

NezPerce News

A Newsletter for Employees and Retirees



Volume 1, Issue 11, February, 2006

New Year, Again

With the passing of the New Year and with my personal mark of one year on the Forest, I have begun to look ahead of what is expected for the next year. Expectations for the agency and the forest are very high. Change will likely occur at the fast pace that we experienced this last year. I'd like to take this opportunity to share some of those.

Business process re-engineering will continue. The methods for how we accomplish our work will continue to be evaluated and stricter performance measures will continue to be applied. As we implement the administrative services and Human Resources decisions, we will be evaluating how we accomplish our contracting and purchasing work with an eye to increasing efficiencies. Decisions made in 2005 will move into determining how we will implement them. All of us will need to learn new processes and technologies in order for these changes to be successful.

Recent court decisions are likely to influence how we conduct inventory, survey and monitoring work. As we release a proposed Forest Plan, we will need to develop an Ecosystem Management System and Monitoring Plan for the forest. All of these must link in order to prove that we do what we say we are going to do and to evaluate the results we receive, in order to continue to improve those results in the future. This will be quite a feat with reducing budgets and greater public scrutiny.

We have two "new" rules, Travel Management and Planning rules, that we will be moving forward to implement, both with definite timelines for completion. As clear direction is not available currently for either rule, it will be a process of developing a strategy and making changes along the way. One message has been clear; we will not miss those deadlines.

Amidst all of these changes, some things have not changed. Employee health and safety is still our highest priority. We must continue to be situationally aware of our surroundings, our reactions to changing demands and to the reactions of those we work with. Communications will continue to be key in how we manage through next year. I have been pleased with the willingness of employees from this forest to raise issues, ask questions and suggest potential solutions. I encourage this to continue. Some of the ideas brought forward by people on this forest have resulted in workable, economically responsible changes to issues affecting the entire agency.

Jane Cottrell
Forest Supervisor



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Karon Coburn

New Forest Budget Analyst

Karon Coburn was recently promoted to the new Budget Analyst in the Supervisor's Office in Grangeville.

She was raised in San Francisco, California where she graduated high school. Karon started her Forest Service career early in 1981 at the Elk City Ranger Station as the receptionist. Additionally, she held positions as Resource Clerk, Computer Clerk, Support Services Specialist and District Administrative Officer - all at the Elk City Ranger Station.



Karon and Dan Coburn

Her husband, Dan was called into the ministry as Pastor to the Emmanuel Baptist Church in Cottonwood. Shortly thereafter, they purchased a home in Cottonwood and consider Cottonwood their home. They sold their long time home and their horses in Elk City. "Never thought we'd do that," Karon said, "But God has a way of convincing you."

The Coburn's oldest son, Jason, with his family; wife Lydia, son Raymond, daughters Yaisa and Jazira live in Virginia Beach, Virginia where he serves in the Navy. Their youngest son Jesse is living in California.

Dan and Karon enjoy snowmobiling, bow hunting and fishing. Karon fell in love with the mountains surrounding Elk City, but they are looking forward to learning new areas to play in. Karon also enjoys reading and quilting. Since coming to Cottonwood, the Church has started a ladies quilting ministry, which meets at the Church every Friday night.

"I feel fortunate to be working in the Grangeville office now and look forward to working here until my retirement," added Karon.

Monica McGee

On Their Way To D.C.

Monica started with the Forest Service as a temporary employee on a fire crew in 1976. She worked for the Forest Service for two seasons before moving to employment in the private sector. When her husband Mike transferred to the Nez Perce NF in 1990, she applied for and was hired as a computer clerk on the Salmon River Ranger District. A year later, she became a computer assistant in the Supervisor's Office in Grangeville.

In 1993, Monica was hired as the Forest Supervisor's secretary. After 12+ years as secretary, on March 20, 2006, she will begin working for the Forest Service in Washington DC as a management and program analyst. She will oversee forms and information collections for the Forest Service, working in the Forest Service Office of Regulatory Management Services - Freedom of Information Act/Privacy Act/Records section.

