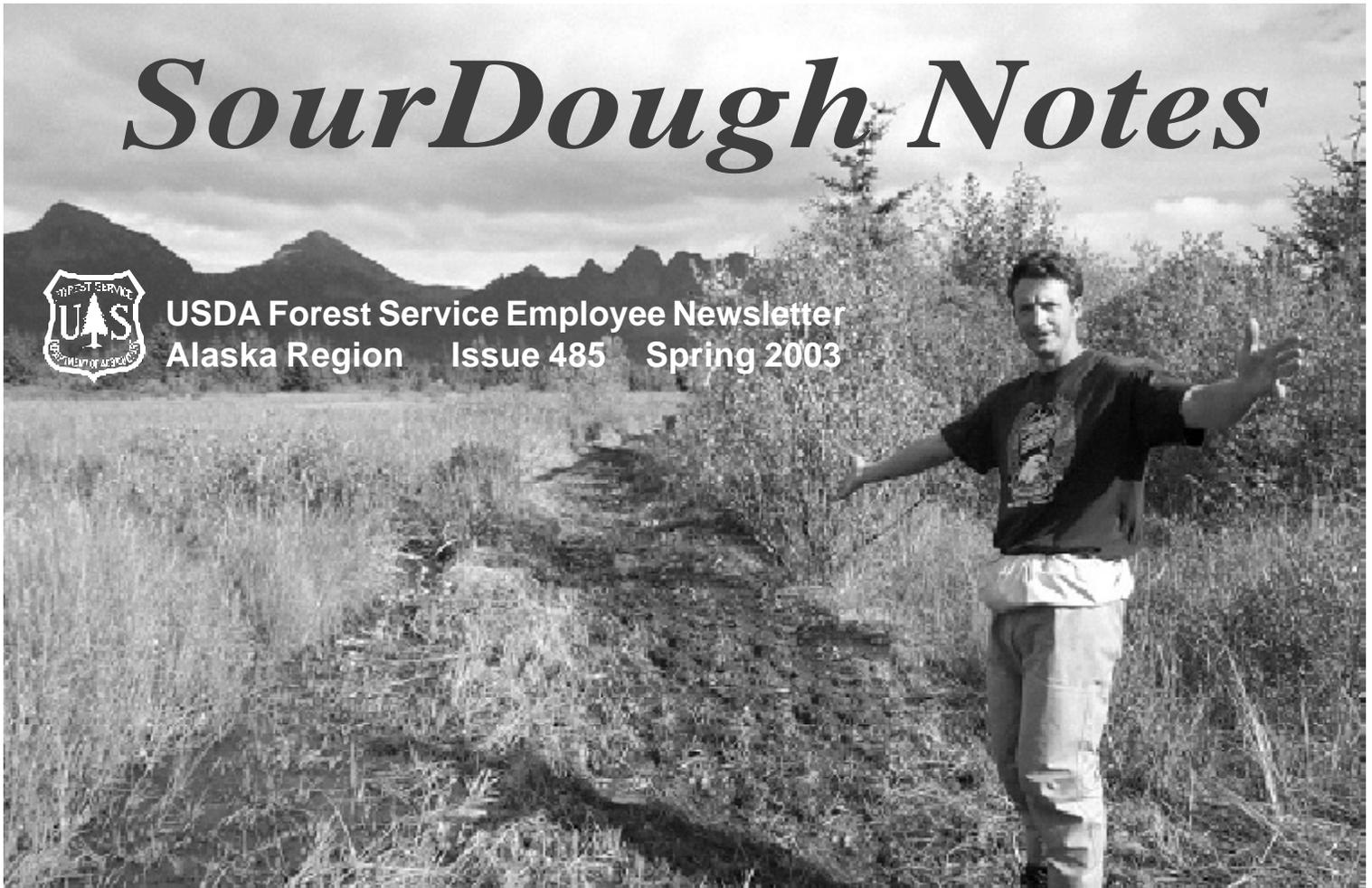


SourDough Notes



USDA Forest Service Employee Newsletter
Alaska Region Issue 485 Spring 2003



INSIDE:

New Century of Service.....	2
Thoughts from the RF	4
Quigley Comes Full Circle	5
Safety Issues	5
ATVs and the Forest Service	6
Tongass Civil Rights	7
HR Matters	8
Maybe Not Quite the Whole.....	9
"Alien" Species	10
Forest Technology Program.....	11
"Winging Northward"	12
New Director S&PF.....	13
New Chugach Supervisor.....	14
Finney Named Director	15
Communications Tip	15
Communities	16
Alaskas Experience Weather....	17
Tribute to the Troops	18
Feathered Friend	19
Awards	20
Competitive Sourcing.....	23
Survivor	back cover

Alaganik Fisherman's Trail

by David Zastrow, Cordova Ranger District

The Cordova Ranger District Fisheries staff and Recreation/Trails staff combined personnel and resources in 2002 to construct 2,400 feet of trail on the Copper River Delta. This was the fifth consecutive field season that these two groups have come together to address resource damage, improve the district trails and provide fishing access to the public. The last project was the reconstruction of the Pipeline Lakes Trail, which provides fishing access to the trails five lakes. This new trail project begins at the end of the Alaganik Slough Road off the Copper River Highway. It receives heavy use from sport fisherman for a period of two months during the Silver Salmon runs in August and

September. The resource damage along this mostly muskeg route was becoming severe with areas of knee-deep mud and trail braiding. This new construction will not only minimize the resource damage caused by the heavy sport fishing use, it will also provide visitors with an opportunity to more easily access and explore this beautiful part of the Copper River Delta, east of Cordova.

Pressure treated 2" x 12" x 10' planks are used to span boggy sections of trail, cross muskeg meadows and step/run up slopes and over root wads. The boards are surfaced with recycled seine fishing net to improve traction.

Continued on page 3

New Century of Service

ON THE COVER:

Matt Sloate, Cordova Ranger District, shows a section of the Alaganik Fishersman's Trail, and the severe damage to the muskeg. Photo by David Zastrow.

SourDough Notes

Quarterly newsletter for the employees of the
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Spring 2003

Produced by:

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SourDough Notes is written for the employees and retirees of Alaska Region. Your suggestions, articles, and photographs are welcome. Please contact:

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(907) 586-9337

Articles should be no more than 800 words and may be edited. Submitted articles may not all be printed. Photos should be submitted as gray-scale TIF graphics, 5"x7", 300 dpi.



Since 1905, Forest Service employees have provided natural resource leadership in the United States and abroad with the help of scientists, local communities, and others. We are almost 100 years old! Our legacy has been world-class public service, and we will continue to be the good stewards of our nation's forests and grasslands. Our commitment will extend for another 100 years.

The New Century of Service program is the Forest Service's effort to honor 100 years and beyond of caring for the land and serving people. It is for, by, and about the people of the agency—past, present, and future. This includes including employees, retirees, volunteers, partners, and cooperators.

Some of the projects we are working on to honor our anniversary include:

- Participating in Smithsonian Institution's Folklife Festival, 2005, Washington, DC.
- Producing significant video documentary of the history of the Forest Service, with PBS Seattle station.
- Supporting and promoting connections among natural resources, the arts and humanities, in alliance with National Endowments for the Arts and for the Humanities, other

national, state, and local arts and humanities organizations, Oregon State University, and Prescott College.

- Highlighting fire tower lookouts, identify needs and care and build community stewardship.
- Recognizing employees' contribution to local communities through community service.
- Nurturing the Forest Service workforce through numerous projects, and providing keys to the agency's history and culture.
- Working with our partners on **projects to honor of the 100** anniversary of the Forest Service.

We have also been collecting a list of Forest Service "wows & firsts," those little tidbits of remarkable history of our agency. For example, did you know about the first Forest Service research facility?

The first Forest Service research facility had neither running water nor heat. Nine miles from Flagstaff, AZ, it was known for its extreme seasonal temperatures. The first researcher, Gustaf Pearson, moved into the 2-year-old, "temporary" ranger cabin on the site in August, five months before the "official" opening of the first research locale, then known as the Coconino Experiment Station. It is said that Pearson worked as hard at survival as he did at scientific research.

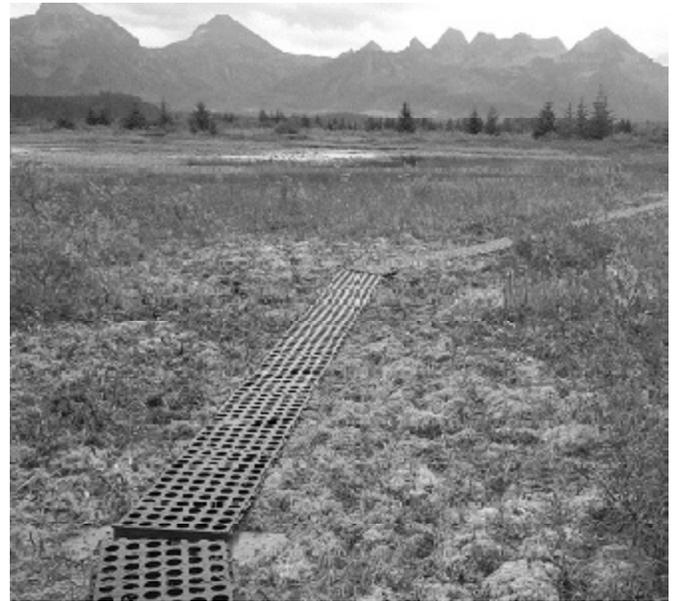
Want to know more? For the rest of the story, go to the web:

<http://fsweb.r3.fs.fed.us/pao/wowsandfirsts>.

