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United States  
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Forest  
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Washington  
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14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 1300

Date: May 4, 1998

Route To:

Subject: Chief's Letter to Region 2 Customer Service/Frontliners Conference - May 6

To: Region 2 Customer Service

I regret having to miss your Interagency Customer Service Conference. However, I would still like to take the opportunity to share what I believe is the importance of customer service in the Forest Service.

Our Natural Resource Agenda for the 21st Century has as one of its stated goals that every visitor to a national forest leaves with a deeper appreciation for his or her natural resource legacy. This goal is an important challenge as we face greater demands on all forest resources, an increasingly urbanized population and the prospect of one billion recreation visits annually.

With the Agenda we are making some very important commitments to our customers such as inviting the American people to learn about and use the resources of their national forests; bringing forestry to the 80% of Americans who live in town and cities; setting new expectations for improving watersheds and forest health and establishing performance standards and expectations about the quantity and quality of recreation we provide. The proof of these commitments is in the delivery. Forest Service performance hinges on how well we fulfill these expectations.

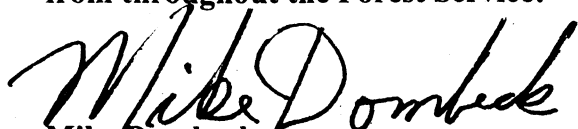
Simply put, the Forest Service is in the customer service business in a big way. From the days of Gifford Pinchot, we've recognized the importance of public participation and the greater good. But it's just in the last few years we've begun to recognize how important service is to the American people. It's not enough to include the public in decisions about "Caring for the Land"; we have to serve them as well. So, in the execution of our programs, and when we meet and greet our visitors, we need to provide customer service second to none. This day-to-day serving of our customers is where we build grassroot support and where the credibility of the Agency is ultimately established.

Servicewide, we've been taking the pulse of the American people through customer surveys over the past three years. Some of the themes we are hearing are (1) provide more education and interpretative information such as maps and signs; (2) make it easier to do business with you by providing more flexible office hours, more receptionists and more people to answer questions; (3) simplify your permit and application processes by limiting the amount of red tape and approval time; and (4) maintain recreation facilities better and enforce their rules. These themes are straightforward; the challenge for us is to learn how to adopt better business practices, upgrade

facilities and shift resources to the service side of our duties while living within the framework of our laws, rules and budget.

Each of you attending this conference is a critical part of our delivery system. To many Americans, you are the Forest Service. Their encounter with you is the only experience they might have with the Agency, so your role is vital in accomplishing the Natural Resource Agenda. Your professionalism is paying off and we're hearing about it from initiatives like the Forest Service/Bureau of Land Management "Trading Post" and the feedback I get in Washington from the comment cards -- a few of which are read at every Management Committee Meeting so we can stay in touch with customers around the country.

All our best-laid plans for creating a truly "Customer-Driven Forest Service" depend upon the day-to-day dedication and commitment by you and others like you around the country. I thank you for your hard work and I look forward to hearing more and more customer success stories from throughout the Forest Service!

  
Mike Dombeck  
Chief



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File Code: 1550

Date:

MAY 7 1998

Mr. Jorge Kondo Lopez  
Chief Executive Officer  
Instituto Nacional de Investigaciones  
Forestales Agricolas y Pecuarias  
Av. Progreso No 5 Col. Viveros de Coyoacan  
C.P. 04110 Mexico D.F.  
MEXICO

Dear Mr. Kondo Lopez:

Thank you for your letter of March 24 inviting the Forest Service to participate in the North American Scientific Symposium, "Toward a Unified Framework for Inventorying and Monitoring Forest Ecosystem Resources," in November 1998.

As I am sure you are aware, several Forest Service scientists are involved in helping to plan and organize the symposium. I am impressed by the breadth of topics to be discussed. I agree that the need for better understanding and information about our forest resources is a high priority for all countries of North America.

Although I will not be able to participate personally in the symposium, I wish the organizers success in achieving the ambitious goals that have been established for the conference.

Sincerely,

MIKE DOMBECK  
Chief





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File Code: 6100  
Route To:

Date:

MAY 7 1998

Subject: 1998 Chief's Honor Awards

To: Regional Foresters, Station Directors, Area Director, IITF Director,  
and WO Staff Directors

We are pleased to announce the recipients for this year's Chief's Honor Awards. These awards will be presented at the spring National Leadership Conference on July 1, 1998, in Washington, D.C. Enclosed is the listing of approved award recipients for the stated categories.

The awards ceremony will be held at the Quality Hotel & Suites, located at 1200 North Courthouse Road, Arlington, Virginia, 22201. For your convenience, we have reserved a block of rooms under the Forest Service name. Please contact the hotel directly to make your reservations at (703) 524-4000 or visit their website at: [www.qualityhotelarlington.com](http://www.qualityhotelarlington.com).

The Ronald Reagan National Airport (formerly Washington National) is the closest airport. You can take Metrorail or Super Shuttle to the hotel, follow the signs to the lower level baggage area. Each awardee will receive an information package by mid-June. It is permissible for the local unit to pay for the travel and per diem of awardees. We encourage family members to accompany awardees, however, field units are not authorized to pay travel expenses for spouse or family members. For group awards, only one group member is authorized to travel.

Please join me in congratulating the 1998 award recipients.

MIKE DOMBECK  
Chief

Enclosure





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File Code: 6300  
Route To:

Date:

MAY 7 1998

Subject: Approval of Other than Full and Open Competition

To: Regional Forester, R-8

I have reviewed your request for approval to acquire supplies and services to restore storm damaged areas on the basis of less than full and open competition. Your request is in accordance with the requirements of the Federal Acquisition Regulations and is documented as such.

I am authorizing you to proceed as requested in your letter dated March 11, 1998. As a point of clarification, paragraph 6 of your justification states that a Commerce Business Daily (CBD) Synopsis will not be issued for individual projects if time does not allow. My approval of your requested deviation includes a requirement that you do issue a general CBD announcement of intent to exercise expedited procedures in accordance with this authorization.

This authorization expires 1 year from the date of this letter or when the urgent requirements no longer exists, whichever occurs first.

MIKE DOMBECK  
Chief





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File Code: 6140  
Route To:

Date:

MAY 13 1998

Subject: 1998 Chief's Award--Labor-Management Partnership

To: National Forests in Florida Partnership Council  
Thru: Regional Forester, R-8

Congratulations to the National Forests in Florida Partnership Council upon being selected as the winners of the 1998 Chief's Labor-Management Partnership Award. This is the second year for the presentation of this award which recognizes outstanding contributions by a partnership council within the Forest Service. I want you to know that I value the commitment which Management and Labor have demonstrated, through word and action, to improve the workplace for employees and effectively fulfill the mission of the Agency.

The award will be presented at a ceremony at the National Leadership Conference on July 1, 1998. The National Forests in Florida Partnership Council will receive a \$20,000 monetary grant for their use to promote mission accomplishment through labor-management partnership activity. In addition, the Council will be awarded a trophy and each member will receive an individual plaque to commemorate the occasion. It is permissible for the local unit to pay for the travel and per diem of one representative from the Union and one from management. Family members are encouraged to accompany awardees, however, field units are not authorized to pay travel expenses for spouse or family members. We will provide you with more information as soon as the details of the ceremony are confirmed.

If you have any questions, please contact Pete Rockx, on (703) 235-8102, extension 3078. I look forward to meeting your representatives at the award ceremony in July.

MIKE DOMBECK  
Chief





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File Code: 1700

Date:

Route To:

**MAY 13 1998**

Subject: Executive Team/FSHEA Meeting

To: Angela Baca, Chairperson  
Forest Service Hispanic Employee Association (FSHEA)

I want to express my profound appreciation for your leadership and contributions to the Executive Team meeting with FSHEA. By all accounts, the meeting was a success and moved us in a positive direction. Your contributions were central to that success.

I am especially pleased to note that the next meeting will involve the leadership of other Resource Groups and will continue to focus on meaningful ways of reaffirming our commitment to the agency's multicultural organization goals. I support this focus and plan to be fully engaged in these efforts as we go forward.

Again, I thank you for your leadership and contribution.

MIKE DOMBECK  
Chief





File Code: 6130

Date: MAY 26 1998

Subject: Director of Human Resource Management

To: Regional Foresters, Station Directors, Area Director, IITF Director, and WO Staff

I am pleased to announce the selection of Stephen F. Nelson as the new Director of Human Resources Management for the Forest Service. Steve begins work with us this week.

Steve comes to us from the National Guard Bureau where he has been since 1992, serving as the Director of Human Resources. At the National Guard Bureau, Steve was responsible for all oversight, policy, and direction for 53,000 full-time Army and Air National Guard technicians. As Human Resource Management Director Steve will have responsibility for planning, organizing, and directing positive management-oriented human resources/personnel management and safety and health programs for our work force of over 35,000 permanent employees and an average of 17,000 temporary/seasonal employees.

Steve was born in Riverside, CA. He received his bachelor's degree in Economics from Doane College, Crete, Nebraska in 1972. His educational background also includes completion of the Army's "Organizational Leadership for Executives," and two Office of Personnel Management executive seminars. Steve also completed Harvard University's "Senior Officials in National Security" course. He is the recipient of numerous awards and honors, including a Productivity award from the Assistant Secretary of Defense. Steve has also served on the International Personnel Management Association's Federal Section Board of Directors for the past 4 years. He chaired the professional development committee for 2 years, initiating a new curriculum to focus on the changing role of the personnel professional.

I know that you join me in welcoming Steve to this new challenge. I also wish to extend my thanks to the entire staff of Human Resource Management for their professional and dedicated support of the agency during the absence of a director. In particular, I thank John Lopez who has served as Acting Director since July 1997.

MIKE DOMBECK  
Chief





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File Code: 1430

Date: MAY 26 1998

Subject: General Accounting Office Draft Report  
Federal Land Management: Appraisal of Crown Butte Mine's New World Project

To: Barry T. Hill  
Associate Director, Energy, Resources, and Science Issues  
General Accounting Office

We have completed our review of the General Accounting Office(GAO) Official Draft Audit Report entitled Federal Land Management: Appraisal of Crown Butte Mine's New World Project, Report No. RCED-98-209, issued May 22, 1998. We concur with the audit findings and recommendations .

If you have any questions, please contact E.Lynn Burkett in our External Audit Liaison Group on (202) 205-0958.

MIKE DOMBECK  
Chief

Enclosure



**United States Department of Agriculture  
Forest Service**

**Office of Inspector General (OIG)  
Federal Land Management: Appraisal of Crown Butte Mine's New World Project  
May 22, 1998**

**Forest Service (FS) Review Comments  
May 26, 1998**

**GENERAL COMMENTS CONCERNING THIS REPORT:** Overall, we concur with the General Accounting Office (GAO) draft report, copies of which were transmitted to the Forest Service for review and comment before the report is issued in final form. We are encouraged to note that the GAO agrees that the appraisal was completed in full compliance with the "Uniform Appraisal Standards for Federal Land Acquisitions," and that the GAO also recognizes the inherent difficulties in appraising mineral properties and interests therein. Also, we appreciate the extra effort made by the GAO to complete this report in a timely manner which, in turn, will help expedite the final negotiations and successful closing of the President's August 12, 1996, Agreement.

Our primary comments relate to the wording and possible misinterpretation of the first of four key assumptions made during the appraisal process, and which are listed in the draft report. This assumption is first stated on Page 2 as "(1) mineral rights associated with a portion of the property under a conservation easement have no value." This statement is further repeated and discussed on pages 5 and 9 of the draft report.

The impression conveyed by this statement is that the Federal Government may be paying a considerable amount of money (up to \$65 million) for the Crown Butte mining interests, which would include acquiring an interest in a property that has no value. Also, one is left with the impression that somehow the conservation easement being acquired by the United States cannot effectively prevent mining, thereby giving the mineral estate some residual value, even though it cannot be developed.