In 1988, Monica received an associate's degree in business administration. In addition, she attended Oregon State University for a year and a half right out of high school, studying forestry (among other things!). Since moving to Grangeville, she has taken paralegal courses and related courses through the Department of Justice and the Department of Agriculture.

"Some highlights of working on the Nez Perce NF are: the people I've met and the friends I've made; rode in a jet boat up the Salmon River with a group of Forest Service employees (and tried not to stare at the naked river rafters and beachcombers) and came face-to-face with a mountain goat (don't know who was more shocked!); developing training courses and desk guides, working with employees on various projects, planning and participating in employee events and fundraisers."



Mike and Monica McGee

Monica shared, "Mike and I will be living in the Washington DC area. We will spend our free time wandering up and down the east coast. Our children are grown and on their own. Ryan (son) recently married, Morgan (daughter) will be graduating from college this spring. They have started the next phase of their lives and are very excited for us. Our extended family has expressed a desire to come visit us after we move, as have several friends. We look forward to seeing all of them and discovering Washington DC together."

The McGees plan to enjoy this stage of their lives. Mike intends to play lots of golf, Monica plans to shop until she drops. They will be looking for ways to volunteer their time in the community.

Mike McGee

"From the time I was a teenager I wanted to work in forestry. I started out on the Fremont National Forest as a summer seasonal on the stand exam crew (where I met Monica). My first permanent job was at Angell Job Corps on the Oregon coast, where I was a forestry instructor. I then transferred to the Wind River Ranger District, on the Gifford Pinchot National Forest (we moved there on April Fool's Day 1980 and six weeks later Mount St. Helens blew - we wondered what we had gotten ourselves into). I worked on the GPNF for 10 years before transferring to the Nez. We have been here since 1990. I am going with Monica to Washington DC. I am looking for a job and hopefully will find one soon. I plan to follow Monica's career and maybe even retire before she does."

Mike earned his BS Degree in Forest Management from Washington State University in 1976. In 1975, 1976 and 1977, he worked as a seasonal doing stand exams on the Paisley Ranger District on Fremont NF in Region 6. From 1978 to 1980, Mike was an instructor of Forestry Aide program at Angell Job Corps Center at Waldport Oregon on the Siuslaw NF Region 6. This was a permanent appointment.

Mike worked in Silviculture and Timber Planning at the Wind River District on the Gifford Pinchot NF from 1980 to 1990. From 1990 to 1996, he was the Timber Management Assistant and district staff on the Salmon River District, Nez Perce NF. He worked as a NEPA Coordinator in Planning on the Salmon River District from 1996 to 2000. Mike has been the Forest Timber Program Leader from 2000 to Present.

Mike's highlights on the Nez Perce Forest are: "Of course, the people you meet, get to know, and work with; working on the prettiest and best district - Salmon River, having a positive effect on the management of timber resources across the forest, having opportunities in my career here to do different things as well as travel to places I probably would not go to otherwise."

Ken Stump

Retirements

Ken started his fire career in 1973 with the California Department of Forestry. He began working for the Forest Service in 1974 on the Lassen National Forest Hot Shot Crew. Ken completed an AA degree in Wildland Fire Management from Lassen College in 1975. He then worked on the Redmond Rappel Crew, on the Deschutes National Forest and then received a career appointment on the Los Padres National Forest as an Assistant Helitack Foreman. His next position was an Engine Foreman on the Tahoe National Forest, followed by moving to the Northern Rockies where he served as Helitack Foreman on the Nez Perce National Forest. He worked on the Kootenai National Forest as an Assistant District Fire Management Officer and a District Fire Management Officer and then returned to the Nez Perce where he served as District Fire Management Officer on the Salmon River and Red River Ranger District's.



Ken Stump

Ken worked for the Office of Aircraft Services in the Alaska/Hawaii Region as an Aviation Training Specialist and then retired as Deputy Fire Staff Officer on the Clearwater and Nez Perce National Forests.

Ken said that he intends to stay involved in fire and aviation, serving as an instructor and maintaining qualifications as Air Operations Branch Director, Air Tactical Group Supervisor, Division Supervisor, Incident Commander Type 3, and Fire Use Manager.