(Information from Linda Feldman, New Century of Service Coordinator, Washington office, and NCS team.)



Installation of 2" x 12" x 10' pressure treated/netted boards. Notice the two and three foot planks used for center and end sills.



Geoblock® trail under construction. Photos by David Zastrow.

The net is attached to the boards using a compressor, pneumatic staple gun and 1½" galvanized staples. This is done at the USFS workshop prior to transportation. Once on site, the boards are placed on two foot (center sills) or three foot (end sills) and nailed down with 16d-galvanized nails. The boards are laid end-to-end or alternating from side to side depending on the terrain and trail width.

The Alaganik Fisherman's Trail turned out to be a great location to try a relatively new trail planking material, Geoblock® plastic panels, and compare it with our traditional use of pressure treated boards. Geoblock® is currently used in areas of Alaska for soil stabilization on ATV trails. The panels are twenty inches wide, forty inches long and two inches deep with interlocking tabs on all sides. They consist of seventy-two open cells measuring three inch by three inch. In their original application, they are installed by laying the panels "cell up," screwing the interlock-

ing tabs together, placing the panels in sheets below grade and filling with gravel or soil to create a hardened road bed, pad or trail tread.

Hopefully, Geoblock® will prove to be a viable tread option for hiking trails as well as off-highway vehicle trails.

The Geoblock® plastic panels can be used in a similar way as pressure treated boards. Clearing the path of all brush and grass down to the muskeg ground cover, panels were positioned cell down, screwed together end to end using the interlocking tabs, placed directly onto the muskeg and anchored down. For an anchoring system Duckbill® earth anchors were attached to galvanized wire and tightened using Gripple® wire fasteners. A three-inch expansion gap was created every 7 panels. Black plastic panels absorb the sun's warmth and can expand as much as a quarter inch per panel. A three foot long 2" x

12" pressure treated sill is placed under each expansion gap and the two panel ends anchored.

We are very excited to see how this new tread material performs in the winter and the years to come.

For more information, contact Dave Zastrow at dzastrow@fs.fed.us.

ADVANTAGE

- Light. (10 lb per panel)
- Recycled plastic. (50% recycled Polyethylene)
- Light penetrating. (40% open area per panel)
- Does not leach out any chemicals into surrounding soils and water.
- Will not rot.
- Tread width of 20 inches.

DISADVANTAGE

- Expensive compared to pressure treated wood.
- Requires the use of specialized tools.
- Installation time is 1/3 longer.

Thoughts from the RF

by Regional Forester Denny Bschor

One of our most important jobs in the Alaska Region is to manage working forests in a responsible way. That's why we have well managed, science-based, state-of-the-art forest plans for both the Tongass and Chugach National Forests.

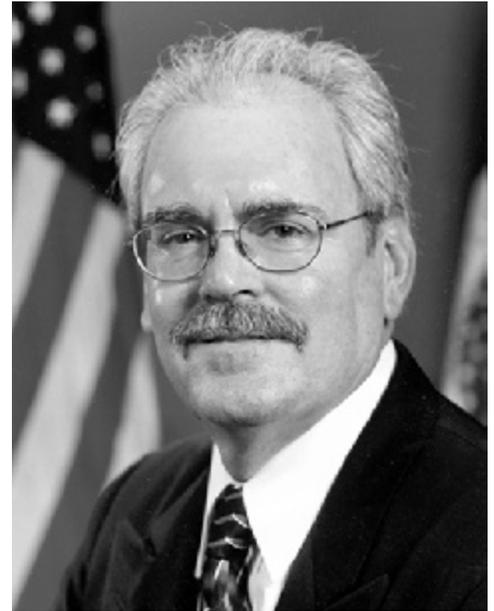
An actively managed, working forest is one that provides goods and services to the American people. A managed forest includes wildlands that are protected, habitats that are sustained, and clean water that is maintained. It means the quality of life for those who live by the forest is maintained or improved. It means the visitors and citizens alike can enjoy the spectacular scenic beauty Alaska has to offer.

The National Forest Protection Alliance and Greenpeace recently released a document listing the Tongass National Forest in their "top ten" list of endangered forests in America. According to them, the number one criterion for making this list is the presence of commercial logging. Greenpeace said the current administration and the U. S. Forest Service have teamed up to use a fear of fire to push a commercial logging agenda, to undermine the National Environmental Policy Act (NEPA), and to reverse the Roadless Area Conservation Rule.

How do these claims affect the job we have to do in the Alaska Region? Since the large commercial pulp companies have left Alaska, the remaining mills and timber businesses

are community oriented, family-owned operations. Currently, the levels of timber harvest and lumber production in Alaska are mere fractions of historic levels. Production falls short of the levels projected in the 1997 Tongass Land Management Plan. To survive, timber businesses in Alaska must have a reliable economic timber supply. Maintaining the timber supply—"to furnish a continuous supply of timber for the use and necessities of citizens of the United States"—is part of our mission. Timber businesses are finding new markets, and trying new ways to more efficiently harvest and process timber. It seems to me all of us ought to work together to find some common ground to help maintain local jobs and help Alaska produce and manufacture its own lumber supply. I'm convinced this can be done in a way we can maintain healthy ecosystems and fish passage, while avoiding the future list of *any* threatened or endangered species.

The Roadless Area Conservation Rule has been another factor in the reduction of timber harvests in Southeast Alaska. The Alaska Region has been involved with lawsuits regarding the roadless rule. A settlement has been reached in the lawsuit brought by the State of Alaska. This should improve our ability to provide a supply of wood, while at the same time insuring that over 90% of the Tongass will remain largely un-



touched. Our difficult job will be to keep the local timber jobs and businesses alive, while sustaining the ecosystem, involving the public in decision-making processes, and complying with environmental law.

It's sometimes easy to feel battered and discouraged by the swirl of controversy that usually surrounds National Forests like the Tongass and the Chugach. Remember, though, that controversy means that many people care very deeply about national forests, and thus, about what we do. While we can find our way through controversy, we will not survive the apathy of an uncaring, disconnected public.

Stay tuned for more information.

A handwritten signature in black ink, which appears to read "Denny". The signature is written in a cursive, flowing style.

Quigley Comes Full Circle as PNW Research Director

by Sherri Richardson Dodge, Pacific Northwest Research Station

It is often said that someone “grew up in the Forest Service.” You could say that about Tom Quigley. He is a third generation Forest Service employee whose entire career, except for a short stint in the military, has been in the Forest Service. He began in the Pacific Northwest Research Station in 1977. He was named Station Director in 2003.

“I’m happy to return to the Pacific Northwest Research Station where I have spent much of my career and I’m eager to be involved with some of the Station’s critical research,” says Quigley. “I’m also looking forward to working with the Pacific Northwest Region to further integrate science into land management decisions on the national forests.”

Chief Dale Bosworth announced Quigley’s appointment in November 2002 and Quigley reported to duty on

January 12, 2003. His federal career began with a 4-year stint as a meteorologist for the Air Force. He joined the Rio Grande National Forest in 1976 as a hydrologist and range conservationist. He later transferred to research in 1977 as a range conservationist based at the Forestry and Range Sciences Laboratory in La Grande. Quigley went on to hold a variety of leadership positions including manager of the Blue Mountains Natural Resources Institute and science integration team leader for the Interior Columbia Basin Ecosystem Management Project.

In 1996, Quigley was appointed Program Manager for the Managing Disturbance Regimes Program at the Station. He left that position to become Assistant Director for Research at the Rocky Mountain



Research Station in 2001, a position he held before his appointment as PNW Research Station Director.

Quigley holds bachelor’s and master’s degrees in watershed and range science from Utah State University, and a doctorate in range science with an emphasis in economics from Colorado State University.

Quigley may be contacted at tmquigley@fs.fed.us.

Safety Issues

Did you know every employee should have a current Job Hazard Analysis (JHA) for every different type of job they perform for the Alaska Region? If you were unaware of this, Karol Turner, Regional Safety and Health Manager, can give you the details.

On a separate note, have you ever had a “near miss,” an accident that *just about* happened? If so, you can use your experience to help prevent a future injury. Your “near miss” on the job today may equal a a serious injury to another employee tomorrow. If you are involved in a near miss, please share the information for a lesson learned. You may be saving a life!

For more information on either of these subjects, please contact Karol Turner at (907) 586-8718 or karolturner@fs.fed.us.

A near miss reporting form is available on the web at:

http://r10data01.fs.fed.us/fsfiles/ro/ops/r10_vacancy_status.nsf/safety_form.



John Morrell looks like he needs information on the proper way to lift a heavy box. Photo by Teresa Haugh.

ATVs and the Forest Service

by Kenyon Fields, Sitka Ranger District

Over the past two years, aerial and ground surveys have revealed an expanding network of ATV (four-wheeler) routes in a variety of locations surrounding Sitka. These user-made trails are generally located in areas of easiest travel, such as muskegs, estuaries, stream banks and in streams, beach fringe forests, and lakeshores. Riding off-road vehicles (ORVs) off designated trail and road systems presents many problems for the land and land manager. Last fall, the Sitka Ranger District initiated an educational approach to handling this growing problem.