We recommend that the GAO delete this assumption, as worded. Instead, we would advocate that the report simply state that the Federal Government is not acquiring the mineral interests on a portion of the property. These specific mineral rights are being retained in private ownership and cannot be developed unless and until a Federal statute is enacted specifically authorizing mining of this particular property.

In addition, the individual who owns these interests has agreed, through conveyance of a conservation easement to the United States, that neither she nor her heirs or assigns will develop their mineral interests until such time as the aforementioned statute is enacted. Therefore, the appraiser, in using the "before and after" approach, correctly estimates the full value of the unified or unitized mineral estate in the "before" estimates, and assigned no residual value to the mineral rights in the "after" estimates. The highest economic use of the land (mining) was therefore reduced (to that of recreation) by virtue of the imposition of the easement.

Also, it should be noted that the Forest Service has had considerable experience in appraising, acquiring, and managing lands subject to conservation easements. These easements are typically acquired in situations similar to those involving the Crown Butte properties where the Federal Government and the public wish to prevent various forms of development that would negatively impact major Federal interests. Easements between a willing buyer and a willing seller can effectively prevent development, such as along wild and scenic river corridors, while leaving other rights in private ownership, such as timber harvesting, hunting, and other recreational opportunities.

Thank you for allowing the Forest Service the opportunity to review and comment on the draft report. If you should have additional questions, please contact David M. Sherman of the Forest Service Lands Staff on (202) 205-1362.



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May 27, 1998

Editor

*The Pointer*

University of Wisconsin-Stevens Point  
Stevens Point, WI 54481

Dear Sir:

I truly enjoyed my recent visit to Stevens Point. It is always good to be back home among family and friends. I do, however, want to correct a misquote that appeared in a *Pointer* article by Kyle Galtemeyer (copy enclosed). The incorrect quote reads, "our long term goal is to end logging on public lands. Unfortunately, it looks like Congress won't get it done, unless people act now."

I did not say this. Nor do I believe it to be true. We hear calls increasingly for a "zero-cut" policy for national forests. I am opposed to this proposition. Both science and common sense support active management of national forests. National forests should be a model for demonstrating how active forest management can meet economic needs *and* maintain and restore watershed health. That is my goal.

Sincerely,

MIKE DOMBECK  
Chief, USDA Forest Service

Enclosure



Caring for the Land and Serving People



# THE POINTER

VOLUME 41, No. 28

UNIVERSITY OF WISCONSIN - STEVENS POINT

MAY 7, 1998

## Marty Loy retires as wrestling coach

By Mike Beacom  
Sports Reporter

Eleven years ago, the future of the UW-Stevens Point wrestling program was an undecided one. At the time, the coaching position was part-time and the possibility of dropping the program altogether had been considered.

But Don Amiot, the athletic director in 1987, made the commitment to save UW-SP wrestling and hired Marty Loy, a 25-year-old who had served as Merrill High School's assistant coach for two years after earning three letters as a member of the Wisconsin Badgers' wrestling squad.

Originally, coaching wrestling was not considered by Loy when he

earned a teaching position at Merrill.

"I had no interest in coaching when I went to Merrill," said Loy. "I just wanted to teach."

But coaching refueled his passion for the sport and when he was told of the opening at UW-SP he was excited about the opportunity.

On Loy's first day at the helm, he immediately set goals he felt necessary to build the Pointers into a conference and national competitor. The goals were written on a small sheet of paper, which he still keeps in his office, and included everything from doubling the prior year's attendance to painting the practice room.

In Loy's first season, the Pointers went 8-10 in

dual meets, but within three years, the squad improved to 13-3. The following year, 1991-92, Loy's team broke into the top ten at the national tournament where they have remained every year since.

In 11 seasons, Marty has recruited six wrestlers who went on to win 100 or more matches, coached 34 conference champions, 27

SEE LOY ON PAGE 2



Marty Loy, stepping down from his post after 11 years as the Pointer Wrestling coach. (Submitted Photo)

## The Pointer Top Ten stories of the year

## UW-SP hosts National Forest symposium

By Kyle Gekemeyer  
News Reporter

UW-SP was fortunate enough to host a symposium program for the Society for the Preservation of our National Forests last Thursday.

The panel consisted of eleven members, including the Chief of the U.S. Forest Service and Point alumnus, Michael Dombeck. The event was open to the public and was moderately attended, mostly by UW-SP students and faculty. Questions were

submitted on paper and a quick ten minute open questioning format was given in closing. Afterwards, those in attendance were encouraged to ask questions during an open reception in the Alumni room in the U.C. Free food was made available to those in attendance.

The event took over a year to organize by members of the Conservation and Natural Resources department, here at UW-SP.

Speaker Sally Collins, Supervisor of Deschutes National Forest in Bend,

Oregon, was a very intelligent and quick-to-the-point woman. About preservation, she said, "Money is not as big a problem as communication. There is too much political fighting among party lines. The media, particularly journalists, will play a huge role in future politics."

Miles Benson of Consolidated Papers said, "Can we get carbon out of the papermaking process and the water," in response to a question concerning pollution in the papermaking process. His answer was "NO!"

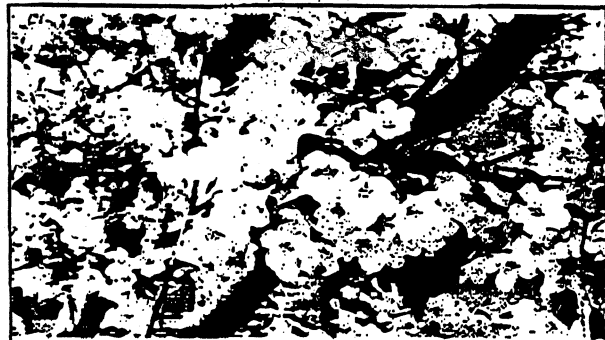
Carl Zichella, a Sierra Club representative pointed out the fact that, "The National Forest Plan received more calls than the Oklahoma City Bombing." He believed this was focused on by the media due to the controversial and volatile nature of the policy matter.

Zichella added that, "the Forest Service, Sierra Club, etc... inform people when to comment, but people need to let us know how they feel." He seemed to be implying that action, in the form of contacting political figures was necessary to convey interests.

Last, but not least was Dombeck himself. He appeared to be a very

SEE FOREST SERVICE ON PAGE 3

## April showers bring May flowers



Flowers and flowers are blooming early this year due to the unusually spring. (Photo by Carrie Reuter)

# The Latest Scoop

## World News

### LONDON

The Times of London reported Wednesday that jewel thieves working in the mines are carrying out a daring ploy: strapping diamonds to their legs and then jumping from a cliff to certain destinations. At least, the story says, the mining company wants to shoot all diamonds out of the mines and then rob the mines in the northern Cape of about twenty percent of their booty.

### EDMONTON, ALBERTA

800 fire fighters continue to battle more than thirty fires in northern Alberta. Sources say they seem overwhelmed as they face the province's worst fires in history. The towns have been evacuated and the fires are spreading.

### ISLAMABAD, PAKISTAN

Heavy fighting has once again erupted in Islamabad, just three days after U.S.-brokered peace talks ended. Reports on Wednesday from Kabul, the Afghan capital, say U.S. officials believe the conflict may make 70 percent of the country's population flee to safety in the northwest province of Herat.

## National News

### WASHINGTON, D.C.

President Clinton praised the House of Representatives for cutting for enacting legislation that will allow convicted murderers out of prison with the agreement that the inmates will undergo regular drug testing. Clinton said the House's action is a "significant step" toward ending the cycle of crime and punishment.

### BIRMINGHAM

Alabama's Supreme Court has ruled that the state's ban on gay marriage is unconstitutional. The court said the ban violated the state's constitution, which guarantees equal rights to all citizens.

### LOS ANGELES

Researchers at UCLA said Wednesday they are experimenting with human cells that could be used to create artificial organs. The researchers said the cells could be used to create artificial hearts, lungs, and other organs.

## Local/State News

### SEABROOK

A fight in a Seabrook bar Wednesday night resulted in a gunplay when a bar patron shot a man who was arguing with a woman. The man was shot in the chest and is in critical condition.

### WISCONSIN

A Wisconsin state court has ruled that a law requiring schools to teach about the Holocaust is unconstitutional. The court said the law violated the state's constitution, which guarantees freedom of religion.

### OUTAGAMIE

A bus in Outagamie County has been impounded by authorities after it was found to be carrying a large amount of illegal fireworks. The bus was found to be carrying about 100 pounds of fireworks.

## University News from around Wisconsin



### UW-Milwaukee—The Leader

Earl Grow, associate professor of mass communication, is retiring after 30 years. As a founding member of UWM's mass communication department, he over the years has taught more than 10,000 students. On April 24th, "Earlfest" was recognized not only by the professor's family, friends, and students, but by state and local government officials. Milwaukee Mayor John Norquist, County Executive Tom Arment and Wisconsin Governor Tommy Thompson all sent proclamations declaring April 24, 1998, "Earl Grow Day."

In his opinion, the best thing to come out of "Earlfest" was the opportunity to raise money towards scholarship funds for mass communication students. "You don't make it for 30 years if the students don't play their part too," he said. "It's a team effort, and the students have done what they needed to do."

### UW-Whitewater—Royal Purple

Derrick LeVake, a former University of Wisconsin-Whitewater standout left tackle, signed a two-year, free-agent contract with the Cincinnati Bengals Sunday, April 19.

"There are more zeroes in the contract than I ever thought I'd see in my whole life," LeVake said with a smile after signing the deal with undisclosed terms. "I'm so excited. I'm overexcited. I don't even know what to say. I don't know if I should hop around and do cartwheels or what."

LeVake did receive a nice chunk of change as a signing bonus. But even though he signed a lucrative deal, the money isn't guaranteed.

"That's one of the downsides of the NFL," the 6-foot-5, 298-pounder said. "Even though I'm on the team, I still have to make it on my own. They don't have guaranteed contracts in the NFL."

### UW-Madison—The Badger Herald

Recent concerns regarding the Madison Police Department's handling of sexual assault cases led members of the city and UW-Madison communities to hold a candlelight vigil Friday night. The vigil was held outside of the police department as the final installment to Sexual Assault Awareness Week.

The two instances that brought coordinators together for the vigil were the recent posters in campus library bathrooms on which two men were named for allegedly raping a UW student, and the lack of police action regarding two sexual assault cases handled by the MPD. During the vigil, community women shared fears about the police's handling of these reports. Madison Central District Captain George Silverwood said the police take sexual assault cases seriously, and that the department has a history of aggressively investigating cases and being supportive of victims.

The Dally Cardinal—UW-Madison

NFL legend Reggie White's appearance at Butch's Bologna Bash Saturday proved to be relatively mild despite disapproval of White's speech by several campus and community groups.

White received a standing ovation from several thousand cheering fans at the conclusion of his 15-minute talk in the UW Field House.

Outside the event, about 20 protesters marched at the entrance to the Field House, and a small group held signs expressing support for White.

The announcement that Green Bay Packers' star would attend and speak at the UW-Athletics Department fund-raiser sparked protest among pro-diversity gay groups, who supported a resolution drafted by a community group known as Citizens for Equality which the group presented to Chancellor David Ward, Dean of Students Mary Rouse, UW-System President Katherine Lyall and Athletics Department Director Pat Richter.

The resolution stated that White's right to speak was not in question, but the good taste of the decision to invite him to the event.

The controversy arose after White's March 25 speech before the state Assembly, in which he perpetuated many racial stereotypes and expressed anti-gay sentiments.

## Forest Service:Dombeck calls for action

CONTINUED FROM PAGE 1

humble man, calling for equal attention towards all members, despite his very prominent position.

On public opinion, Dombeck said, "We need to make a concerted effort and collaborate on a common vision. The public needs to step up to the plate when asked to act and vote. Our long-term goal is to end logging on public lands. Unfortunately, it looks like Congress won't get it done, unless people act now."