Raenette Didier



Raenette graciously receives a gift at her retirement party

Raenette Didier, Resource Specialist/Timber Contracting Officer on the Nez Perce National Forest, is retiring after 31 years with the U.S. Forest Service.

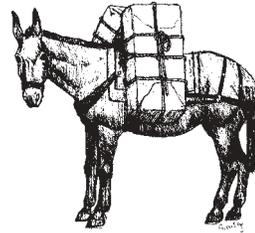
Raenette started with the Forest Service in 1975 as a clerk/typist at the Elk City Ranger Station. She worked there until faced with the upcoming decision to board out children for high school, and transferred in 1980 to the Supervisor's Office in Grangeville as a press room/duplication operator. In 1981 she was promoted to a Procurement Clerk. In 1983 she transferred to the Fenn Ranger Station, Selway Ranger District as a Business Management Assistant. She was promoted twice in that position while on the Selway.

She transferred back to the Supervisor's Office in Grangeville in 1988 as a Resource Specialist working in Timber. In 1992 she was promoted to Timber Sale Contracting Officer & in 2003 promoted again in that position. In total she auctioned & sold timber for 14 years for the Nez Perce Forest.

Raenette and her husband Steve will remain at their ranch in Clearwater, Idaho following her retirement. Raenette and Steve are avid horsemen and plan to see a lot of country on horseback. They will also continue their volunteer work in the Back Country Horsemen organization. The Didier's have two grown children Deanna and Steve Jr. and five grandchildren Kayla, Kurtis and Kyle who live in Idaho. Hannah and Logan who live in Georgia.



Long-time coworkers Gary Hays and Raenette share a farewell hug.



Alexandra Botello

New Employees

Alexandra (Alex) Botello joined the Planning ranks of the Nez Perce National Forest in January, 2006. She received her BS in Recreation Administration and Parks & Resource Management at California State University, Chico in 1992.

Alex has been working for the Forest Service since 1990, totaling nearly 15 years. Her focus has been in recreation, interpretation, public information, and planning.

She has worked on the Salmon-Challis National Forest, Wasatch-Cache National Forest, Recreation Solutions Enterprise Team, and is now happy to be on the Nez Perce. Alex has worked at the District, Supervisor, and Regional Office levels.



Alexandra Botello

Alex and her two daughters (Camille-8 yrs, and Anna 5-yrs) and husband moved to Grangeville this summer. "Surprisingly enough, I am related to the only other Botello on the forest," quipped Alex.

She has many hobbies including playing the flute, baking, camping, various crafts, gardening, and hanging with friends and family. She is excited to be back near the Salmon River and hopes to take up boating again.

Alex shared these plans for her future with the Nez Perce Forest: "I am excited to be working for the forest in the planning shop. I am programmed to work ½ time and will keep office hours Tuesday through Thursday. Additionally, I am scheduled to pick up work for the TEAMS Enterprise Team here and there. I will strive to get projects on the ground accomplished by keeping NEPA planning streamlined and moving along. When the drudgery of NEPA kicks in I will bring food to meetings!"

New Employees Continued...

Greg Harris



Greg Harris the new Information Resources Manager for the Nez Perce Forest and is stationed in the Supervisor's Office. Before arriving on the forest in January, Greg was the GIS Analyst for two years at the Clearwater Forest in Orofino.

He received his BA at Eastern Washington University in 1982, MS in Natural Resource Management at Central Washington University in 1997, and PhD in Fire Ecology and GIS at Washington State University in 2004.

Greg was in the U.S. Army from 1980 to 1992. From 1992 to 1993 he was a Field Botanist at Colorado State University Research. From 1994 to 1995 Greg worked as a Range Conservationist at the Washington State Department of Natural Resources. From 1995 to 2001, he was an Associate Professor, Natural Resource and Forestry Technology at Centralia College in Centralia, Washington. Greg was the Lead Fire Ecologist from 2001 to 2004 on a Cooperative Research Project with Washington State University and the Forest Service.

Greg and his family are currently live in Nezperce. He and his wife Kay have 4 kids - Riley (14), Allison (11), Casie (9) and Brett (3).