Webs of heavily rutted trails are now found in many areas within a day's reach of town. Wildlife habitat is fragmented, and fish streams are crossed, which results in damage to spawning and feeding habitat. The vegetation is churned in ways that means it would take decades for the area to recover.

The Sitka Ranger District has begun a program asking ORV users to protect all wetlands, and reminding

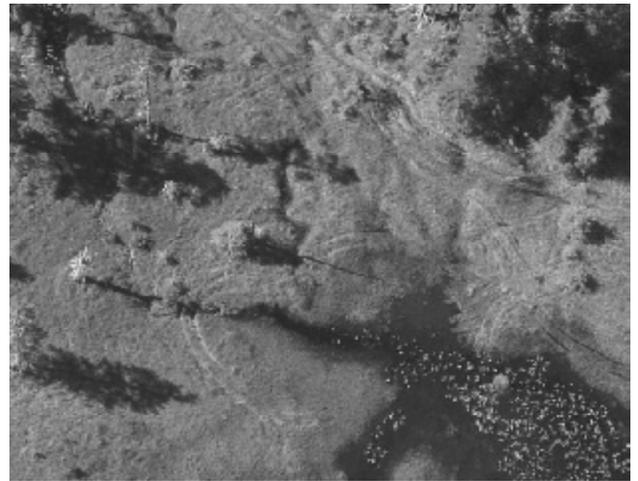
riders they are prohibited from constructing new trails or causing damage to natural resources of the forest.

In late 2002, the Sitka Ranger District Naturalist presented a 90-minute slideshow presentation to nearly 500 students in the 7th through 12th grades. The slide show depicted resource damage caused by irresponsible use of ORVs. The program explained the ecological reasons why riders need to stay on designated trails, rather than ride, as is common, through muskegs, estuaries, and other sensitive areas. The educational program did not simply outline the rules, but highlighted the reasons for them. The program also served as an opportunity to raise awareness of forest resources.

The presentation explained the salmon spawning process and Sitka's dependency on healthy fish runs.

Photos were shown of ATV riders running up a salmon stream, and students were asked, "Do you really want to run over the next generation of salmon that you would otherwise be catching for dinner?"

Each student was asked to fill out a questionnaire before the presentation, which showed that 42% of the students live in families that own ATVs, while 31% of students own their own ATV. Half of these riders ride every weekend and on



A web of ATV ruts in lowland muskeg. Photo by Florian Sever.

holidays. This highlighted the need to continuing education for the next generation of riders about the effects of ATV use on the environment.

This show was also given to the general public and, in the end, directly touched 900 people via classrooms, public halls, and special interest group meetings. It was featured through interviews on Raven Radio (with 3,000 listeners) and was later aired statewide. Articles in the Sitka Sentinel were read by 2,500 people a day.

The District is also working on a Kruzof Island off-road vehicle management plan, which will clearly outline legal travel routes and ATV use areas.

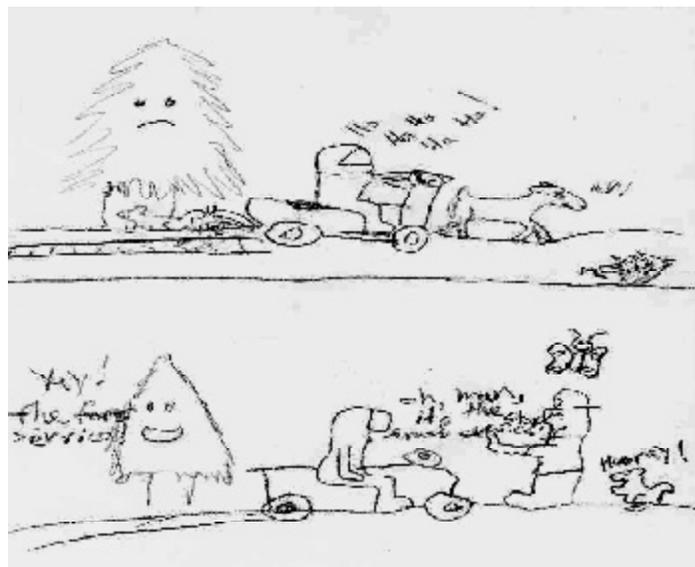
Students had the following to say after hearing the presentation:

- If the Forest Service had an area of woods where ATVs could go and make their own fun trails, they wouldn't ruin any more land.
- I think that if the public knows they are killing salmon and ruining muskegs there will be more consensus [to follow the rules].



Severe damage to alpine muskeg from riding ATVs without sufficient snow cover. Photo by Sandy Russell.

- I think the Forest Service will allow people to go the Kruzof for the next several years but eventually more and more people will go there and the FS will have no choice but to close Kruzof to ATVs because of major damages.
- People in Sitka love to ride. But what a lot of people are doing is killing the veggies. When the veggies don't grow back that causes a lot of problems for them, but for riders too, because after a while the FS people are probably going to have to close down the riding areas. If we see people going off trail, we should stop them and tell them that's not cool and to stay on the trails.
- The problem is simple. They just want riders to stop breaking new trails in and riding all over the plant life. But what are a few four-wheeler tracks over the thousands of miles of muskegs and marshes we have around here? The problem is that there are too many riders for the short amount of roads they give us. I mean, fish are smart enough to move before they get run over.
- The solution is that the Forest Service is just doing their job and we should respect them and their rules,



Student cartoon about the Forest Service, ATVs, and the environment

- and everything would be a lot easier.
- We need to get the word out that if we keep on doing this it will not be beautiful anymore. And we can ban ORVs in areas that are being damaged.
 - If I were the boss of the forest ranger company I would let ORVs only on trails made for them.

For more information, contact r10_sitka_rd@fs.fed.us

Tongass Civil Rights Awards

by Susan Martheller, Admiralty National Monument Ranger

The Tongass Civil Rights Advisory Group is pleased to recognize four Tongass employees for their dedication to Civil Rights. The TCRAG awards employees that have been active in promoting and enhancing the civil rights of all people at their units and in their communities.

James Llanos, Ketchikan-Misty Ranger District, was recognized for promoting equality and diversity of cultures and people in the workplace. He is proactive in mentoring and leading others in the Forest Service and in the communities through out SE Alaska. James is intimately involved in the Native community and he shares his knowledge of native organizations, relationships and issues with leaders throughout the Tongass. James was responsible for the over-

whelming success of the First Peoples' Celebration during the Tongass Centennial. He regularly raises awareness of cultures we live and work with, including Hispanics, Native Alaskans, Asian/Pacific Islanders.

Sandy Skrien, Ketchikan-Misty Ranger District, coordinates the Friday Night Insight program at the Southeast Alaska Discovery Center. Sandy increases appreciation for our diverse cultures by encouraging a wide variety of participation in the program. She reaches out to employees, students, the Native community and Ketchikan community for involvement.

Tim Price, Craig Ranger District, is a shining star in the world of civil rights and innovative programs. In a unique and unprecedented col-

laboration, Tim developed a summer work program for two young men with developmental disabilities to demonstrate that individuals with disabilities have a wide range of skills and capabilities that are valuable to the Forest Service. We applaud Tim for opening our eyes to this unique labor force.

Terry Fifield, Craig Ranger District, is commended for his outstanding continued dedication to civil rights. As an archaeologist on Prince of Wales Island, Terry has become a champion for building strong relationships with the Native Alaskan communities throughout Southeast Alaska. No matter what project he is working on, we know we can count on Terry to equitably present the civil rights of all people.

Thanks to all the award winners!

HR MATTERS

Students for hire

by Cheri Friend, Human Resources Service Center



Top, left to right: Allison Canik (photo by Rex Friend), Katie Baird, Andrew Bacom (photos by Ron Hall)
Bottom, left to right: Rachel Kvernvik, Stephanie Lucas (photos by Ron Hall)

Make a difference! Did you ever wish to know the potential success of your employees *before* you hired them? Participating in the Student Educational Employment Program (SEEP) will give you the chance to find out. You will be able to discover, first-hand, the abilities of a potential employee, and the student you hire will have the opportunity to learn about the Forest Service, and work year round with a flexible schedule and varied assignments. You will become a partner with the community and the local high school or a university.

The student employment program has two facets. In STEP (Student Temporary Employment Program),

the nature of the student's work does not have to be related to his or her academic or career goals. Agencies may establish minimum academic requirements and on-the-job performance requirements for continuation in the program. Students are not eligible for conversion to a career or career-conditional appointment under this authority.

There is no mandatory requirement for students to document financial need in order to be eligible for this program. Students under the STEP may be evaluated either by agency-developed standards or by the OPM qualification requirements for the position for which appointed.

Students are eligible for promotions

when qualified. They may also be converted to SCEP (Student Career Experience Program) whenever they meet the requirements of the program and the agency has an appropriate position available. Once a student appointed to a STEP graduates from high school, he or she can be converted to another STEP appointment if they can verify that they are enrolled in college for the upcoming year.

SCEP is available for students enrolled or accepted for enrollment as degree-seeking students taking at least a half-time academic, technical, or vocational course load in an accredited high school, technical, vocational, or 2- or 4-year college or university, graduate, or professional school. The student, the academic institution and Forest Service need to work together to accommodate the academic needs of the student and the work related needs of the Forest Service. For students participating in the SCEP, there must be a written agreement and a formally arranged schedule of school and work.