In closing, Dombeck left the crowd with a prominent revelation. "Whites and Blacks, Rights and Wrongs, Winners and Losers need to talk to each other, be civil, and try to understand each other and it takes time and patience to do that."

## A reporter reflects

Following the symposium News Reporter Kyle Gellmeyer had a chance meeting with Dombeck and other members of the symposium. This are his reflections on the conversation.

What really hit home with me was that some of these people at the Symposium went out and happened to eat at the local restaurant that I work at, Arbuckle's Eatery. I was able to sit down and talk

to them on my break. Even in my humble and grubby cooking clothes, they listened to what I had to say and really seemed to care. The took me for what I had to say, not for how I looked.

I hope that throughout the course of the semester at least a few of you have gained an interest in politics. Many young people; our age are too apathetic with all of the arguing along partisan lines. Voicing your opinion to others is great, action, in the forms of contacting your local, state, and federal politicians is even better.

The technology available to us makes it as easy as an e-mail to do it, if we care enough and set a few minutes aside to do so. We have enough arguments over everything in our hurried up life-styles, we need more solutions and to do so we all need to communicate with each other.

Over the summer, and for the rest of your lives, hopefully, I hope that we all become more involved in politics.

Choices are being made for you instead of made with you! If you don't speak up soon, choices will be made for future generations as well. It's time to get out and vote.

Elections are coming up in November, and we at The Pointer will keep you informed as best we can when the semester begins, but if you can do any of the work for us, it would help a lot.



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MAY 27 1998

USDA Forest Service  
Forestry Sciences Laboratory  
2770 Sherwood Lane, Suite 2A  
Juneau, AK 99801-8545

Dear FSL Staff:

It was a pleasure to receive the enclosed letter from Matthew Kirchhoff with the Alaska Department of Fish and Game. Quality customer service must remain a mainstay of our mission of "Caring for the Land and Serving the People." I appreciate your commitment to this goal. Keep up the excellent work.

Best Wishes!

MIKE DOMBECK  
Chief

Enclosure

cc: OC Customer Service  
Tom Mills, Station Director, PNW



**DEPARTMENT OF FISH AND GAME**

*DIVISION OF WILDLIFE CONSERVATION*

P.O. BOX 240020  
DOUGLAS, ALASKA 99824-0020  
PHONE: (907) 465-4265  
FAX: (907) 465-4272

4-14-98

Mike Dombeck, Chief  
USDA Forest Service  
P.O. Box 96090  
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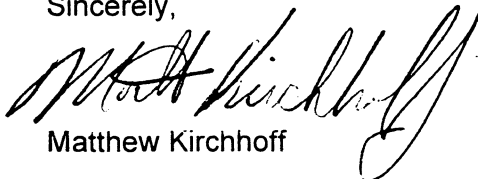
Dear Mr. Dombeck,

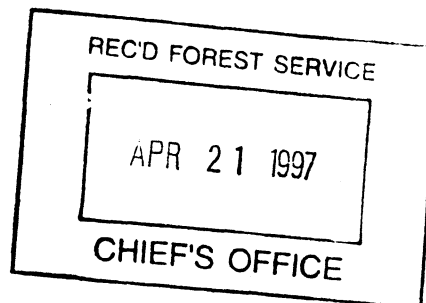
I received a post card in the mail asking me to rate the service I had received from the library at the Forestry Sciences Laboratory in Juneau, Alaska. I am a research biologist with the Alaska Department of Fish and Game, and I occasionally request reprints from this library.

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Thanks for soliciting this input, and giving me the opportunity to pass along a well-deserved compliment.

Sincerely,

  
Matthew Kirchhoff  
Deer Research Biologist





United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 1000

Date:

USDA Forest Service  
Forestry Sciences Laboratory  
2770 Sherwood Lane, Suite 2A  
Juneau, AK 99801-8545

Dear FSL Staff:

It was a pleasure to receive the enclosed letter from Matthew Kirchhoff with the Alaska Department of Fish and Game. Quality customer service must remain a mainstay of our mission of "Caring for the Land and Serving the People." I appreciate your commitment to this goal. Keep up the excellent work.

Best Wishes!

MIKE DOMBECK  
Chief

Enclosure

cc: OC Customer Service  
Tom Mills, Station Director, PNW



# STATE OF ALASKA

CL CL  
**TONY KNOWLES, GOVERNOR**

## DEPARTMENT OF FISH AND GAME

DIVISION OF WILDLIFE CONSERVATION

P.O. BOX 240020  
DOUGLAS, ALASKA 99824-0020  
PHONE: (907) 465-4265  
FAX: (907) 465-4272

4-14-98

Mike Dombeck, Chief  
USDA Forest Service  
P.O. Box 96090  
Washington, DC 20090-6090

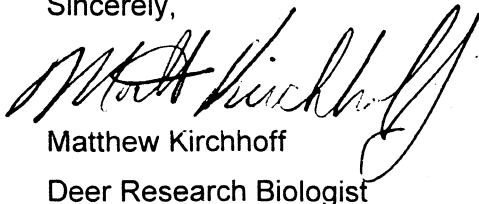
Dear Mr. Dombeck,

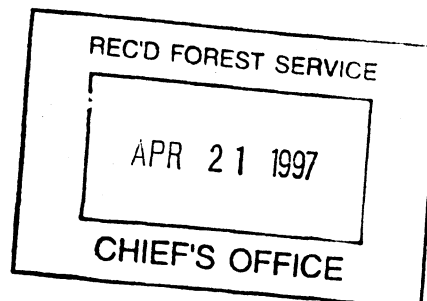
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Sincerely,

  
Matthew Kirchhoff  
Deer Research Biologist



5/15/98

Forest Service  
USDA ~~Forest Service~~  
Forest Sciences Laboratory  
2770 Sherwood Lane Suite 2A  
Juneau, AK 99801-8545

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With Best Regards

Chief

enclosure - copy of letter

cc: OC customer service ~~and Email Copy~~

: Director PNW station of

# STATE OF ALASKA

## DEPARTMENT OF FISH AND GAME

DIVISION OF WILDLIFE CONSERVATION

CC: OC  
TONY KNOWLES, GOVERNOR

~~John~~  
Mills

P.O. BOX 240020  
DOUGLAS, ALASKA 99824-0020  
PHONE: (907) 465-4265  
FAX: (907) 465-4272

4-14-98

Mike Dombeck, Chief  
USDA Forest Service  
P.O. Box 96090  
Washington, DC 20090-6090

Dear Mr. Dombeck,

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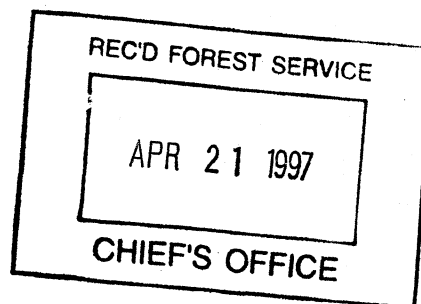
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Sincerely,



Matthew Kirchhoff

Deer Research Biologist





United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 1230  
Route To:

Date: MAY 26 1998

Subject: U.S. Department of Agriculture Trustee Delegation

To: Director of Engineering and Aviation Management, R-10

Effective immediately, until the Alaska Regional Forester position is filled, you are to assume the duties delegated to the Chief by 7CFR 2.42(p) and (q), 54 Federal Register 14045 (April 7, 1985) to act as Federal Trustee for natural resources and to take other actions on behalf of the USDA Forest Service relative to the Exxon Valdez Oil Spill. In accordance with the operating procedures adopted by the Federal and State Trustees, Dave Gibbons, Chugach National Forest Supervisor is designated as your alternate.

In this capacity, you will be responsible for overall coordination with the other trustee agencies having a role in the planning, design and conduct of the damage assessment and associated restoration planning and implementation activities in connection with the Exxon Valdez Oil Spill. You should periodically report to this office on the restoration progress and the activities of the Trustee Council. You will be expected to keep the Department informed about issues and problems that require their consideration or that require resolution with the other Federal Trustees at that level.

The scale of the Department's activities in this effort are unprecedented. I appreciate your willingness to assume this added responsibility.

MIKE DOMBECK  
Chief



State of Alaska  
Department of Fish and Game  
Division of Wildlife Conservation  
PO Box 240020  
Douglas, AK 99824

OFFICIAL BUSINESS  
STATE OF ALASKA  
STATE PENALTY FOR  
PRIVATE USE



Mike Dambeck, Chief  
USDA FS  
PO Box 96090  
Washington DC 20090-6090



United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

14th & Independence SW  
P.O. Box 96090  
Washington, DC 20090-6090

File Code: 1300

Date: May 28, 1998

Route To:

Subject: Collaborative Stewardship in the Forest Service

To: All Employees

Earlier this year I announced the Forest Service Natural Resource Agenda. The four focus areas-- watershed health and restoration, sustainable forest ecosystem management, recreation and road management--touch almost all citizens to one degree or another. We need to engage a coalition of communities, partners, interests, agencies and others to steward our resources and accomplish the agenda in a collaborative manner.

In January 1997, I asked Regional Forester Elizabeth Estill to lead a diverse team of individuals from within and outside the Forest Service to clarify a vision of collaborative stewardship, to illustrate the opportunities in front of us, and help identify steps we can take to make collaborative stewardship an on-the-ground reality.

The team made over 1,000 internal and external contacts to gauge relative support or concern for collaboration within the Forest Service. A number of important trends emerged from the team's work. There is strong support for collaboration. Virtually every unit has successful efforts underway. We're proud of the work, and so is the public.

Still, the team found several opportunities for making collaborative stewardship more successful. First is how we set priorities to accomplish the natural resource agenda. Next is raising our skill and ability to collaborate with people to maintain and restore healthy lands and waters. Finally, leadership needs to demonstrate more clearly support for collaboratively achieved outcomes. The report suggests ways to improve our performance in all of these areas. Let's make it happen!

The National Leadership Team is committed to implementing the Collaborative Stewardship Team's recommendations, with your help. Our goal must be to increase our desire and capacity to collaborate with all forest users, owners and interests and improve relationships so that we improve resource stewardship. As an important first step, BLM Director Pat Shea and I have recently endorsed the Service First approach to a nation-wide partnership between the BLM and the Forest Service. It is our joint expectation that the two largest land management agencies demonstrate collaborative ecosystem stewardship and public service. The response from the public and local governments has been universally positive during the Trading Post pilots in southwest Colorado and central Oregon. We've challenged Regional Foresters and State Directors to identify opportunities for immediate implementation.

I want to foster a Forest Service culture known for two-way communication and learning with the communities we serve, so that our management strategies have a community context so that we can more effectively meet the needs of people within the limits of the land.



Please review the Collaborative Stewardship report and take action. It can be found on the internet at <http://www.r8web.com/news/news.htm>. Every Forest Service employee can make a difference by helping better connect the American people to the natural resources they own. I believe the quality of our relationships are an indicator of our ability to succeed on the ground. The public desires this connection; that is what collaborative stewardship is all about. I am confident that we are up to the task.

A handwritten signature in black ink that reads "Mike Dombeck". The signature is written in a cursive, flowing style with a large initial "M".

MIKE DOMBECK  
Chief



United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

14<sup>th</sup> & Independence SW  
P.O. Box 96090  
Washington, D.C. 20090-6090

JUN 2 1998

To: Lyle Laverty  
Regional Forester, R2

Subject: Recognition for Angela Baca, Chair, Forest Service Hispanic  
Employee Association

Angela Baca has done much to deserve special recognition as one of the founding members and 1997-98 chair of the Forest Service Hispanic Employee Association (FSHEA).

Angela has focused increasingly on communicating to me in open and frank dialogue, the principals and structure of FSHEA to build a multicultural organization.

Working on one of FSHEA's main strategic issues – Hispanic Community Awareness – she organized and coordinated development of strategies and approaches for FSHEA's review of the Government Performance Results Act Plan; thereby furthering FSHEA's goal of engaging non-traditional and underserved publics in policies, decisions and use of the nation's forests.