Hobbies include: Reading, running (usually after kids), skiing, pencil drawings of people, and watching old movies.

Buck Seals

This November, the Forest was pleased to welcome the new Health & Safety Manager, David "Buck" Seals, to the Grangeville office. Buck transferred to the Nez Perce from the Tongass NF in Region 10, Alaska. Although he is relatively new to the Forest Service, Buck brings years of health and safety experience to our forest.

In early 1989, Buck opted to earn his AAS degree in Occupational Safety and Health from Texas State Technical College (an affiliate of Texas A&M University) in Waco, TX. Upon graduation in late 1990, he began a new career as a safety manager for international construction firms, managing high risk construction projects in open coal mines, copper smelters, gold mines, paper mills, petrochemical refineries, and pharmaceutical manufacturing, and high-rise road/bridge construction. Buck is a (BLM /USFS) Serious Accident Chief Investigator since 2004, and holds numerous certifications from OSHA and MSHA, including MSHA Qualified Instructor status. In addition to his degree, Buck holds many continuing education certificates in the field of safety.

Buck and his wife, Janet, have lived and worked in New Mexico, Arizona, California, Colorado, Kansas, Oklahoma, Arkansas, Puerto Rico, and Uzbekistan. After spending 2 years working on a project located close to the Coconino NF in Arizona and performing volunteer trail work in his off time, Buck decided to move from construction and applied for a safety specialist position with the Forest Service. He was selected in 2003 for a vacancy with the Tongass NF Supervisor's Office in Sitka, AK, fulfilling a dream of being able to work and live ("at least for a while") in Southeast Alaska.

The Seals are pleased to be “a bit closer than Alaska” to their 2 sons, 1 adopted daughter, 2 grandchildren, and aging parents, all located in central Texas. Buck and his wife have also hosted 19 special needs foster children over the years. Buck brings a very diversified and balanced safety expertise for use on the Forest, including military reserves experience with the US Marine Corps (R) (6 yrs, Infantry) and the US Navy (R) (3 yrs, Corpsman) and as the volunteer safety inspector for the Naval Reserve Center in Austin, TX. In addition, Buck is a member of the American Society of Safety Engineers (ASSE), the World Safety Organization (WSO), National Fire Protection Association (NFPA), and both the PADI and DAN Diving Societies.



Although safety is a dedicated effort, Buck enjoys being outdoors as much as possible. “I have always been outdoors, hunting and fishing since I was a boy”. While working in California, Buck and Janet took sailing classes, and have sailed in the British Virgin Islands and Puerto Rico. Although he worked as a recovery diver for the fire department, Buck had never experienced recreational sport diving until the 1990’s with his first sport dive the wreck of the *HMS Rhone* in the BVI. The Seals enjoy travel, hiking, photography, and camping. They look forward to sharing new experiences here in Idaho, including making plans for summer pack trips in 2006, and are anxious to try the rivers around Grangeville for rafting and fishing.

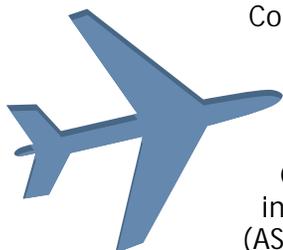
Delighted with his new duty station in north central Idaho, Buck and his wife are busy settling in. Buck has been traveling to the various ranger districts, getting acquainted with the area and safety concerns that are unique to each. Be sure to take a moment to introduce yourself to Buck and tell him a little about what you do on the Forest. Buck is quick to say that his door is “always open to everyone”, whether just to say hello or to talk about safety questions, big or small. Buck’s office phone is 208-983-7011, located just inside the Budget and Finance area of the SO building.

News Flash!

Janet Seals has recently signed up as a volunteer for the Supervisor’s Office. She will be assisting Budget and Finance and Public Affairs/Administrative Services - welcome Janet!

Megan Moynihan, Zone Silviculturist (Clearwater and Salmon River Districts), is on a 120-day detail as District Ranger at the Palouse Ranger District on the Clearwater National Forest. She will return to the Nez Perce Forest around the first of June.