An agency may pay all or part of a SCEP student's training expenses directly related to the student's official duties. If the agency does pay, an agreement must be signed that states that the student will stay with the agency one year for every academic year that financial assistance is received. Students may continue on the appointment for 120 days be

yond the date of completing their work and academic requirements. At the end of the 120 days, if the graduate has not been converted to a position in the competitive service, he or she must be separated.

STEP students are considered temporary employees and are generally not entitled to health and life insurance and retirement coverage. Students in SCEP are eligible for health

and life insurance and retirement (FERS) coverage as long as they are expected to be employed under this appointment authority for at least one year and are expected to be in a pay status for at least one-third of the total period of time from the date of their initial appointment to the date of the completion of the program. Veteran's preference applies to both programs.

Do you have a son or daughter who may be interested? Children of employees are eligible, as long as there is no direct reporting relationship, and the relative does not advocate the employment, promotion or advancement of the student.

To find out more, please contact Cheri Friend at (906) 772-5810 or cfriend@fs.fed.us.

Maybe Not Quite the Whole Village...

by Nita Nettleton, Juneau Ranger District

How many partners does it take for a successful middle school field trip? The more the merrier! The Juneau Ranger District got a call in early November to participate in an educational boat ride with students from *Dzantik'i Heeni* Middle School, and jumped at the chance.

Kennecott Greens Creek Mining Company hosted the trip, and assigned the monumental task of organizing a day trip for 125 students to Michelle Zenger in their Human Resources department. Michelle immediately began to look for partners. She first enlisted the help of the local chapter of the Audubon Society, then she began to knock on the doors of the Forest Service. Michelle requested someone to ride on the boat with the students, and share their knowledge of natural history on the ride from Auke Bay near Juneau, to Young Bay on Admiralty Island, and back.

Three employees at the Juneau Ranger District (JRD), who are part of the Tongass Marine Highway interpretive

program, joined the effort. Karen Maher talked with the middle school teachers to see what their interests were, then gathered the activities and materials the students would need for the trip. Tongass Marine Highway interpreters Laurie Lamm and Wayne Ward joined Steve Zimmerman of the Audubon Society for the trip. The trio shared their expertise on mapping, humpback whales, bears, and orcas. The students were also given a taste of what a Forest Service career might be like. Steve Hohensee, JRD min-

erals staff, went along to help wherever he was needed.

The list of players was still not complete, however. The students were scheduled to disembark at Young Bay dock and hike to a nearby beaver pond. The problem was the lack of alternative visual aids for the students if the beavers did not put in an appearance for "show and tell." JRD's Don Martin had some beaver skulls, but his skulls did not have the all important beaver front teeth! A quick call for help was placed to the office of

Wildlife Conservation at the Alaska Department of Fish and Game. Fish and Game supplied a beaver hide and skull, with teeth, and threw in a porcupine skull for good measure.

The trip was a great success! Initially it seemed the project was going to involve the "whole village," but the volunteers we had were enough. The result was a well-rounded educational adventure for the local students.



"Look! A whale!" Interpreter Laurie Lamm with *Dzantik'i Heeni* Middle School students onboard the "Admiralty Wind." Photo by Steve Hohensee.



“Alien Species”

by Thomas Huette, State & Private Forestry

Two years ago, Juneau resident Phil Johnson was walking behind the Alaska Native Brotherhood building in downtown Juneau where he works as an information technology manager. Phil noticed an inconspicuous plant growing in a patch next to the building’s parking lot. Even though he as an amateur naturalist who had helped with the preparation of a field guide to Southeast Alaskan flora, he could not put a name on this plant. He was curious about it. He looked up the plant and tentatively identified it as *Alliaria petiolata*, or garlic mustard.

Since garlic mustard is a well-known in much of the lower 48 as an invasive weed, Phil decided to contact the Nature Conservancy in Davis, Calif. They forwarded his e-mail request to a botanist at the University of California, Davis. The botanist’s reply began with the very scholarly and professorial comment: *Yikes!*

Garlic mustard was first recorded on Long Island in New York in the late 19th century. It is believed to have been introduced by European immigrants who had brought it over as a potherb. It has long been used to flavor soups and other dishes and was known as “poor man’s garlic” or “sauce alone.” It is now naturalized over much of the Eastern U.S. and Canada, beyond any hope of eradication. However, it is the focus of many control efforts throughout the Midwest and western states, where it appears to be rapidly advancing into new areas.

Garlic mustard has been called “green asphalt” by one researcher because of its ability to take over an



area and exclude native plant species from becoming established. It fills the understory of deciduous forests in places like Illinois and Wisconsin. Due to its long growing season, it is able to crowd out the early spring ephemerals, annual plants that must complete their life cycle in the brief period between spring thaw and the leafing out of canopy trees.

Phil began to pull up the plants wherever he saw them, hoping just a few had been scattered around the



The invasive garlic mustard crowds out native species.

immediate area. The following summer he saw the invasive plants in more and more places. He decided it would take more than one person to eradicate the plant from the area.

Phil alerted the Mendenhall Watershed Partnership, a local group that he had been working with on a project to control Japanese Knotweed.

A group of about six people from the partnership, armed with garbage bags, met on a Saturday morning to try to pull out as many plants as possible. After four hours, they had several large bags full of the plants, which they took to the local incinerator. Phil learned that the plants must be very carefully collected and disposed of due to the fact that a single plant can produce hundreds of seeds, which will mature even after the plant has been pulled. Despite the large number of plants pulled, they were only able to make a small dent on the total population.

A few days later, Cathy Pohl, one of the partnership weed-pullers, called State & Private Forestry employee Tom Huette, who works in cooperation with the Cooperative Extension Service. Tom volunteered to organize a larger weed-pulling effort. He set up a meeting with Teri Camery of the City and Borough of Juneau, and representatives from city, state, federal and private groups interested in land management and ecology. The group was named Juneau Invasive Plant Action, or JIPA. Eight JIPA members met in late July with the plan to complete a field

survey to determine the extent of the infestation. Richard Carstensen of Discovery Southeast, an environmental education group, provided aerial photos. The group fanned out, making notes of the locations where they found garlic mustard.

Over the following two weeks, JIPA contacted the local press, talked on the radio and put up flyers around the neighborhood. They obtained permission to pull the plants off private property. Local volunteers received handouts describing the “rules of engagement” so they could recognize the plant and not accidentally spread the seed further.

At a later date, 35 volunteers worked their way from the outside of the infestation to the center, putting a pincer move on the

infestation. They pulled weeds for six hours in the typical Juneau drizzle, crashing through thick undergrowth and brush. As they left, they carefully hosed down their raingear and muddy boots to ensure that no seeds left the area. At day’s

end, 250 pounds of garlic mustard were on its way to the city incinerator.

JIPA plans to redouble their efforts this year. Garlic mustard is a biennial, producing seeds in its second year before dying. The war is far from over. Garlic mustard seeds remain viable in the soil for at least five years, and can be spread by clinging to the fur of animals, including the bears which often roam down town Juneau.

If you want to join the efforts to monitor, control, or help eradicate this new invader, please contact Tom Heutte, State & Private Forestry, (907) 586-8811, ext. 283, or theutte@fs.fed.us. The next weed pulling session is scheduled for July 19.



Volunteer weed pullers assemble after community effort to eradicate garlic mustard. Photo by Tom Huette.

Forest Technology Program in Ketchikan

The University of Alaska Southeast, Ketchikan campus, now has a Forest Technology program that offers potential forestry students the opportunity to apply for internships, to work in the woods, and to complete classwork that will prepare them for potential government and private industry jobs.

This two-year program gives students a working technical background in natural resources that prepares them for working and communicating with professional foresters, biologists, forest managers, industry leaders, and the public.

Students will likely qualify for entry-level summer positions after the completion of their first year. After two years, students should be qualified for a variety of positions, such as biological technician, natural resources contract administration assistant, forest fire crew member, forest inventory technician, forest engineering assistant, log scaler assistant, park ranger’s assistant, trail maintenance supervisor, tree planting and thinning inspector, water quality technician, and wetlands inventory technician.

“We should spread the word about this program,” said Ketchikan District Ranger Jerry Ingersoll. “Local students with an interest in natural resources will not have to leave South-



Forest Technology program prepares students to work in the woods.

east Alaska to further their education. We will have more quality candidates with a local background for our vacancies, and be a strong partner with UAS in natural resource education.”

For more information, see:

<http://www.ketch.alaska.edu/forestryprogram.html>

“Winging Northward” Takes Wing

by Sandy Frost, Tongass National Forest



At the Taking Wing Awards Ceremony: Denny Bschor, Wini Kessler, and Chief Dale Bosworth

In March 2003, Regional Forester Denny Bschor and Dr. Winifred Kessler, Director of Wildlife, Fish, Ecology, Watershed and Subsistence, stood with Chief Dale Bosworth to receive a prestigious “Taking Wing” award on behalf of the Chugach National Forest and the Cordova Ranger District. The award was presented to the district and its partners at the North American Wildlife and Natural Resources Conference in Winston-Salem, North Carolina. “Taking Wing” is a Forest Service-led program that recognizes employees and partners who work to conserve wetland resources, and wetland-dependent waterfowl, shorebirds, and water birds. The program *Winging Northward—A Shorebird’s Journey*, was named the winner under the category of “Public Awareness.”

This program was singled out for recognition because it fills a vital role in educating the public. While some people understand the importance of the Chugach National Forest’s Copper River Delta to North America’s migratory birds, many do not. The Delta is the largest contiguous wetland area on the west coast of North America.