It is particularly fitting that Angela receive this Certificate of Appreciation for her leadership and service to FSHEA and the USDA Forest Service.

MIKE DOMBECK  
Chief

Caring for the Land and Serving People





United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 1830  
Route To: 1830

Date: JUN 2 1998

Subject: Chief's Volunteers Program National Awards--1998

To: Crescent Ranger District  
Thru: Regional Forester, R-6

As we celebrate National Volunteer Week, I would like to offer my sincere congratulations on your selection as an awardee for the 1998 Chief's Volunteers Program National Award.

It is impossible to measure or overestimate the importance, usefulness, and value of the volunteer work accomplished and the public service provided by volunteers. In light of the existing budget constraints under which we operate, your personal contribution has added immeasurable benefits to this agency. Your caring, unselfish attitude and dedication have allowed us to provide a quality plaof service to the public and care for the land that otherwise would never have been possible. Because of your service, we are more readily able to accomplish our mission.

In recognition of your exemplary service, it is my pleasure to present you with the enclosed plaque. Your service is commendable and you exemplify what the Forest Service stands for, "Caring for the Land and Serving People." You can look at your volunteer service with the Forest Service with satisfaction and pride.

MIKE DOMBECK  
Chief

Enclosure





United States  
Department of  
Agriculture

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Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 1830  
Route To: 1830

Date: JUN 2 1998

Subject: Chief's Volunteers Program National Awards--1998

To: National Nordic Ski Patrol, Pinecrest & Lake Alpine Units  
Thru: Regional Forester, R-5

As we celebrate National Volunteer Week, I would like to offer my sincere congratulations on your selection as an awardee for the 1998 Chief's Volunteers Program National Award.

It is impossible to measure or overestimate the importance, usefulness, and value of the volunteer work accomplished and the public service provided by volunteers. In light of the existing budget constraints under which we operate, your personal contribution has added immeasurable benefits to this agency. Your caring, unselfish attitude and dedication have allowed us to provide a quality of service to the public and care for the land that otherwise would never have been possible. Because of your service, we are more readily able to accomplish our mission.

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MIKE DOMBECK  
Chief

Enclosure





United States  
Department of  
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Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 5100

Date: JUN 2 1998

Mr. John C. Browne  
Office of the Director  
Los Alamos National Laboratory  
Los Alamos, New Mexico 87545

Dear Mr. Browne:

Thank you for your invitation to attend a meeting to discuss the potential for computer modeling using Forest Service and Department of Energy models. Unfortunately, my schedule will not allow me to attend such a meeting. It appears the more appropriate personnel for this discussion are located in our Fire and Aviation Management section. I forwarded your letter to Mary Jo Lavin, National Director, Fire and Aviation Management. Her staff will contact you to discuss a meeting date.

The science of multi-dimension modeling, especially in wildland fire management, is an exciting and necessary next step to enhance our prediction capability. I am certain that a meeting with your staff will provide information or products that we can use as we build our next generation of computer models. The work you have accomplished, as described in your letter, is in line with other Forest Service projects currently underway or in design. The fire and aviation staff can provide technical information that may help facilitate your software designs.

I encourage collaborative efforts such as these and look forward to having our agencies work together. Once again, thank you for the invitation. If I can be of any further assistance, please let me know.

Sincerely,

MIKE DOMBECK  
Chief





United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 2610

Date:

JUN 2 1998

Ms. Carol Browner  
Administrator, Environmental Protection Agency  
401 M Street SW  
Washington, DC 20460

Dear Ms. Browner:

*Carol*

It is with pleasure that I send you the publication, *TAKING WING, Partners in the Success 1996-1997*. We are very proud of this publication and extremely grateful to Ducks Unlimited, Inc., for their support in making it possible. In fact, we are thankful to all of our partners as shown in the many stories filling the pages of *Partners in the Success*. It is the interwoven fabric of partnerships that fosters the success that we currently enjoy. We often speak of a seamless government as a futuristic vision. Yet, the North American Waterfowl Management Plan, *TAKING WING*, the Western Hemisphere Shorebird Reserve Network, and Partners in Flight are all shining examples of government, private groups, and individuals successfully working together. It is through these programs that citizens become partners in the management of our natural resources.

*TAKING WING, Partners in the Success 1996-1997*, highlights partnership accomplishments in the Joint Ventures and Areas of Major Concern of the North American Waterfowl Management Plan (NAWMP). The NAWMP calls for restoration of wetlands and associated ecosystems throughout North America. Our pride in the NAWMP partnership is reflected throughout the publication. *Partners in the Success* presents program after program involving citizens, State and Federal agencies, local governments, private businesses, conservation organizations, and the Forest Service working together to deliver key results on the landscape.

The *TAKING WING* Awards highlighted on pages 6 & 7 are another example of partner alliances enhancing the value of a program. A committee of non-Forest Service partners, each with a strong understanding of wetland ecosystems, reviews the annual nominations. Under the leadership of the International Association of Fish and Wildlife Agencies, this committee has helped make the *TAKING WING* Awards one of the most prestigious awards presented by the Forest Service.

*TAKING WING* values all of its partners. It is the support of organizations such as yours that enables *TAKING WING* to accomplish so much. Thank you for your continued interest and participation.

Sincerely,

*Mike*

MIKE DOMBECK  
Chief

Enclosure





United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 2610

Date: JUN 2 1998

Ms. Jamie Rappaport Clark  
Director, U.S. Fish and Wildlife Service  
Department of the Interior  
Washington, DC 20240

Dear Ms. Clark:

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Chief

Enclosure





United States  
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Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 2610

Date: JUN 2 1998

Mr. Eluid Martinez  
Commissioner, Bureau of Reclamation  
1849 C Street, NW  
Washington, DC 20240

Dear Mr. Martinez:

It is with pleasure that I send you the publication, *TAKING WING, Partners in the Success 1996-1997*. We are very proud of this publication and extremely grateful to Ducks Unlimited, Inc., for their support in making it possible. In fact, we are thankful to all of our partners as shown in the many stories filling the pages of *Partners in the Success*. It is the interwoven fabric of partnerships that fosters the success that we currently enjoy. We often speak of a seamless government as a futuristic vision. Yet, the North American Waterfowl Management Plan, *TAKING WING*, the Western Hemisphere Shorebird Reserve Network, and *Partners in Flight* are all shining examples of government, private groups, and individuals successfully working together. It is through these programs that citizens become partners in the management of our natural resources.

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MIKE DOMBECK  
Chief

Enclosure





United States  
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Washington  
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14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 2610

Date:

JUN 2 1998

Mr. Pearlie Reed  
Chief, Natural Resources Conservation Services  
United States Department of Agriculture  
P.O. Box 2890  
Washington, DC 20013

Dear Mr. Reed:

*Pearlie*

It is with pleasure that I send you the publication, *TAKING WING, Partners in the Success 1996-1997*. We are very proud of this publication and extremely grateful to Ducks Unlimited, Inc., for their support in making it possible. In fact, we are thankful to all of our partners as shown in the many stories filling the pages of *Partners in the Success*. It is the interwoven fabric of partnerships that fosters the success that we currently enjoy. We often speak of a seamless government as a futuristic vision. Yet, the North American Waterfowl Management Plan, *TAKING WING*, the Western Hemisphere Shorebird Reserve Network, and *Partners in Flight* are all shining examples of government, private groups, and individuals successfully working together. It is through these programs that citizens become partners in the management of our natural resources.

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Sincerely,

*Mike*

MIKE DOMBECK  
Chief

Enclosure





United States  
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Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 2610

Date: JUN 2 1998

Mr. Patrick Shea  
Director, Bureau of Land Management  
1849 C Street, NW, LSB-204  
Washington, DC 20240

Dear Mr. ~~Shea~~:

*Pat*

It is with pleasure that I send you the publication, *TAKING WING, Partners in the Success 1996-1997*. We are very proud of this publication and extremely grateful to Ducks Unlimited, Inc., for their support in making it possible. In fact, we are thankful to all of our partners as shown in the many stories filling the pages of *Partners in the Success*. It is the interwoven fabric of partnerships that fosters the success that we currently enjoy. We often speak of a seamless government as a futuristic vision. Yet, the North American Waterfowl Management Plan, *TAKING WING*, the Western Hemisphere Shorebird Reserve Network, and *Partners in Flight* are all shining examples of government, private groups, and individuals successfully working together. It is through these programs that citizens become partners in the management of our natural resources.

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Sincerely,

*Mike*

MIKE DOMBECK  
Chief

Enclosure





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Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 1300  
Route To:

Date: June 3, 1998

Subject: Forest Service Leadership Goals

To: Regional Foresters, Station Directors, Area Director, IITF Director and WO Staff  
Directors

**REPLY DUE FRIDAY, JUNE 15**

The Forest Service Natural Resource Agenda frames the mission of the Forest Service for the next several years. As Forest Service leaders, each of you plays a critical role in ensuring successful implementation of the Agenda at all agency levels.

To this end, I am directing each of you to identify in writing the top four to five goals you will undertake to accomplish the Natural Resource Agenda within your areas of responsibility. These goals should guide your priorities and be achievable within the next year. Once submitted, I will review them and provide feedback to you. Please submit your priorities to me by June 15.

MIKE DOMBECK  
Chief





United States  
Department of  
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Forest  
Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 1830  
Route To: 1830

Date: JUN 4 1998

Subject: Chief's Volunteers Program National Awards--1998

To: Mark Adams  
Thru: Regional Forester, R-4

In celebration of National Volunteer Week, I would like to express my sincere appreciation to you for your volunteer service to the Forest Service.

It is impossible to measure or overestimate the importance, usefulness, and value of the volunteer work accomplished and the public service provided by volunteers. In light of the existing budget constraints under which we operate, your personal contribution has added immeasurable benefits to this agency. Your caring, unselfish attitude and dedication have allowed us to provide a quality of service to the public and care for the land that otherwise would never have been possible. Because of your service, we are more readily able to accomplish our mission.

In recognition of your outstanding service, it is my pleasure to present you with the enclosed certificate. Your service is commendable and you exemplify what the Forest Service stands for, "Caring for the Land and Serving People." You can look at your volunteer service with the Forest Service with satisfaction and pride.

MIKE DOMBECK  
Chief

Enclosure





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14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 1830  
Route To: 1830

Date: JUN 4 1998

Subject: Chief's Volunteers Program National Awards--1998

To: Clarence Bailey  
Thru: Regional Forester, R-8

In celebration of National Volunteer Week, I would like to express my sincere appreciation to you for your volunteer service to the Forest Service.

It is impossible to measure or overestimate the importance, usefulness, and value of the volunteer work accomplished and the public service provided by volunteers. In light of the existing budget constraints under which we operate, your personal contribution has added immeasurable benefits to this agency. Your caring, unselfish attitude and dedication have allowed us to provide a quality of service to the public and care for the land that otherwise would never have been possible. Because of your service, we are more readily able to accomplish our mission.

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File Code: 1830  
Route To: 1830

Date: JUN 4 1998

Subject: Chief's Volunteers Program National Awards--1998

To: Katy Coulter  
Thru: Regional Forester, R-5

In celebration of National Volunteer Week, I would like to express my sincere appreciation to you for your volunteer service to the Forest Service.

It is impossible to measure or overestimate the importance, usefulness, and value of the volunteer work accomplished and the public service provided by volunteers. In light of the existing budget constraints under which we operate, your personal contribution has added immeasurable benefits to this agency. Your caring, unselfish attitude and dedication have allowed us to provide a quality of service to the public and care for the land that otherwise would never have been possible. Because of your service, we are more readily able to accomplish our mission.

In recognition of your outstanding service, it is my pleasure to present you with the enclosed certificate. Your service is commendable and you exemplify what the Forest Service stands for, "Caring for the Land and Serving People." You can look at your volunteer service with the Forest Service with satisfaction and pride.