Erica Wilsey, Public Information Assistant, will be on a detail to the Conservation Education section in the Washington Office from February 22 to March 31. We look forward to hearing her stories when she returns!



Karen Gilson, Business Management Assistant on the Moose Creek Ranger District, is on her second two-week detail to assist in Administrative Services at the Albuquerque Service Center (ASC), she was detailed to ASC in December, 2005.

“Let It Snow”

Welcome to winter notes from the Health & Safety Office of the Nez Perce National Forest! December and January have certainly been good in providing winter moisture for the forest, and this year, that moisture has meant enough snow to open winter recreation trails. Winter recreation is an important part of public use of forests. It also brings its own set of winter hazards.

Winter recreation means different things to different people. To some folks, it means an invigorating Nordic cross-country ski trail to explore. To others, it means time to crank up



Cross-country skiing at Fish Creek

the snowmobile and hit the miles of groomed trails for an exhilarating ride with friends. And to some, it just means a chance to get out and play in the snow with the kids. It's easy to forget, when you're busy having fun, that it's also an important time to be aware of winter hazards.

Road safety...Winter roads are often wet, slick, icy, or snow-covered. Be aware not just of your driving, but also of the approaching traffic. Have a mental plan, especially when driving in areas with drop-offs and riverbanks, of what you'd do to avoid vehicles or animals that might suddenly appear in your lane. Be alert for winter blowdown on the sides of roads that

may extend into your lane, causing you to swerve into oncoming traffic. All that moisture is great for trees, but can be hard on the landscape. Watch for rocks and falling debris that has been dislodged by water and rolled or dropped onto the roadway. Slowing down even a few miles per hour when road surfaces are slick may make all the difference in enjoying the drive and arriving safely.

In winter recreation areas, a little caution goes a long way. Approach parking areas or trailheads at a slow speed. Watch for children, skiers, and snowmobilers that may appear suddenly in unexpected places. Park in designated areas, and choose a safe spot to prepare for your recreation experience. Don't try to put on gear or unload a snowmobile where others are trying to enter or leave a parking area. On the trails, be considerate of others. And remember, just like driving on roadways, not everyone has control of themselves or their chosen mode of travel in winter trail conditions. Even more important, out on the trails, be aware of your surroundings. Watch out for the other guy! Remember to ride right.

One last important thought about any type of winter recreation involves preparation. Be sure someone knows where you're planning to go, and when to expect your return. Take the proper personal protective equipment for what you plan to do. Remember to take drinking water - winter trails use up plenty of energy! And don't forget your survival gear. A few minutes of preparation before you head for that beckoning snowline can make all the difference in a pleasant day spent on the slopes, or an unfortunate series of events that may leave you wishing you'd never left the house!

Avalanche Safety Information: Avalanche Centers <http://www.avalanche.org>
The Idaho Department of Parks and Recreation sponsors a Basic Avalanche Awareness course for snowmobilers. www.parksandrecreation.idaho.gov

Go prepared, invite a friend or two, and take time this winter to enjoy your national forests!

Buck Seals
Nez Perce NF Health and Safety Manager

Dispatch Babies



Left to Right: Proud Dispatch Mommas Trisha Skinner with Karlee Jean and Bernadette Edwards with Eliana Grace.

Karlee Jean Skinner was born on December 18, 2005 at 3:27 a.m. She was 7 lbs, 10.2 oz. and 21 inches long. Her parents are Brandon and Trisha Skinner. Trisha works in dispatch on the Nez Perce N.F. and Brandon is an Initial Attack Foreman on the Lochsa District on the Clearwater N.F. The Skinner Family lives in Kamiah and both parents commute to work (Trisha to Grangeville and Brandon to Pierce). Karlee will be coming to Grangeville with her mom until mid-April.

Eliana Grace Edwards was born 12/20/2005 and was 7 lbs., 6oz. Parents are Bernadette and Cody Edwards from Grangeville. Bernadette works in dispatch on the Nez Perce N.F. and Cody works for Quality Construction in Grangeville. Eliana was named after Bernadette's sisters Elizabeth and Anna. Her name means "God answered our prayers" in Hebrew.