Over the years, the Cordova Ranger District developed an innovative edu-

cation and interpretive program focused on the fish and wildlife resources of the Delta. However, due to Cordova’s isolation, only a relatively small number of people were reached through their education efforts. In order to widen the education “net” and leverage limited resources, the District gathered a powerful coalition of partners

who shared their passion and goals. As a result of their 3-year effort, a group of dedicated educators joined forces to bring the Copper River Delta to thousands of children, teachers and parents across the Western Hemisphere. Blending traditional interpretation and education know-how with cutting edge technology, the innovative *Winging Northward* distance-learning project reached over 350,000 children at over 850 sites in the United States, Canada, Mexico, and Puerto Rico.

Winging Northward was a comprehensive education project focused around a live, satellite-broadcast “field

trip” from the Copper River Delta on May 8, 2002—the peak of shorebird migration. Although the highlight of the project was the broadcast, an entire web of supporting materials was spun around the televised event. The partners launched a dynamic website in November 2001, supported a live, bilingual webcast, produced supplemental education materials, and developed an evaluation program. The website offered a teacher resources center and exciting classroom activities that supported monthly themes and were correlated to national education standards.

Denny Bschor praised that efforts that went into this award-winning program. He said, “It is an honor for our people to be acknowledged along with our partners. This shorebird project represents the type of partnership that will strengthen the Forest Service’s new century of service. These partnerships are our avenue to enhanced conservation and public service.”

For more information, visit <http://shorebirds.pwnet.org>.



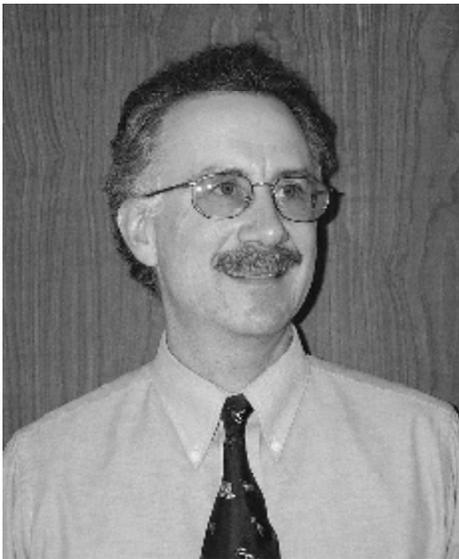
The Copper River International Migratory Bird Initiative built a coalition of partners including the Prince William Network, Western Hemisphere Shorebird Reserve Network, USFWS, and the Cordova School District, to present the award-winning “Winging Northward” project. Photo by Milo Burcham.

New Director at State & Private Forestry

by Ray Massey, Regional Public Affairs Office

Andrew C. Mason has been selected as Director of State and Private Forestry for the Alaska Region. Mason spent some time acting in the position following the retirement of Paul Forward.

Regional Forester Denny Bschor said, "Andy Mason has an easy style



Andy Mason is ready to take the helm at State & Private Forestry.

about him, as well as a can-do approach to business. He'll be a positive asset as the Alaska Region continues to foster its working relationships with state and private organizations. He also has a great appreciation for his role in supporting state and private forestry in the Southeast as well as in Central Alaska."

Bschor said he expects that Mason and newly appointed Chugach Forest Supervisor Joe Meade will become a dynamic team dealing with south central Alaska forest and natural resource priorities.

Mason will officially begin the State and Private directorship in June after finishing his current Forest Service duties as Director of the Forest Health Technology Enterprise Team in Fort Collins, Colo.

"I couldn't be more pleased about my new assignment in Alaska," said Mason. "I look forward very much to working with the talented people

of the Alaska Region and our many federal, state and private cooperators to effectively deliver the many State and Private Forestry programs that ultimately benefit many Alaskans."

Mason will provide regional leadership for all the Forest Service's State and Private Forestry programs, including wildland fire preparedness and operations, hazardous fuel treatment, forest health protection, cooperative forestry, urban and community forestry, and economic action.

Mason and his staff in Anchorage, Juneau and Fairbanks work very closely with many state, federal, and tribal cooperators to deliver these programs. The Alaska Division of Forestry in particular is a key cooperator in delivering many cooperative forestry and fire programs.

For more information, contact amason@fs.fed.us.

Are Your Neighbors Tired of Your Work Area?

by Thomas Puchlerz, Forest Supervisor, Tongass National Forest



Not a wonderful day in this neighborhood! Photo by Macky McClung.

Clutter and "junk" in our workspaces is unsightly and often a fire hazard. Keeping the place tidy and professional looking improves access, insures egress in an emergency and makes the place look more professional. It's also the law! Don't make your neighbors sorry that they have to sit or work next to you. Let's keep it "orderly" out there!

Occupational Safety and Health Administration (OSHA) 29 CFR 1910.22(a) Housekeeping, states: *All places of employment, passageways, storerooms and service rooms shall be kept clean and orderly and in a sanitary condition.*

New Chugach National Forest Supervisor

by Ray Massey, Regional Public Affairs Office

Joe L. Meade, a 25-year Forest Service veteran, has been selected as the new forest supervisor for the Chugach National Forest. He follows former forest supervisor, Dave Gibbons. Regional Forester Denny Bschor, who has known Meade for a long time, said, "Meade has impressed me with his leadership and organizational skills.



Navarro at New Employee Orientation .
Is he listening patiently, or waiting for the break?
Photo by Ray Massey.

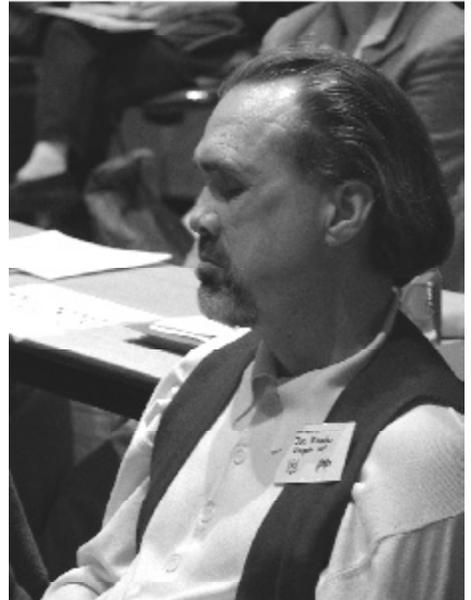


Joe Meade and his guide dog Navarro run with the Olympic Torch in Albuquerque, NM during the torch's journey to the 2002 Winter Olympics in Utah.
Photo by Susan Alden.

I've known Joe for much of his career, and we worked together in the recreation, heritage and wilderness resources arena for several years. He's excelled at every level."

Before jumping into the responsibilities of supervising the second largest forest in the national forest system, Meade had a desire to meet the employees. "My highest priority when I arrived was to meet each of the Chugach National Forest employees," said Meade. "I quickly visited each ranger district and to get to know the Chugach. My other paramount priority is to connect with our communities and external partners. I look forward to working with the communities in South-central Alaska. Together we can find solutions to address forest health and wildland-urban interface safety issues."

Meade comes to Anchorage from the Southwest Region, which encompasses Arizona, New Mexico and Grasslands in Texas and Oklahoma. There he was the director of the Recreation, Heritage and Wilderness Resources Staff. Meade served as the forest supervisor for the Pike and San Isabel National Forests and Cimarron and Comanche National Grasslands in Colorado and western Kansas during the last half of



Meade attends the New Employee Orientation in Juneau, April 2003. Photo by Ray Massey.

2002. While acting in that capacity, Meade was assigned as the agency administrator for the Hayman Fire, the largest wildfire in Colorado's recorded history. He directed a \$38 million fire suppression effort that quelled the 137,000-acre fire. Meade was also responsible for beginning a \$20 million emergency assessment of the burn and a follow-on rehabilitation effort, receiving a National Fire Plan Award for his community engagement efforts.

For more information, contact jmeade@fs.fed.us.

Finney Named Director of Public Affairs

by Ray Massey, Regional Office

Regional Forester Denny Bschor named Pamela J. Finney as the new director of Public Affairs for the Alaska Region of the Forest Service. She will lead all region-wide operations of governmental and media relations, public involvement, partnerships, and strategic and internal communications for the agency in Alaska.

Pamela has 25 years of comprehensive experience in communication working as a public affairs officer, naturalist, visitor center director, audio-visual specialist, media specialist, and special events planner.

Denny Bschor said, "Pamela is an enthusiastic innovator with expertise in building effective relationships. She has a deep understanding of the value of conserving and using our natural resources that matches our vision for the Forest Service in Alaska."

She has worked as a public affairs specialist at all levels of the USDA Forest Service in Alaska, Oregon, and

Washington, D.C. She has led interdisciplinary public involvement projects with the U.S. Fish and Wildlife and Bureau of Land Management.

Pamela is active in the community and has served as President of several non-profit and professional organizations such as Audubon, Toastmasters, and the American Primrose Society. She is married to Neil Hagadorn who is the Assistant Director for Recreation and Tourism for the Alaska Region of the Forest Service.

Pamela and Neil enjoy gardening, boating, photography, and travel in their camper van. They have presented several public programs, including Canoeing across Admiralty Island, Queen Charlotte Islands of British Columbia and Williamsburg Through the Seasons. "I love Alaska and look forward to raising the public's awareness of the great work of Forest Service em-



ployees to protect this land and provide so much for so many. I truly feel blessed by God in having this opportunity to serve in improving our communication both in Alaska and the world," said Pamela.