MIKE DOMBECK  
Chief

Enclosure





United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 1830  
Route To: 1830

Date: JUN 4 1998

Subject: Chief's Volunteers Program National Awards--1998

To: Wally Culbertson  
Thru: Regional Forester, R-8

In celebration of National Volunteer Week, I would like to express my sincere appreciation to you for your volunteer service to the Forest Service.

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Washington, DC 20090-6090

File Code: 1830  
Route To: 1830

Date: JUN 4 1998

Subject: Chief's Volunteers Program National Awards--1998

To: Dedicated Hunter Program, Utah Division of Wildlife Resources  
Thru: Regional Forester, R-4

In celebration of National Volunteer Week, I would like to express my sincere appreciation to you for your volunteer service to the Forest Service.

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Washington, DC 20090-6090

File Code: 1830  
Route To: 1830

Date: JUN 4 1998

Subject: Chief's Volunteers Program National Awards--1998

To: Sarah Flinders  
Thru: Regional Forester, R-4

In celebration of National Volunteer Week, I would like to express my sincere appreciation to you for your volunteer service to the Forest Service.

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File Code: 1830  
Route To: 1830

Date: JUN 4 1998

Subject: Chief's Volunteers Program National Awards--1998

To: Mick Heljeson  
Thru: Regional Forester, R-3

In celebration of National Volunteer Week, I would like to express my sincere appreciation to you for your volunteer service to the Forest Service.

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Chief

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Washington, DC 20090-6090

File Code: 1830  
Route To: 1830

Date: JUN 4 1998

Subject: Chief's Volunteers Program National Awards--1998

To: Lakeridge Social Studies Honors Project  
Thru: Regional Forester, R-4

In celebration of National Volunteer Week, I would like to express my sincere appreciation to you for your volunteer service to the Forest Service.

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File Code: 1830  
Route To: 1830

Date: JUN 4 1998

Subject: Chief's Volunteers Program National Awards--1998

To: Ethel Naydan  
Thru: Regional Forester, R-8

In celebration of National Volunteer Week, I would like to express my sincere appreciation to you for your volunteer service to the Forest Service.

It is impossible to measure or overestimate the importance, usefulness, and value of the volunteer work accomplished and the public service provided by volunteers. In light of the existing budget constraints under which we operate, your personal contribution has added immeasurable benefits to this agency. Your caring, unselfish attitude and dedication have allowed us to provide a quality of service to the public and care for the land that otherwise would never have been possible. Because of your service, we are more readily able to accomplish our mission.

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MIKE DOMBECK  
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File Code: 1830  
Route To: 1830

Date: JUN 4 1998

Subject: Chief's Volunteers Program National Awards--1998

To: Robert C. Thatcher  
Thru: Director, SRS

In celebration of National Volunteer Week, I would like to express my sincere appreciation to you for your volunteer service to the Forest Service.

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Washington, DC 20090-6090

File Code: 1000

Date: JUN 8 1998

Dr. Bruce Menzel  
Department of Ecology  
Iowa State University  
124 Science II  
Ames, Iowa 50011-3221

Dear Bruce:

It was a pleasure to spend a couple days reconnecting with friends and colleagues at Iowa State and with the aquatic ecology program. Thank you for allowing me to address students and faculty on issues facing the Forest Service, and for the time to interact at the receptions.

Please continue to coordinate with Leslie Weldon regarding opportunities to work together in riparian ecosystems research and in recruitment and retention of a diverse student body and workforce.

I look forward to my next visit and thank you again for your wonderful hospitality.

Sincerely,

MIKE DOMBECK  
Chief

*Have a great summer!*





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Washington, DC 20090-6090

File Code: 1000

Date: JUN 8 1998

Dr. Doug Post  
Department of Biology  
University of Wisconsin-  
Stevens Point  
Stevens Point, WI 54481

Dear Doug:

It was an honor for me to participate in the Forest Service Forum sponsored by your Biology 100 students. They did an excellent job at developing a meaningful day of dialogue with the community of interests for national forests. I learned much from listening to the various perspectives represented, and from interacting with participants.

I appreciate being able to share the Forest Natural Resource Agenda during the luncheon with conference participants and University dignitaries. As with every visit to the University of Wisconsin-Stevens Point, I felt very much at home and wished I could stay longer.

Thank you for your wonderful hospitality.

Sincerely,

MIKE DOMBECK  
Chief

*Hello to all the old timers!*





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File Code: 2540-1  
Route To:

Date: JUN 9 1998

Subject: Report on the MUSY Act Water Right Claims in Snake River Basin  
Water Rights Adjudication

To: Charlie Rawls, Acting General Counsel, OGC

In December 1997, the Idaho State trial court denied the Forest Service's claims for a reserved water rights asserted under the Multiple Use Sustained Yield Act. Enclosed is a report prepared by a team of Forest Service hydrologists and reviewed by several water attorneys in the Office of the General Counsel and the Rocky Mountain Region describing potential impacts on Forest Service resource programs and budgets should the Department of Justice decide not to appeal the decision. I Strongly recommend appeal by the Department of Justice.

Please forward this memorandum, together with the Department's recommendation, to the Department of Justice at your earliest opportunity. There is a court imposed deadline for appeal by the United States of America.

Thank you for your prompt consideration.

MIKE DOMBECK  
Chief

Enclosure





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P. O. Box 96090  
Washington, DC 20090-6090

File Code: 6700  
Route To: 6100

Date:

JUN 9 1998

Subject: Forest Service Safety Week 1998

To: Regional Foresters, Station Directors, Area Director, IITF Director,  
and WO Staff Directors

The week of June 22-26, 1998, is officially designated as *FOREST SERVICE SAFETY WEEK 1998*. I request your support to renew the Agency's commitment to safety and health in all project work and activities, including administrative areas and worksites. We must remain committed to the task of keeping safety and health visible by becoming personally involved. Safety and health is not just a program, but an attitude that affects behavior. Your own commitment and attitude plays a significant role in making a difference among our employees.

Current the Forest Service workers' compensation costs are approximately \$26 million. This amount does not include continuation of pay or potential tort claim liability resulting from Forest Service operations and activities. This amount of liability is unacceptable. We can do better and we will. Safety and health is everyone's concern. We must all take personal responsibility for our own safety and those around us.

During the week of June 22-26, 1998, every staff and field unit shall place special emphasis on safety and health. I ask that one day be set aside as a "Stand-Down Day" for all non-critical personnel. You should dedicate a minimum of 4 hours in this day to safety and health awareness, promotion, and/or evaluation. Enclosed are some suggested activities for safety week.

I hold line officers at every organizational level personally responsible for effectively implementing the Forest Service Safety and Health Program. Forest Service leadership must set the example. As I stated in my April 15, 1998, letter, Excellence in Safety Management, "No job is so important that we cannot take the time to work safely." I am committed to a safe, healthy, and productive work force, and I expect no less of a commitment from each of you. Join me in putting Forest Service leadership back into safety and health.

MIKE DOMBECK  
Chief

Enclosure



United States Department Agriculture Forest Service  
Forest Service Safety Week 1998  
June 22-26, 1998

***SUGGESTED ACTIVITIES***

1. Select an issue for special emphasis for each day of the week.

Monday: Safety Belts and Child Restraint Systems

Tuesday: Footwear and Footcare

Wednesday: "Stand-Down" Day

Laboratory Fume Hoods, Chemical Storage, Labeling, Inventories  
Personal Protective Equipment  
Office Hazards  
Vehicles  
Chainsaws and Machinery (e.g., saws, drills, and presses)  
Ladders  
Workstation Ergonomics

Thursday: Fire Protection and Egress

Friday: Housekeeping and Equipment Maintenance

2. Invite outside speakers to present seminars/lectures on safety and health topics.
3. Conduct "Question and Answer" sessions with employees on management's safety philosophy. (For example, Forest Supervisors can visit all forests under their leadership.)
4. Initiate an unannounced fire drill, then critique the outcome.
5. Inspect all worksites, prioritize identified hazards, and develop abatement plans.
6. Conduct "mini-safety" sessions on multiple topics using employee talent from respective staff areas.
7. Clean-up improved areas (e.g., campgrounds and interpretive sites). Identify and correct obvious hazards, such as snags, unstable rocks and boulders, and tripping hazards.
8. Ensure accident reporting procedures are up-to-date (Does everyone know what to do in an emergency?).
9. Review all job hazard analyses for currency.



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Washington, DC 20090-6090

File Code: 2610

Date: JUN 11 1998

Dr. Tom Casadevall  
Director, U.S. Geological Survey  
National Center  
Reston, VA 22092

Dear Dr. Casadevall:

It is with pleasure that I send you the publication, *TAKING WING, Partners in the Success 1996-1997*. We are very proud of this publication and extremely grateful to Ducks Unlimited, Inc., for their support in making it possible. In fact, we are thankful to all of our partners as shown in the many stories filling the pages of *Partners in the Success*. It is the interwoven fabric of partnerships that fosters the success that we currently enjoy. We often speak of a seamless government as a futuristic vision. Yet, the North American Waterfowl Management Plan, TAKING WING, the Western Hemisphere Shorebird Reserve Network, and Partners in Flight are all shining examples of government, private groups, and individuals successfully working together. It is through these programs that citizens become partners in the management of our natural resources.

*TAKING WING, Partners in the Success 1996-1997*, highlights partnership accomplishments in the Joint Ventures and Areas of Major Concern of the North American Waterfowl Management Plan (NAWMP). The NAWMP calls for restoration of wetlands and associated ecosystems throughout North America. Our pride in the NAWMP partnership is reflected throughout the publication. *Partners in the Success* presents program after program involving citizens, State and Federal agencies, local governments, private businesses, conservation organizations, and the Forest Service working together to deliver key results on the landscape.

The TAKING WING Awards highlighted on pages 6 & 7 are another example of partner alliances enhancing the value of a program. A committee of non-Forest Service partners, each with a strong understanding of wetland ecosystems, reviews the annual nominations. Under the leadership of the International Association of Fish and Wildlife Agencies, this committee has helped make the TAKING WING Awards one of the most prestigious awards presented by the Forest Service.

TAKING WING values all of its partners. It is the support of organizations such as yours that enables TAKING WING to accomplish so much. Thank you for your continued interest and participation.

Sincerely,

MIKE DOMBECK  
Chief

Enclosure





United States  
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Washington  
Office

14<sup>th</sup> & Independence SW  
P.O. Box 96090  
Washington, D.C. 20090-6090

JUN 11 1998

To: Bob Joslin  
Deputy Chief, NFS

Ron Stewart  
Deputy Chief, P&L

Phil Janik  
Deputy Chief, SPF

Robert Lewis  
Deputy Chief, RES

From: Mike Dombeck  
Chief

Subject: Tracking forest management accomplishments

As indicated by the recent release of the fiscal year 1997 TSPIRS report, the emphasis of our forest management program continues to shift from sales designed to produce commercial timber volume to sales with primarily stewardship objectives. In FY 1993, commercial timber sales represented over 70% of our timber sales program. By 1997, that had fallen to just over 50% and by 1999, we project that commercial timber sales will comprise less than half of the sale program. During the same period, sales with primarily stewardship oriented objectives increased from 24% of all sales in 1993 to 40% of all sales in 1997.

The composition and size of the sale program has shifted as well. In FY 1989, "green" timber sales, made up primarily of saw log dimension wood, comprised roughly 80% of our sale program. Today, such sales represent less than 60% of our program. During the same time period, the amount of wood fiber harvested from national forests fell by approximately three-fourths from 12 to 3.3 billion board feet, annually.

These changes demonstrate our responsiveness to shifting social values, increased public demands for amenity uses of forests, and our evolving understanding of how to best manage and restore forested ecosystems. As we strive to manage healthier, diverse, and more productive forests, the success of our forest management program – as measured in short term financial losses or profits – becomes less meaningful as a measure of agency performance. Forest ecosystem management may not return financial profits to the Treasury in the short-term, but the long-term benefits as measured in cleaner water, healthier forests, and more abundant wildlife and fish populations, yield enormous dividends to society.