A Working Parents Room - The History

It all started in January of 1990. A small, yet very vocal group of Nez Perce employees (formally known as "Working Parents" WP) got together to discuss areas where we, as parents, could make life easier on ourselves.

The main topic was 'quality childcare', i.e., care for sick children, intermittent care for fire assignments or training, and alternate worksite care. The Supervisor's Office was sharing space with one of the districts. The district was in process of building a new site. It was mentioned that having some type of childcare in the additional space would be ideal.

In April 1990, WP was approached by a Forest committee organizing the space changes created by the district personnel moving out of the building. Criteria were submitted. WP suggested a room with a door be set aside for newborn care, mildly sick child-care (not-contagious), emergency care, etc. Because the WP shared ideas and meeting notes with the entire forest, the suggestion came as no surprise. The idea was presented to the Leadership Team and accepted. A group of interested employees fine tuned the criteria and added sideboards.

For more information on using the room, please contact: Sue Phillips, Nez Perce National Forest Federal Women's Program Manager at (208) 842-2145 or sphillips@fs.fed.us.

Employee Day 2006

There is wonderful opportunity coming your way and we encourage you to be part of it! Please join us on Thursday, March 23, for **Employee Day 2006!**

The Human Resource Team (HRT) of the Nez Perce National Forest and the Human Relations Action Committee (HRAC) of the Clearwater National Forest have once again teamed up to sponsor an Employee Day program that promises to be very rewarding. It will be held in Grangeville at the Senior Citizens Center (Grangeville Truck Route). The doors will open at 8:30 and the program will run from 9:00 to 4:00.

We are very fortunate to have Haydn and Terry Hasty, MindSpring Consulting, Inc., from Asheville, North Carolina coming to spend the day with employees and present **Mind, Intention, and Creating Outcomes**. Developed by Haydn at MindSpring, the course hopes to increase your understanding of the principles that help you create the outcomes you truly desire; to learn to distinguish between content and context, the subjective and the objective, between intention and compulsion; to understand more clearly how the mind functions and how to avoid habitual barriers and pitfalls; and to examine your thinking process, its barriers, and how to increase mission and purpose in your life. Through these objectives, Haydn and Terry hope to give you the opportunity to clarify your own process and teach you how to begin to create the outcomes you desire - in both your personal and professional lives.

Lunch at noon will be catered by Ernie's Steakhouse on site from their mobile catering trailer. Luncheon entrees include a Salmon River Burger **or** a Campbell's Flat Chicken Sandwich, both of which come with potato salad & Cowboy beans for \$8.40/person (includes tax). If you plan to partake of this lunch, please email your choice to Mike Shoup at mshoup@fs.fed.us by **March 17**.

You are encouraged to arrive early and sign up for the door prizes that will be awarded throughout the day. We hope to see you there!

Length of Service Awards

Nez Perce National Forest employees eligible for length of service awards from July 1, 2005 through December 31, 2005 are as follows:

35 Year

None

20 Year

Debbie Farris
Laura Smith
Margaret Williams

10 Year

Richard Graves
Joe Zavalla

30 Year

Raenette Didier
Kenneth Stump

15 Year

Lois Geary
Linda Laing
Terry Miller
Lois Peterson
Jeffrey Polack
Chris Hertel
Chris Young

5 Year

Jeremy Beeson
Daniel Fogleman
ManDee Miller
Lynn Cook
Jorjena Daly
Jeffrey Neil
Michael Ward

25 Year

Patricia Green
Karon Coburn
Debra Hatter

CONGRATULATIONS!!!



Nez Perce National Forest Vision

- *We on the Nez Perce National Forest serve with integrity.
- *We build and foster healthy interpersonal relationships.
- *Our creative stewardship integrates science and social values ensuring ecological sustainability.

UNITED STATES
DEPARTMENT OF AGRICULTURE
FOREST SERVICE
NEZ PERCE NATIONAL FOREST
1005 Highway 13
Grangeville, ID 83530

Penalty for Private Use, \$300