Pamela may be reached at pfinney@fs.fed.us.

Communications Tip: Trim the Fat

by Teresa Haugh, Editor

On June 1, 1998, the White House issued a letter to the heads of departments and agencies saying that federal government writing must be in plain language. The idea was to make the federal government more accessible and understandable to the public. One of the recommendations for achieving this plain language was to use common, everyday words.

Have you ever found yourself using any of the latest "buzzwords" that creep into our language from business or management professionals?

For example, have you ever said:

- Empowerment
- Win-win
- Best practice
- Benchmark
- Fast track
- Revisit
- Value-added
- Think outside the box
- Paradigm shift
- Results-driven
- Facilitate
- Transition
- Knowledge base
- Synergy?

Try using a simple word in place of a more complicated word or phrase.

<u>Instead of:</u>	<u>Use:</u>
achieve	do
anticipate that	expect that
approximately	about
as a consequence of	because
assistance	help
attempt	try
cognizant	aware
facilitate	help, ease
indicate	show
linkage	link
mitigate against	reduce
necessitate	need
utilize	use

If At First You Don't Succeed...

by Jamie Quade, Chugach National Forest

Forest Service personnel in the Alaska Region have determined that it is important to support the communities that surround Alaska's national forests. With this mission in mind, Chugach National Forest Property Management Officer, Gerrie Nyburg, made a decision to help local students. Ignoring the call to "take these to the landfill!" Gerrie found a way to donate some used computers to local school districts.

In 1998, the Forest Service decided to include all IBM computers and their replacements in the Working Capital Fund (WCF). The WCF has specifically requires that the Forest Service sell all the equipment that falls under that program. The idea is to recoup the salvage value of the equipment and to return receipts that assist in making the fund self sufficient. While this plan may work fine for the fleet, it falls short in the case of computers, which are practically outdated before they are taken out of the box. In fact, the computer sale held by the Chugach 2001 reported a net loss after the costs of holding the sale were factored in. To put it in Gerrie's words to the Administrative Officer Jamie Quade, "This is NOT how you run a business." Jamie agreed, and the two began to search for alternatives.

Although President Clinton signed an order in 1996 called *Computers for Learning Program* that allows agencies to donate equipment directly to schools and educational

nonprofit organizations, the Forest Service had never participated. Forest Service personnel held firm to the WCF rule that equipment should be sold. Not disheartened, Gerrie and Jamie made several phone calls, and after months waiting, experienced a breakthrough. They were given authority to donate their used computers.

Gerrie sent out 51 letters and called 19 schools to see if they could use the excess computers from the Chugach. The end results were gratifying to all concerned. The computers were shared, and the Chugach developed an ongoing list of needs by school district. With a system now in place, in going through the normal computer replacement cycle, any extra computers that cannot be used by other federal or state offices can be transferred immediately to one of the local schools. This process will save storage costs for the Chugach, get computers to the schools while they are more up to date, and reduce the staff time required to move the computers from office areas to storage units.

Through the efforts of serving the local communities, Gerrie

and Jamie not only made their own lives a little easier, but found real satisfaction in being good neighbors.

IDEA Home School

Anchorage

Needed equipment for students to complete assignments on the Internet. Received: 19 CPUs, 2 laptops, 42 monitors, 16 printers, 7 scanners, wiring, cords, keyboards and many mice.

Muldoon Elementary School

Anchorage

Needed to upgrade existing equipment and provide more students with computer access. Received: 6 CPUs, 6 monitors, 3 CD-ROM Burners, 1 laptop.

Lake & Peninsula School District King Salmon

This District covers Chignik Bay School, Chignik Lagoon School, Chignik Lake School, Egegik School, Lgiugig School, Ivanof Bay School, Kokhanok School, Levelock School, Newhalen School, Nondalton School, Den'ina School, Perryville School, Pilot Point School, Tanalian School, Meshik School. Needed to replace monitors, upgrade systems, and increase number of computers. They received: 39 CPUs, 69 monitors, 1 printer, 3 CD-Writers, misc. wiring, keyboards, and mice.



Gerrie Nyburg, Property Management Officer, Chugach National Forest, and Brian Schneider, Muldoon Elementary School, Anchorage.
Photo by Lauro Garcia

Alaskans Experience Some Winter Weather

Leadership and Communications Course 2003

by Elizabeth Bella, Seward Ranger District

Seven students from the Alaska Region traveled to snowy Virginia to participate in the Forest Service Leadership and Communication Course at the Virginia Tech campus in Blacksburg. Topping out the roster of 28 students, the Alaska Region contingency included seven people in various resource disciplines from both Forests and the RO. Framed with the idea that “everyone can be a leader, even if they are not in a supervisory or decision making position,” the course provided a look into Myers-Briggs personality types, essential communication skills, negotiation techniques, effective team participation, media relations, meeting logistics, and value systems of colleagues, agencies, and publics.

The interactive classroom setup had us working on vexing problems including what would we take to survive a helicopter crash in the North Cascades in winter, determining who was responsible for the baroness’s death after she fled to castle to visit her lover, and how to describe what appeared to the naked eye to be a red delicious apple. We fiercely competed for the honor and glory of constructing the tallest free-standing Tinker Toy tower, and learned how not to mince words in our professional writing. All of these activities were not without a point, as they illustrated the necessity of effective teamwork in achieving goals within the organization.

The free weekend provided time to explore the surrounding area. We saw Cascade Creek on the Appalachian Trail, the Appomattox Courthouse,

and Monticello, Jefferson’s country home where the Lewis and Clark journey all began. Botanists were rewarded with a display of some of the original botanical specimens collected by the Corps of Discovery on loan to the estate, and spectacular examples of central hardwood forests throughout the landscape.

A weekend highlight was a journey to Floyd, Virginia, to clog around the dance floor and take in the local bluegrass music. Several of us caught some more live bluegrass music to the tune of Ricky Skaggs and Del McCoury in Roanoke.

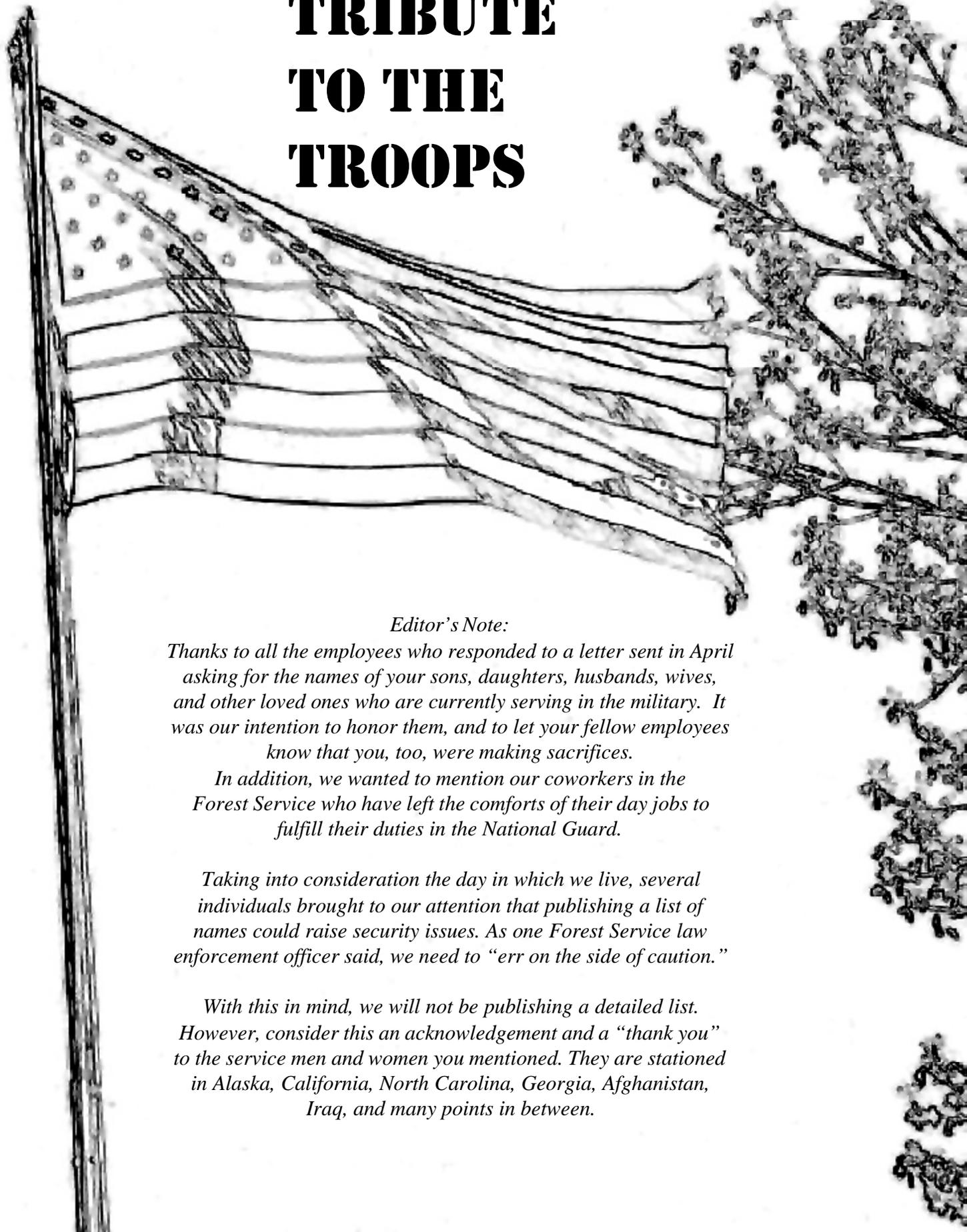
Armed with new perspectives on the course themes, and with snow-

balls from the record-breaking snowfall in Virginia, the Alaska Region crowd headed north again, assuring promises of fishing trips to our instructors and fellow students from across the country during their next Alaska visit. Evening slideshow presentations from many districts and forests provided inspiration for trips throughout the country, and spurred lively dialog and information exchange about projects, perspectives, and ideas from the diverse resource backgrounds represented. Overall we found this class to be an excellent experience, although I learned that I can’t effectively blame my perennial lateness to meetings on my personality type!