Caring for the Land and Serving People



With that in mind, I am concerned that the data annually compiled in TSPIRS does not track or display adequately the full array of services and values provided by timber sales and other forest vegetative management activities.

Both the Forest Service Strategic Plan compiled under the Government Performance and Results Act (GPRA) and the Forest Service natural resource agenda employ indicators and performance measures that include the costs, benefits, and services associated with a full range of Forest Service management activities. In addition to the financial and economic data presently displayed through TSPIRS, we need to expand the kinds of information provided in TSPIRS to include the full range of forest vegetative management activities being done to restore forest ecosystem and watershed health.

Beginning next year we will compile information that more fully accounts for the services, values, benefits, and costs of forest vegetation treatments taking place on National Forests and being tracked in GPRA.

These measurements include, but are not limited to, the costs and benefits achieved by:

- Forestland treated for insect and disease prevention, suppression, or eradication.
- Terrestrial and aquatic habitat restored or enhanced through forest management (game and non-game species).
- Threatened and endangered species habitat restored/enhanced through forest management.
- Acres of noxious weed treatments through forest management.
- Forestland treated to maintain or enhance for such values as old growth/late successional characteristics, restore native tree and plant species, or historic stand composition and structure.
- Reforestation in response to past management activities (as opposed to ongoing or planned timber harvest).
- Acreage of watersheds restored to Class III status through forest management.
- Acres of forest restored to historic range of variability through prescribed fire, thinning, and other treatments.

Providing a steady supply of wood fiber remains an important multiple use goal of the Forest Service. Yet, timber production must take place within the capability of the land to provide a full array of benefits over time. Tracking forest management accomplishments such as those listed above will help us to better account for the multiple use objectives provided by forest management.

It is also critical that we have in place planning tools and other procedures to carry out on-the-ground evaluations to ensure that whatever the treatment we employ, it represents the most cost effective way to achieve our ecological and other management objectives.

By July 2, 1998, please provide a plan as to how you would propose to expand TSPIRS to include a full range of forest vegetation management activities as discussed in this memo.

I appreciate your help and any additional ideas you may have on this issue.



United States  
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Washington Office

14th & Independence SW  
P.O. Box 96090  
Washington, DC 20090-6090

File Code: 1550

Date: JUN 16 1998

Mr. Valery Aleksandrovich Shubin  
Chief, Federal Forest Service of Russia  
59/19 Pyatnitskaya Street  
Moscow  
RUSSIA 113184

Dear Mr. Shubin:

On behalf of the United States Forest Service, I would like to offer our congratulations to you and all your colleagues on the 200th anniversary of the establishment of the Forest Department of Russia. Federal management of forests in the United States began in 1891, when the first Federal Forest Reserves were established. It will take us nearly 100 years to match the longevity of the Russian Forest Service!

Forestry and forest management in Russia have a long and proud history--from the unified governing of forests by an "Ukaz" from Peter I in the early 1700's to the establishment of the first Forest Department by an "Ukaz" from Emperor Paul I in May 1798. As you enter the third century of forest management in Russia, I wish you continued success in all your endeavors, including our collaborative activities.

The history of collaboration between our agencies dates back many years, and I am pleased at the increasing breadth of our interactions over the past several years. The Forest Service and its employees have benefited from the collaborative relationship with the Federal Forest Service of Russia and its employees. These interactions have expanded our knowledge of forest management as well as our cultures.

As concerns over the global environment and wood supplies lead to the increasing internationalization of forestry activities, we look forward to our continued collaboration and development of sustainable approaches to forest management. These approaches will provide resources for the present, while preserving the health of forests and of the global environment for future generations.

All the best to you and your agency, now and in the future.

Sincerely,

MIKE DOMBECK  
Chief





United States  
Department of  
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Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 2430-2-1

Date: JUN 16 1998

Mr. Al Matera, Director  
Office of GSA Acquisition Policy (MVP)  
U.S. General Services Administration  
Washington, DC 20405  
Attention: Ms. Priscilla Owens

Dear Mr. Matera:

Pursuant to 7 CFR 3017.505(b) I am informing you that the Suspending and Debarring Official's, USDA Forest Service, May 17, 1996, exception granted under 7 CFR 3017.215 has been rescinded.

The United States Environmental Protection Agency (EPA) suspension of Louisiana Pacific Corporation's (LPC) Northern Division, specifically their facility in Montrose, Colorado, has been lifted pursuant to the Settlement and Compliance Agreement, EPA Case No. 95-0156-00, approved by Robert Meunier, Debarring Official, EPA dated April 13, 1998.

The exception permitted LPC to purchase National Forest System timber from independent loggers. This exception is no longer needed since EPA has lifted their suspension of LPC and LPC has been removed from the List of Parties Excluded From Federal Procurement and Nonprocurement Programs.

Jim Naylor is the Agency contact for this action. He may be reached at (202) 205-0858. His address is:

USDA Forest Service  
Forest Management, Jim Naylor  
Stop 1105  
P.O. Box 96090  
Washington, DC 20090-6090

Sincerely,

MIKE DOMBECK  
Suspending and Debarring Official

Enclosure



United States  
Department of  
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14th & Independence SW  
P.O. Box 96090  
Washington, DC 20090-6090

File Code:2430-2-1

Date: May 17, 1996

Subject: EPA's Suspension of Louisiana Pacific Corporation

To: Regional Foresters, Region's 2 and 4

The United States Environmental Protection Agency (EPA) suspended Louisiana Pacific Corporation's Northern Division, specifically their facility in Montrose, Colorado, for a period of 6 months from March 22, 1996, to September 22, 1996.

This suspension by EPA prohibits Louisiana Pacific Corporation's Montrose facility from entering into any primary or lower tier covered transactions with the Forest Service or any other Government agency (7 CFR 3017.110(a)(1)). This Louisiana Pacific facility or its affiliates cannot be awarded any timber sale contracts or have any existing National Forest System timber sale contracts extended during the suspension period.

I have reviewed the business relationship between timber purchasers of national forest timber sales and Louisiana Pacific Corporation to determine if selling timber from these sales to the suspended facility at Montrose, Colorado, is a covered transaction under 7 CFR 3017. The transactions between the independent loggers and Louisiana Pacific appear to be lower tier covered transactions. The transactions between the independent loggers and Louisiana Pacific appear to be under the primary transactions between the Forest Service and the independent loggers (7 CFR 3017.110(a)(ii)).

Pursuant to 7 CFR 3017.215 of the Government-wide Nonprocurement Debarment and Suspension Rule (Common Rule) I am exercising my authority to grant an exception permitting Louisiana Pacific Corporation to purchase National Forest System timber from independent loggers. Under the present circumstances, where the suspension of Louisiana Pacific by EPA has significant economic impact on loggers who are independent of and not affiliated with Louisiana Pacific, Louisiana Pacific is the only mill to whom these purchasers have the opportunity to sell their logs economically, and where the Government's legal interest in the timber is severed once title to the timber passes and the contracts have closed, the Government's interest in only doing business with responsible parties is not effected.

Timber sale purchasers may continue to sell timber harvested from their national forest timber sales to the above listed facility.

/s/ Jack Ward Thomas

JACK WARD THOMAS  
Suspending and Debarring Official



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File Code: 2430-2-1

Date:

Subject: EPA's Suspension of Louisiana Pacific Corporation

To: Regional Foresters, Region's 2 and 4

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The Suspending and Debarring Official, Forest Service granted an exception pursuant to 7 CFR 3017.215 on May 17, 1997, which permitted LPC to purchase National Forest System timber from independent loggers.

This exception is no longer needed since EPA has lifted their suspension of LPC and LPC has been removed from the List of Parties Excluded From Federal Procurement and Nonprocurement Programs.

LPC may now bid on and be awarded timber sales upon the Contracting Officer's affirmative findings of LPC's responsibility under 36 CFR 223.101.

MIKE DOMBECK  
Suspension and Debarring Official





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P. O. Box 96090  
Washington, DC 20090-6090

File Code: 3110

Date: JUN 18 1998

Mr. Dan Clark  
Chief  
Kern County Fire Department  
3735 Neely Way  
Mather, California 95655

Dear Mr. Clark:

The Smokey Bear Awards, given on behalf of the United States Department of Agriculture (USDA) Forest Service, National Association of State Foresters, and the Advertising Council, are designed to recognize those with outstanding achievements in wildfire prevention. As one of only eleven Bronze Smokey Award winners this year, we want to honor the exemplary contributions you have made at your State level.

On behalf of the USDA Forest Service, I congratulate you on your award of the Bronze Smokey Statuette. Thank you for the dedication and many hours of hard work you have given to the Smokey Program and wildfire prevention.

Sincerely,

MIKE DOMBECK  
Chief





United States  
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14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 3110

Date: JUN 18 1998

Mr. Ron Fellows  
Field Office Manager  
BLM  
3735 Neely Way  
Mather, California 95655

Dear Mr. Fellows:

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Sincerely,

MIKE DOMBECK  
Chief





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Washington, DC 20090-6090

File Code: 3110

Date: JUN 18 1996

Mr. Arthur L. Gaffrey  
Forest Supervisor  
USDA Forest Service  
3735 Neely Way  
Mather, California 95655

Dear Mr. Gaffrey:

The Smokey Bear Awards, given on behalf of the United States Department of Agriculture (USDA) Forest Service, National Association of State Foresters, and the Advertising Council, are designed to recognize those with outstanding achievements in wildfire prevention. As one of only eleven Bronze Smokey Award winners this year, we want to honor the exemplary contributions you have made at your State level.

On behalf of the USDA Forest Service, I congratulate you on your award of the Bronze Smokey Statuette. Thank you for the dedication and many hours of hard work you have given to the Smokey Program and wildfire prevention.

Sincerely,

MIKE DOMBECK  
Chief





United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 3110

Date: JUN 18 1998

Mr. Wil Simoneau  
Fire Chief  
Naval Air Weapons Station  
3735 Neely Way  
Mather, California 95655

Dear Mr. Simoneau:

The Smokey Bear Awards, given on behalf of the United States Department of Agriculture (USDA) Forest Service, National Association of State Foresters, and the Advertising Council, are designed to recognize those with outstanding achievements in wildfire prevention. As one of only eleven Bronze Smokey Award winners this year, we want to honor the exemplary contributions you have made at your State level.

On behalf of the USDA Forest Service, I congratulate you on your award of the Bronze Smokey Statuette. Thank you for the dedication and many hours of hard work you have given to the Smokey Program and wildfire prevention.

Sincerely,

MIKE DOMBECK  
Chief



Tennessee Valley Authority, 400 West Summit Hill Drive, Knoxville, Tennessee 37902-1499

Kathryn J. Jackson, Ph.D.  
Executive Vice President  
Resource Group

April 30, 1998

Contract No. TV-1721A  
Supplement No. 9

Mr. Mike Dombeck, Chief  
U.S. Department of Agriculture  
Forest Service  
14<sup>th</sup> and Independence, SW  
Post Office Box 96090  
Washington, DC 20090-6090

Dear Mr. Dombeck:

FONTANA RESERVOIR - SUPPLEMENT NO. 9 TO CONTRACT NO. TV-1721A -  
PROPOSED SALE OF 0.36 ACRE OF FORMER TVA LAND - PORTION OF  
TRACT NO. XTFR-2 (TRACT 1 OF CONTRACT NO. TVA-1721A - MAP 11D)

This refers to the U.S. Department of Agriculture (USDA), U.S. Forest Service (USFS), request that the Tennessee Valley Authority (TVA) consent to the sale of former TVA land in Graham County, North Carolina.

By agreement between USDA and TVA dated February 24, 1947 (Contract No. TV-1721A), TVA transferred custody and control of certain lands acquired by TVA to USDA for the use and benefit of USFS. Section 4 of said contract provides that none of the lands so transferred to USDA shall be resold or exchanged or opened to entry except as may be agreed upon by the parties thereto.