Front Row: Mike Goldstein, Chugach SO; Mary Friberg, RO; Elizabeth Bella, Seward RD.
Back Row: Ken Coffin, Sitka RD; John Gier, Tongass SO; Tim Price, Craig RD; Tyler Cole, Wrangell RD. Photo by Steve McMullan.

TRIBUTE TO THE TROOPS



Editor's Note:

Thanks to all the employees who responded to a letter sent in April asking for the names of your sons, daughters, husbands, wives, and other loved ones who are currently serving in the military. It was our intention to honor them, and to let your fellow employees know that you, too, were making sacrifices.

In addition, we wanted to mention our coworkers in the Forest Service who have left the comforts of their day jobs to fulfill their duties in the National Guard.

Taking into consideration the day in which we live, several individuals brought to our attention that publishing a list of names could raise security issues. As one Forest Service law enforcement officer said, we need to "err on the side of caution."

With this in mind, we will not be publishing a detailed list. However, consider this an acknowledgement and a "thank you" to the service men and women you mentioned. They are stationed in Alaska, California, North Carolina, Georgia, Afghanistan, Iraq, and many points in between.

Feathered Friend Gets a Hand

by Marla Dillman & Terry Fifield, Craig Ranger District

It's Halloween, and late in the afternoon on the Craig Ranger District. The weather is brisk, but sunny. Harry Potter is lurking in the background, and releases a feathered

friend—a tiny northern pygmy owl that swiftly wings its way across Craig's South Harbor. The songbirds scold him as he passes. The rodents on the ground scurry to hide, and hope the little predator doesn't spot their movements. The owl was having a perfect day, until he meets his match: his own reflection in a picture window.

Concerned Harbor neighbors find him, and are fascinated by the little owl that stands 6¾" high. They take care of him overnight, and deliver him the next day to Marla Dillman, a wildlife biologist at the Craig Ranger District. Marla examines the owl, and talks to the Sitka Raptor Center about his plight. When Marla is convinced that the owl has

recovered from his close encounter with the unforgiving window, she releases him on Prince of Wales Island, and he is off again.

Northern pygmy owls (*Glaucidium gnoma*) are, for the most part, a diurnal species, preferring to hunt in the dawn and dusk rather than at night. They are known as aggressive hunters and often take prey twice their size. Because northern pygmy owls don't eat the hair, bones, and feathers of their prey, they don't form the pellets typical of most owls. Like most small owl species, northern pygmy owls have false eyespots on the backs of their heads. Owing to their diminutive size, these owls are difficult to spot in the wild.

If not for his accident, this northern pygmy owl may have gone by unspotted. He was fortunate to be noticed by kind neighbors, and cared for by the employees at the Craig Ranger District.



Northern pygmy owl recuperates at the Craig Ranger Station before darting off east across the harbor. Photo by Terry Fifield.

Etiquette for the Office

Short of having a closed office door, people are bound to over-hear phone conversations, especially in open and cubicled areas. Regardless, it is impolite to make reference to an overheard conversation unless that person initiates the discussion. On the flip side, you know that your calls are equally public, so don't talk about things you don't want people to hear. The same goes for looking at someone's computer screen without their knowledge. This may seem like pretending on your part, which it is, but it also *polite*.

Basically, keep it quiet. Just because others *can* hear you doesn't mean they *want* to.

(from www.business-person.com)

- Use headphones for music.
- Don't talk loudly across partitions.
- Keep cell phones ringers low.
- Refrain from annoying cell ringers.
- Answer phones promptly, don't let the phone ring several times.
- Don't use a speakerphone unless you are in a conference room with the door closed.

Length of Service Awards

Ten Years

Chugach	Robert L. Develice	Samantha Greenwood	Robert O'Conner	Susan McCall	
Tongass	Bret R. Lane Eugene J. Primaky	Darlene Rialtos Robert M. Sheets	Stephen Stoddard	Timothy Piazza	Charles Parsley
RO	Eric J. Meyer	Tyler Cole	Jennette Grossman		

Fifteen Years

Chugach	John T. Graham Mona R. Spargo	Betty E. Welch Carol S. Huber	Lezlie L. Murray	James Mitchell	Rebecca Nourse
Tongass	Sumi J. Angerman Eric M. Dow Jacqueline Demontigney Brian Beall Brad Bolton Judith Crome	Nida D. Crumley Martha De Freest Susan G. Jennings Tonya Rymer Eric Larson Donald Martin	Mary McCullin Patricia O'Connor Mariaepser Romine Linda P. Slaght Karen L. Brand Karen L. Dillman	Kelly Hall Gina C. Siroy Steven Hohensee Daniel Gilliken Rose Greenup Patrick G. Heuer	Larine MacDonald Austin O'Brien Theodore Sandhofer Harry Tullis Thomas Krantz
RO	Joanne Behrends John M. Belovsky Kevin C. Hadley	Sharon Heidersdorf Diana Kuest Eugene J. DeGayner	Robert Simmons Karol Turner Kenneth Post	Mary Dowling Leo Barrans	Betty Wilt Jacqueline Swanson

Twenty Years

Chugach	Andrew Schmidt	Robert P. Cook	Wayne Johnson		
Tongass	Gabriele Bosch Richard L. Crockett Mike Driscoll Eleanor Oman	Sheryl Shafer James Baichtal John P. Neary Mary E. Nelson	Gregory Overturf Kathryn Rousso Teresa I. Streuli James P. Tambling	Dennis Chester Karen S. Iwamoto Diane C. O'Brien Donna J. Pratt	Paul M. Wild Arthur V. Williams Chris Woodling Eva Werline
RO	Mechele MacDonald	Connie Wilkins			
LEI	Jeffrey Bryden	David Zuniga			

Twenty-five Years

Chugach	Stephen H. Henning	Susan E. Kesti	Paula J. Smith	Michael Kania	Douglas B. Stockdale
Tongass	David J. Rak Lois V. Ressler Jon K. Appleman	William Dougan Patrick A. McCoy William Trythall	Brenda McDonald Lelia Vollmer Daniel Kelliher	Susan Wise Eagle George S. Doyle	Cynthia E. Schelin Marc D. Scholten
RO	Roger Birk Randy Coleman Peggy Turner	Andy Mason Janis Burns Linda R. Johnson	Avadna C. Richards Richard Zaborske Marti Marshall	James Thomas Joseph Calderwood Mary Stensvold	Linda Jones Neil Hagadorn

Thirty Years

Chugach	Gary H. Lehnhausen	Mildred A. Lindall	Glen M. Stubbs	Dona Walker	Clifford Fox
Tongass	Thomas V. Marks Thomas Puchlerz Dennis W. Vogans	Hans J. Von Rekowski John L. Weisz Timothy M. Hazelwood	Robert Heucker John Short Stephen Patton	Brian Heinrichsen Paul Crowl Dwight John	John Short Lynn Kolund
RO	Donald K. Golnick John B. Morrell	Priscilla A. Steele Mickie L. Dutton	Ronald M. Knowles	Peter L. Klein	Robert L. Simmons

Thirty-five Years

Tongass	Robert Sutton				
RO	Everett J. Kissinger	James D. Rhodes			

Awards

Extra Effort

Chugach

Monika Adam
Ronald Baer
Mark Bender
Erik Boraas
Corriene Brown
Christene Dunlap

Jason Fantz
Heather Hall
Steve Hennig
Carol Huber
Elizabeth Kellar
Jamie Morgan

Lezlie Murray
Jeff Nissman
Lisa Portune
Samantha Preston
Jamie Quade
Sharon Randall

Brenda Short
Mark Schultz
Mona Spargo
James Sumner
Lance Valentine
Dona Walker

Bette Welch
Gerry Xavier
Dave Zastrow
Ken Zogas

Tongass

Rozie Berry
Wes Burton
Michelle Canik
Dennis Chester
Tim Chittenden
Nicole Clowery
Shirley Cole
Michael Cruise
Martha DeFreest

Pete Fama
Dale Fife
Devon Green
Peter Griffin
Robert Gubernick
Chad Hood
Susan Howell
Debbie Jacobs
Susan Jones

Annemarie LaPalme
Ron Marvin
Brenda McDonald
Laura Miner
Dom Monaco
Benjamin Niedbalski
Dennis Neill
Jack Oien
Michele Parker

Steve Patton
Robbie Piehl
Robert Reeck
Jeffrey Reeves
Jim Rhodes
Tonya Rymer
John Sherrod
Sandra Skrien
Melanie Slayton

Gary Sonnenberg
William Standley
Bill Tremblay
Karen White
Michael White
Monica Witter

Regional Office

Kathleen Adam
Sara Baldwin
Jerry Boughton
Steve Brink
David Bruce
Joe Calderwood
Forrest Cole

Sandra Herrera
Dawn Heutte
Lynn Humphrey
Connie Johnson
Linda Johnson
Winifred Kessler
Ronald Knowles

Bill Lorenz
Marti Marshall
Susan Marvin
Stella Mauer
Martin Myers
Beth Pendleton
Mary Lou Peterson

Frances Preston
Don Rivers
Melissa Rogers
Mary Samato
Cherie Shelley
Keith Simila
Annette Untalasco

Joleen Wheeland
Linda White
Larry Yarger

Performance Bonus

Chugach

Joel Little

Tongass

Nancy Richardson

Todd Tisler

Regional Office

Mike Belovsky
Jerry Boughton
Winnie Blesh
Katherine Brown

Steve Bush
Wayne Bushnell
Teddy Castillo
Peggy Cossaboom

Robin Dale
Robert Jaeger
Linda Jones
Gary Lehnhausen

Jan Lerum
Mechele MacDonald
Gilbert Mendoza
Erika Reed

James Thomas
Peggy Turner
Mary Anne Ward

Time Off

Chugach

Karen Kromrey
Karen O'Leary

Regional Office

Mary Belcourt
Della Koelling
Dorothy Nix

Keepsake

Tongass

Colleen Webb

Regional Office

Donald Golnick

Quality Step Increase

Chugach

Mark Kromrey
Tony Largaespada

Tongass

John Autrey
Sophia Chapman
Patricia Droz

Barth Hamberg
Larine MacDonald

Donna Neumann
Benjamin VanAlen

Regional Office

John Morrell
Betsy Rickards
Ken Vaughan



Spot Awards

Chugach

Elizabeth Bella
MaryAnn Benoit
Mark Black
David Blanchett
Amanda Christensen
Erin Cooper
Dean Davidson
Andrew Devolder

Daniel Golden
Molly Hickox
Guy Hollstein
Ken Hodges
Ken Holbrook
Teresa Hunt
Eric Johansen

David Johnson
George Jordan, III
Keith Keeler
Orville Lamson
Gwendolyn Marcus
Jeff Mitchell
Sherry Nelson

Rod O'Connor
Pat O'Leary
Warren Oja
Stacy Prosser
Jamie Quade
William Shuster
April Skaaren

Mona Spargo
Dave Strehle
Larry Winter
Linda Yarborough

Tongass

Bethany Albrecht
Kurt Aluzas
Shawn Anderson
Mario Barajas
Dennis Benson
Esther Bingham
Douglas Blanc
Karen Brand
Melissa Cady
Thomas Cady
Teresa Campbell
Sophia Chapman
Tyler Cole

Richard Crockett
Glenn Cross
Paul Crowl
Teresa Dickey
Mike Dilger
Charles Draves
Terry Fifield
Troy Foster
Christy Gardner
Patricia Grantham
Peter Griffin
Richard Guhl
Robert Jaeger

Richard Jennings
Brian Lamon
Paul Larkin
Joel Little
James Llanos
Mark McCallum
Robert McKee
Kevin Makuck
Donald Martin
William Meadows
Sarah Meyer
Valorie Nelson
Anita Nettleton

Donna Neumann
Rebecca Nourse
Diane O'Brien
Larry O'Rear
Larry Orines
Jeremy Padilla
Sandy Powers
Timothy Price
Josh Rassi
Dorinda Ray
James Rhodes
Dennis Rogers
Michael Savage

Marc Scholten
Kevin Sims
Sandra Skrien
Wayne St John
Robert Traufer
Kip Tyler
George Ward
Michelle Warrenchuk
Colleen Webb
Kevin Weinner
Michael Whelan
James Wilds

Regional Office

Debbie Anderson
Winnie Blesh
Ellen Campbell
Cal Casipit
Peggy Cossaboom
Curtis Edwards

Bonnie Ellis
Lauro Garcia
Jonathan Herrick
Everett Hinkley
Connie Johnson
John Kato

Patrick McCoy
Eric Meyer
Martin J Myers
Ryan Nicholson
Dorothy Nix

Susan Oliva
Shawnel Padilla
Lillian Petershoare
John Short
Jackie Swanson
Ken Thompson

Lori Trummer
Virginia VanEaton
Jeanette Williams
Rebecca Wright

Personnel Actions

Recruitments

Chugach

Sean Burke
David Osborn

Alison M. Reirt

Mona Spargo

Melissa R. Workmon

Tanya Zastrow

Regional Office

Forrest Cole
Melinda Hernandez
Thomas Huette

Todd Johnson
Mary Lihou

Alyson Miner
Warren Pellett

Loretta Pittman
Robert Simmons

Tim Walther
Rebecca Wright

Tongass

Robin Beebee
Benjamin Case
John Caouette
Adam Cross
Sylvia Dennis

Brett Hand
Jeffrey High
Allyson Jackson
Tedy Jones

Stanley McCoy
Wayne Marquis
Cory Mlodik
Matthew Moran

Linda Pulliam
Jill Reeck
Charles Ressler
Kristen Thweatt

Lynda Thomassen
Jeff Tilley
Emil Tucker
Corrine K. Voron

Resignations

Chugach

Janet Heimen
Shawnel Padilla

Tongass

Justin Hayes
William Lawrence

Regional Office

Thomas Estes
Steve Carlton
Eileen Nally

Retirements

Tongass

Gregory Overturf
Larry Meshew

Regional Office

Gregory Kahler
Bob G. Sutton

Transfers Out

Chugach

Brenda Short

Tongass

Bennett Basden

Steve Heppner

Marvin Urban

Promotions

Chugach

Randall R. Green

Tongass

Jason McCormick

Jennifer Kevil

Jerry Olson

Linda L. Rollins

Regional Office

David Galloway

Sharon Heidersdorf

Ken Post

Ken Vaughn

Roy Morrison

Time-Limited Promotions

Chugach

Susan L. McCall

Andrew J. Schmidt

Tongass

Karen Brand

Teresa Campbell

Randy Hojem

Ronald Medel

John Neary

Renaker Parks

David Rak

Olleke Rappé-Daniels

Kim Redmond

Eric Trimble

Regional Office

Kenton Bowers

Art Johnston

Keith Johnson

Andrew Mason

Dorothy Nix

Guy Robertson

Mike Stubbs

Rebecca Wright

Competitive Sourcing—Are You Informed?

It is understandable that we in the Alaska Region do not like the idea of having to compete with the private sector for the jobs we are already doing. While we may philosophically agree with the goal of competitive sourcing—ensuring the public receives the best services for their tax dollars—it's not easy when the goal hits a little too close to home. The process is stressful, especially for those whose work functions are being studied in fiscal year 2003.

The good news is, our regional leaders believe in most cases, we will

come out on top, and we *are* providing the best value to the public for their dollars spent. In fact, competitive sourcing can be a useful tool to improve the way we do business. Experience has shown when these types of studies are completed, a large percentage of the work do remain in-house.

Our leadership team is committed to offering us all the tools we need to compete well. Competitive sourcing training sessions have been held in the region to provide an overview for employees inter-

ested in learning more about the competitive sourcing process. And, there will be additional sessions this calendar year.

A competitive sourcing team has been set up with representatives from around the region. If you have any questions or concerns about the competitive sourcing process, you are encouraged to share them with your supervisor, your local union representative, one of the following competitive sourcing team members. The national and regional websites are also listed below.

TEAM MEMBERS

- Keith Simila, RO (907) 586-8733
- Jim Fincher, Chugach (907) 754-2317
- Barney Freedman, NFFE (907) 828-3246
- Patty Grantham, Tongass, (907) 772-5900
- Ray Massey, Public Affairs (907) 586-7876
- Beth Pendleton, RO (907) 586-8877
- Jacqueline Myers, DRF (907) 586-8716

FUNCTIONS TO BE STUDIED IN FY 2003

- Building, ground, fleet and road maintenance functions
- Information technology infrastructure (e.g. IBM systems operations, telecommunications, software support)
- Content analysis function (currently being done by an enterprise team)
- 10-15% of work performed by temporary employees (e.g. inventory, fire suppression, fuels reduction)

MORE INFORMATION ON THE WEB

Regional: *The Source* at
<http://fsweb.r10.fs.fed.us/source/index.shtml>

National: <http://fsweb.wo.fs.fed.us/pma/main/CS.shtml>

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Juneau, AK 99802

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Please send your comments to Teresa Haugh, Editor, Public Affairs Office (see page 2).



*Cynthia Snyder, Biological Technician (Insects),
FHP - State & Private Forestry, Anchorage
Photo by Ray Massey.*

Survivor of new employee orientation, April 2003

I've found my "dream job" in the U.S. Forest Service!
(and a brand new home in Alaska)
Living in this place where others come to vacation,
Traveling to remote locations,
Across mountains, inlets, and bays,
Often in a plane!

I've found a new family in the U.S. Forest Service!
A large group with diverse backgrounds,
Fascinating cultures and colorful traditions.
Facing personal and professional challenges daily,
We share similar interests, similar lifestyles,
And a common mission -
To care for the land and serve the people.

All of this and a paycheck, too!

Cynthia Snyder