USFS representatives (Cheoah District) propose to sell a 0.36-acre parcel of this land (portion of Tract 1 of the 1947 agreement) in Graham County, North Carolina, pursuant to the Small Tracts Act of 1983. The sale would resolve existing boundary line encroachments and provide clear title to the owner of the house and lot at this location. The land involved in this proposal is more clearly defined on map Exhibits A and B, which are enclosed herewith and made part of this supplement.

Mr. Mike Dombek  
Page 2  
April 30, 1998

The TVA Board of Directors has determined that the proposed sale would not be adverse to TVA's interests and has authorized consent thereto by TVA. Accordingly, TVA hereby consents to USFS selling the above-described 0.36 acre of TVA land.

If the foregoing is acceptable, please evidence this fact by executing the original and three copies of this supplement. The copies should be returned to Mr. Darrell A. Cuthbertson, TVA, Land Management, Suite 300, Highway 321 North, Lenoir City, Tennessee, 37771-6440. The original is for your records. This letter will constitute Supplement No. 9 to Contract No. TV-1721A between USFS and TVA covering the sale and TVA's consent thereto.

Sincerely,



Kathryn L. Jackson

Accepted and agreed to this 19  
day of June, 1998.

UNITED STATES DEPARTMENT OF  
AGRICULTURE, FOREST SERVICE

By: Mike Dombek  
Title: Chief

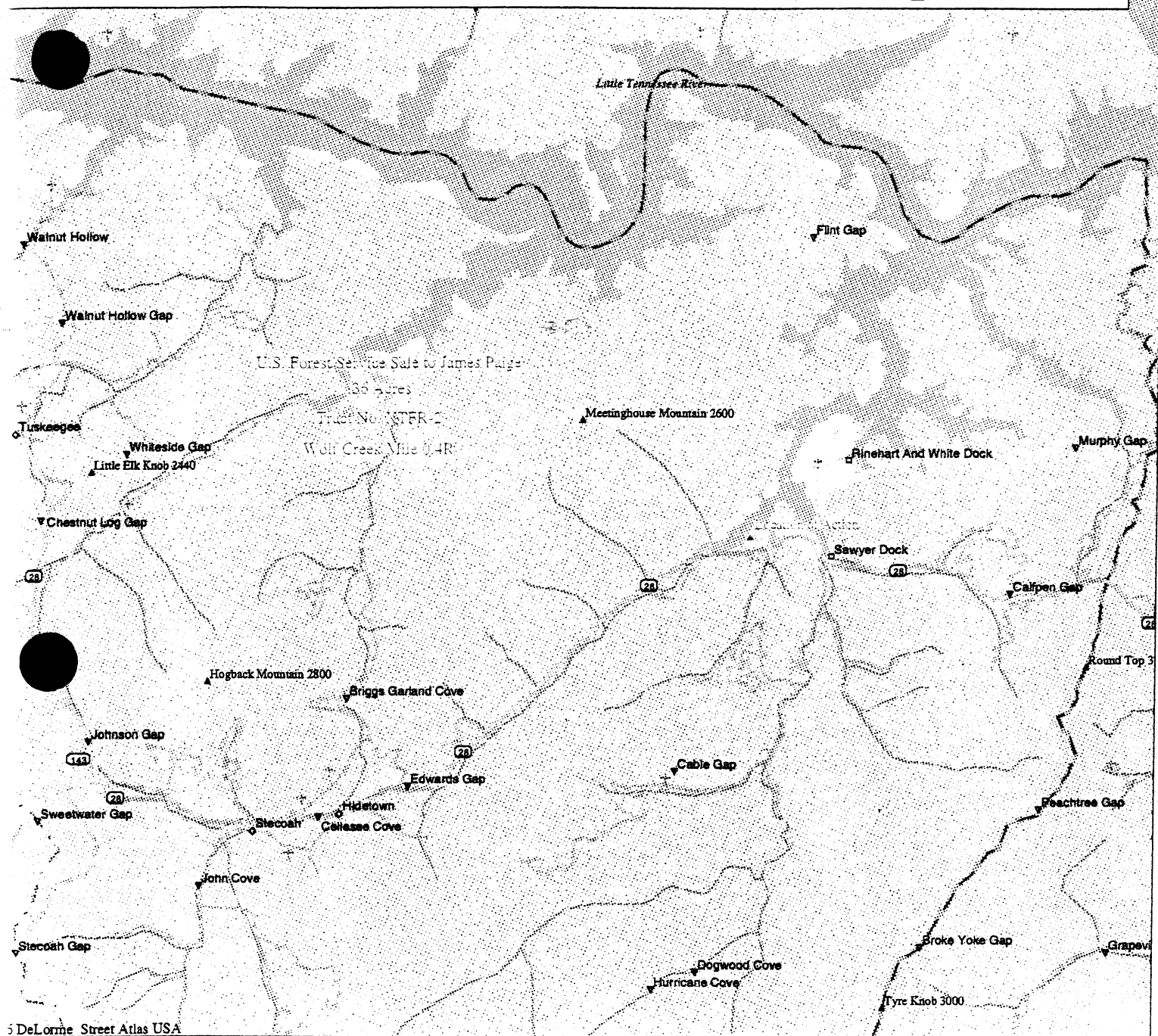
Enclosures  
cc (Enclosures):

Mr. Ken Alford  
U.S. Department of Agriculture  
Forest Service  
Post Office Box 2750  
Asheville, North Carolina 28802

Mr. Hugh Gibbs  
U.S. Department of Agriculture  
Forest Service  
Cheoah Ranger District  
Route 1, Box 16A  
Robbinsville, North Carolina 28771

Ms. Elizabeth Estill  
Regional Forester  
USDA Forest Service  
1720 Peachtree Road, Suite 760  
Atlanta, Georgia 30367

# Fontana Reservoir Vicinity Map



DeLorme Street Atlas USA

13.00

Jan 29 10:24 1998

1:62,500 (at center)

files

<M

- |  |                     |  |                    |
|--|---------------------|--|--------------------|
|  | Local Road          |  | Geographic Feature |
|  | State Route         |  | Locale             |
|  | Primary State Route |  | Cemetery           |
|  | Trail               |  | County Boundary    |
|  | US Highway          |  | Land               |
|  | Point of Interest   |  | Water              |
|  | Summit              |  | Woodland           |

**EXHIBIT A**

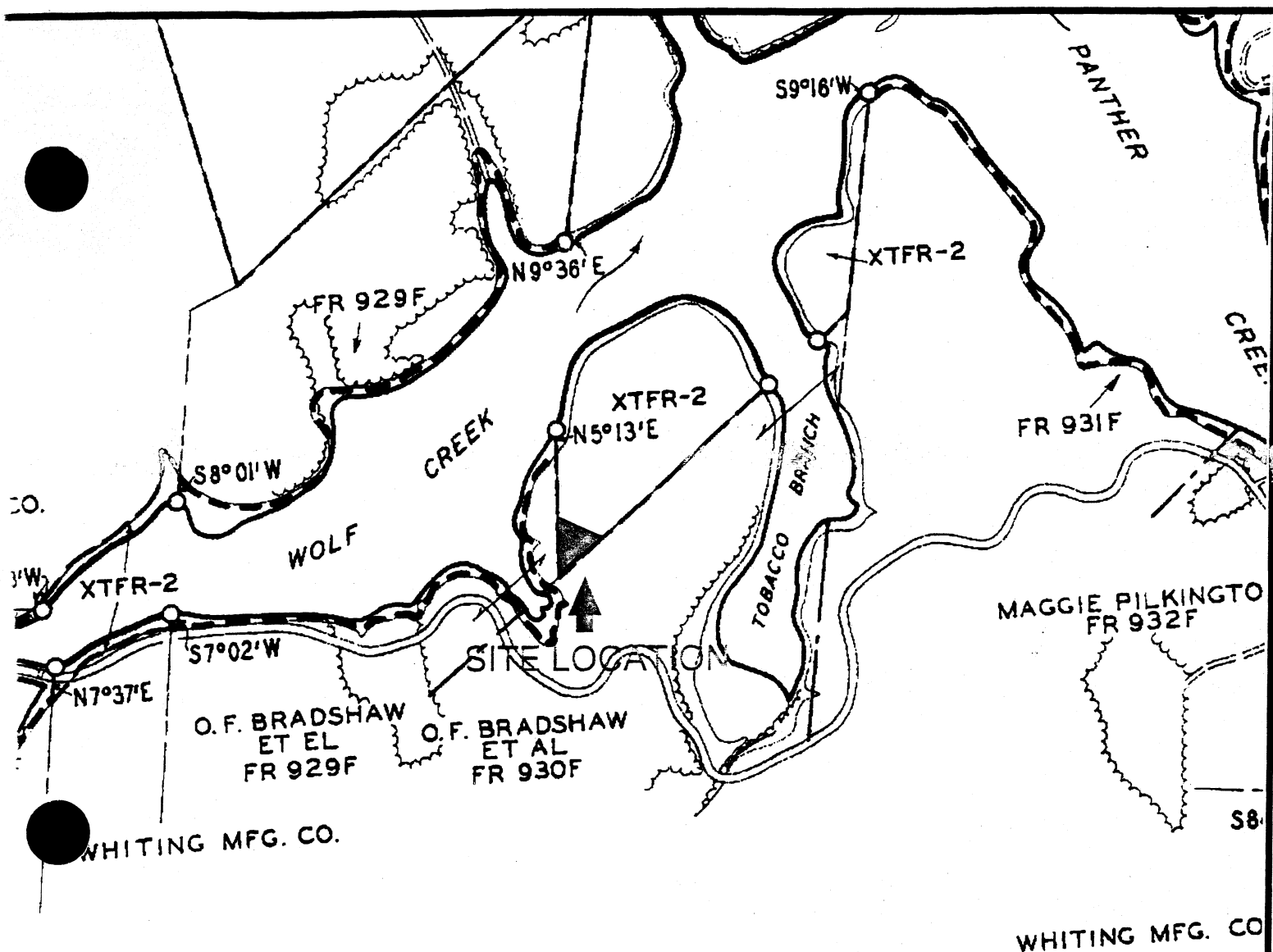


EXHIBIT B

# Legend

 Sale Tract

Fontana Lake  
U. S. Forest Service Sale  
Mr. and Mrs. James Paige.  
Tract Number XTFR-2  
Wolf Creek Mile 0.4R

Map Reference:  
D-Stage 11

600 0 600 1200 Feet



Land  
Management



United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 1310  
Route To:

Date: JUN 27 1998

Subject: Chief's Overviews - Region 5 and PSW

To: Regional Foresters, Station Directors, Area Director,  
IITF Director, and WO Staff

Enclosed are notes from the Chief's Overviews conducted in late May with Region 5 and PSW.

I was pleased with how both sessions were conducted and appreciate the significant pre-work done by both the Region and the Station. Both the Regional Forester and the Station Director, and their staffs, presented clearly and succinctly the challenges facing them.

I had the opportunity to meet with most Regional Office employees and want to thank them for their questions and views. I look forward to having time with other Regions and Stations employees in future Overviews.

If you have any questions about the enclosed Overview notes, please call Ann Loose at (202) 205-0987.



MIKE DOMBECK  
Chief

Enclosure



**Chief's Overview**  
**Region 5/Pacific Southwest Station**  
**May 20-21, 1998**  
**Notes**

**The Chief asked the Region and Station to develop a model that looks at who will want the Forest Service in 20 years -- How we can build a support base for the Forest Service that is focused on reaching urban populations, including exploring what can social research tell us.**

**The Chief also asked the Region to prepare a business plan similar to that being prepared by Region 1. He recognized that the two regions differ in a number of key characteristics, and suggested that there would be value in being able to contrast business plans developed for such different situations.**

**One Forest Service:** The Region and Station defined their concept of "One Forest Service" as a R-5/PSW partnership to provide the science necessary to manage resources. The goals of One Forest Service include PSW assisting Region 5 with implementation of the PNW Plan and Sierra Nevada Plan; further integrating research into other programs; pioneering reinvention with financial management; rebuilding the research capacity through a focus on issues of the day; improving delivery; stronger collaboration with universities and SPF research and development and maintaining the position as the top FS unit for civil rights.

Focal points for implementing the "One Forest Service" include PNW Plan and Sierra Nevada framework for amending plans; CA Biodiversity Council; integrated projects between NFS/Res/SPF at Black's Mountain; administrative integration of Region/Station; organizational effectiveness and mobility across NFS/Res lines; FERC Relicensing; Enterprise Forests - recreation fee demonstration using the Adventure Pass and the CA fire alliance.

Problems in achieving "One Forest Service" include maintaining Res/NFS/SPF autonomy; difficulty in funding appropriately; time spent by scientists in policy work; classification issues (scientists in NFS would like joint appointments in Research); lack of employees available for fire fighting; lack of appropriate skill mixes; LEI cost overruns and lack of clear role and responsibility definitions.

**Research credibility:** There was significant discussion as to how research can maintain its credibility in a One Forest Service approach. Scientists should not be perceived as advocates or decision makers, yet they need to be able to answer resource questions. Since credibility centers in the individual, not the affiliation, R-5/PSW are considering the feasibility of providing joint NFS/Res appointments to some NFS scientists to enhance their credibility. There were major concerns raised about this approach. Other suggestions included identifying full-time applied positions in Research, exchanging individuals between NFS and Research, and an enterprise unit of scientists contracting to Forests for research in areas of environmental concern.

**Shortage of Scientists:** The declining number of scientists was raised as it was in other Overviews. Although the number of publications are up, the number of scientists are down. This is attributed to the large number of senior scientists who are at the most productive stage of their careers, while few junior scientists are being hired. Suggestions included an honors program similar to that of the Justice Department, use of soft money to fund more temporary scientists, and using expertise of other research organizations.

**Forest Plan Amendment Strategy:** R-5 Forest Plan revision/Amendment strategy will be based on Forest Plan monitoring and evaluation results and collaboration with PSW, and these will also be used to collaborate with the public on the need for change. PSW will provide the established scientific foundation, use a consultation approach to integrate science into the decision and design an efficient monitoring system. In the Sierra Nevada Forests, a four prong approach is being used which includes clarifying existing direction, a science review process to focus environmental analysis, using the NEPA process to change management direction and using the CA Biodiversity Council to frame the debate.

**Fire:** The Region stated that State and local fire agencies significantly exceed Forest Service fire suppression costs on a unit-by-unit basis, and the shortage of available Forest Service employees is forcing the Region to use these other agencies. There are also fewer fire trained employees available for fuels reduction activities. Proposed solutions include continuing the emphasis on fire hazard reduction, centralizing fire on each Forest, requiring fire training for all employees, contract, increase fire forces within the Forest Service (The possibility of a Federal Fire Agency was discussed), and using the military more frequently. Other fire related issues raised included implementation of the no structure firefighting policy (urban interface), smoke management, the lack of National Weather Service weathercasters, and the use of fuels dollars to fund hotshot crews. Suggestions included investigating using the NPS/USDI pilot prescribed burn team program.

**Recreation Fee Demo - Enterprise Forests:** The Region is on the cutting edge of recreation (off-road roller blading, and 24-hour mountain biking are the newest sports). Innovations include the California Roundtable which provides a one-stop shopping approach, the NorCal strategic marketing plan developed by federal agencies/counties which uses a theme approach to tourism, and Greenlink which focuses on stewardship education and environmental advocacy in partnership with Coleman, Chevy and Disney. It targets urban youth, and uses bilingual youths to provide messages on site.

The Adventure Pass (a fee for use of four National Forests in Southern California) has collected almost two million dollars. The collected funds are targeted for reduction of the backlog and for facility maintenance. Innovative approaches include requiring a special use permit for houseboats in the Shasta-Trinity NRA. The Region is working with the State to not have collected funds considered an offset fee which would reduce State Green Sticker funds to the Region.

PSW is conducting social science research related to the rec fee demo, focusing on community of interest and place. The preconception that there would be no impact from fees appears to be borne out, although the study had limited minority participation. Vendors are generally pleased with the program, although they would prefer not to have to pay in advance for passes since this creates a cash flow problem for small vendors. The Region also discussed the advantages of changing the penalty for not paying recreation fees to a civil rather than criminal charge, so that fines could be returned to Forests.

**Affirmative action/civil rights:** Early intervention programs using resolution techniques started in Region 5. The Region has met with the Hispanic class and agreed conceptually to removal of barriers. The Region is trying to put mechanisms in place to resolve complaints as early as possible, and the Chief asked the Region to keep him informed of where there are barriers. There was discussion of some opportunities for minorities in the area of new hires that had been missed.

**Employee Event:** A video of the employee event was shown. This event was key in pointing out the information gap at all levels of the organization and that information is not filtering down to all levels. This is potentially an agencywide concern.



United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File Code: 1230

Route To:

Date: JUN 27 1998

Subject: Designation as Chief Operating Officer

To: Francis P. Pandolfi

Until such time as our Washington Office restructuring plan is formally approved by the Department, you are designated to serve as Chief Operating Officer of the Forest Service and are authorized to conduct business using this title. This includes the authority to use the title of Chief Operating Officer in signing official, internal and external correspondences, forms, reports, and other documents as provided in Interim Directive (ID)-1230-98-1, effective June 8, 1998, Forest Service Manual (FSM) 1231.2 and 1235.12.

As authorized in FSM 1235.12, you have authority to perform all financial, budgetary, legislative, strategic planning, and other administrative duties and functions vested in the position of the Chief and to act as the Acting Chief in my absence or unavailability.

MIKE DOMBECK  
Chief

cc:  
R/S/D  
WO Staff Directors





United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

14th & Independence SW  
P. O. Box 96090  
Washington, DC 20090-6090

File

File Code: 1300

Date: JUN 29 1998

Route To:

Subject: Chief's Grants - Natural Resource Agenda

To: All Field Units

**Reply Due August 15, 1998**

One of my favorite Aldo Leopold quotes is "the only progress that counts is that on the actual landscape of the back forty." Over the past year, I have visited several field units who have done excellent work that contributes directly to the success of the Forest Service Natural Resources Agenda. I am continually inspired by the commitment and dedication shown in working with others to get quality work done on the ground.

To further support and encourage these efforts, I have established a Chief's Grants Program for projects that advance the Natural Resource Agenda.

### **Procedures for Submission**

To apply for a Chief's Grant, please submit the following information on one page or less:

1. Project Title: Project Leader and Unit
2. Project Goal: provide a clear description of how the project implements the Forest Service Natural Resources Agenda (enclosed).
3. Total Project Cost: individual grants will range from \$5,000 and up
4. Contributions from partners
5. Expected completion date (funds must be expended by September 30, 1998)
6. Description of monitoring program to track project effectiveness



Projects designed on an interdisciplinary basis and with partners (e.g. local, state, or tribal governments, or industry and non-government organizations) will be given preference.

Funds shall not be used to complete NEPA analysis requirements.

### **Follow-up and Accountability**

I and other members of the National Leadership Team will visit some of the selected projects.

Submit Chief's Grant Project Proposals via electronic mail to nrgrant/wo by August 15, 1998. Awards will be notified by September 30, 1998. Contact Leslie Weldon with questions at (202) 205-2961.

A handwritten signature in black ink that reads "Mike Dombeck". The signature is written in a cursive, flowing style.

Mike Dombeck  
Chief

Enclosure - Natural Resource Agenda



U.S. Department of the Interior  
Bureau of Land Management  
Washington, D.C. 20240



U.S. Department of Agriculture  
Forest Service  
Washington, D.C. 20090

June 30, 1998

In Reply Refer To:  
9015 (220)

Dear Federal Employee:

At the April 1998 "Science in Wildland Weed Management" symposium, the Bureau of Land Management Director Pat Shea announced two \$5,000 prizes that the Forest Service Chief, Mike Dombeck, and he would be giving for the best weed management proposals; one for science and one for on-the-ground management.

Many ideas were generated at the symposium on how to improve efforts to prevent and control the spread of weeds. More science is needed to determine the cause and effects of weed spread and more collaborative, coordinated efforts are needed to help on-the-ground managers and employees conduct more effective and efficient weed management. Proposals identifying ways to improve weed management through science and on-the-ground application are needed.

Any federal employee who attended the weed symposium or who is interested in furthering weed management efforts is eligible to compete for these awards.

By **September 15, 1998**, please send the attached form to:

William Y. Brown  
Science Advisor to the Secretary  
U.S. Department of the Interior  
Office of the Secretary  
1849 C Street, N.W.  
Washington, D.C. 20240

The proposals will be judged on how much difference the idea will make toward improving weed management efforts, plus additional criteria which is listed on the attached form. The proposals will be reviewed for their relationship to the criteria by a panel of representatives from the Department of the Interior, the United States Department of Agriculture, the Bureau of Land Management, the United States Forest Service, and academia.

Winners will be announced in November 1998 by the Director and the Chief.

We look forward to receiving your proposals.

Sincerely,

Pat Shea  
Director, Bureau of Land Management

Mike Dombeck  
Chief, U.S. Forest Service

1 Attachment  
1-Director's/Chief's Weed Prize Proposal Format

**DIRECTOR'S/CHIEF'S WEED PRIZE**

**BEST SCIENCE PROPOSAL AND BEST ON-THE-GROUND MANAGEMENT PROPOSAL**

**PROPOSAL FORMAT**

Proposal Title:

Detailed Description of Proposed Idea:

Potential Benefits of Idea/Action:

Detailed Description of Implementation Plan (including time frame):

Benefit Cost Analysis:

Geographic Area of Proposal:

Author Name:

Phone Number/Fax Number:

Email Address:

Collaborators (Others assisting in implementation of idea):

\*\*\*\*\*

**JUDGING CRITERIA**

- \* How much difference will the proposal make toward improving weed management efforts.
- \* How much additional effort has been made to implement the proposed idea since the April symposium.
- \* Proposals addressing the 12 Action Items voted on at the April symposium will be given first consideration, but other good ideas also will be eligible.
- \* Proposals should be a new idea or effort; but those addressing projects already initiated, but not completed, are eligible.



U.S. Department of the Interior  
Bureau of Land Management  
Washington, D.C. 20240



U.S. Department of Agriculture  
Forest Service  
Washington, D.C. 20090

5 June 1998

Memorandum to All Employees - USDA Forest Service and Bureau of Land Management

Subject: Next Steps for the BLM and Forest Service Partnership for Natural Resource Management

The Bureau of Land Management and the Forest Service are partners in providing convenient service to our customers, sharing resources for more cost-effective delivery of services, and using good judgment and common sense in response to local opportunities to do our stewardship work the best way possible. We can—and we expect to—do even more. In January, we asked an Interagency Steering Team of BLM Associate State Directors and Forest Service Deputy Regional Foresters to develop recommendations and an action plan to expand our stewardship partnership in the coming years, with the goal to achieve dramatic increases in customer service, operational efficiency, and quality of resource stewardship. Please take some time to study their "Service First" report on the Internet at <http://www.fs.fed.us/im/servicefirst>.

We are ready to take the next steps. Our State Directors, Regional Foresters, and Washington Office Staffs will be mapping out plans to implement the ideas in the Service First report. They will adapt and customize the 13 collaboration opportunities to their local conditions and offices. The Interagency Steering Team will be advisors and coordinators of this process. By the end of the year, all field and headquarters units will have specified their roles to contribute to this endeavor. We will discuss progress and future plans at our joint BLM/Forest Service leadership meeting in February 1999.

Stewardship of the public's natural resources calls for us to continually use new approaches to do the best work possible. We need help from all our employees to address our current and future workload and staffing challenges and ask your dedicated participation in this effort.

*Pat Shea*

Pat Shea  
Director, BLM

*Mike Dombeck*

Mike Dombeck  
Chief, Forest Service