



## 2005 Forest Service *Engineer of the Year* Winners

The votes are in for the *Engineer of the Year* awards. The winners will be traveling to Washington, DC, in April for the U.S. Department of Agriculture 2005 Forest Service Engineer of the Year awards ceremony.

Congratulations:

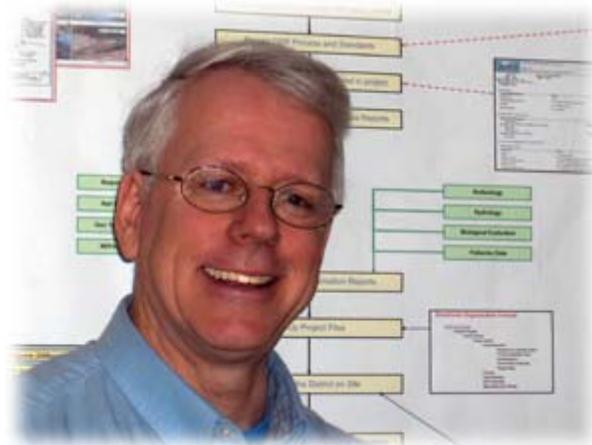
- Tim Chesley—Managerial Engineer of the Year
- Renee Flanagan—Technical Engineer of the Year
- Jose “Joe” Acosta—Engineering Technician of the Year
- William Angelus—Engineering Technology Applications Employee of the Year

A summary of the winners’ accomplishments follows:

### Tim Chesley—2005 Managerial Engineer of the Year

As the National Forests of North Carolina’s budget and program manager for engineering, Tim is responsible for the preparation, justification, and administration of an engineering budget that totaled over \$17 million last year (with carryover) and for program implementation.

During September of 2004, the mountains of western North Carolina were inundated by the remnants of three devastating hurricanes. The extensive flood and wind damage was unprecedented. The National Forests of North Carolina received a \$47 million emergency appropriation to rebuild the damaged infrastructure and restore damaged ecosystems. An incident command team was established, and Tim was chosen as the team’s deputy planning chief/engineering branch director.



Tim has worked in this role 6 days a week for more than a year and continues to do so, coordinating the planning, design, construction, reconstruction, and contract administration for

\$35 million in infrastructure repairs. In July he helped secure an additional \$5.5 million in Emergency Relief of Federally Owned Roads funding, which he administers. Tim directs the efforts of more than 50 engineering detailers each week, and is the contracting officer's representative for three A/E (architect/engineer) design contractors who are working on road, road bridge, and trail bridge designs.

While his participation on the incident command team is demanding and time consuming, Tim continues to execute many of his responsibilities as assistant forest engineer, particularly with respect to planning and managing the annual budget and program of work.

During his tenure with the National Forests of North Carolina, Tim has been promoted temporarily to acting forest engineer four times and his skills and leadership have been recognized with 12 merit awards. In 2005 Tim received a platinum award from his peers for his storm damage work and he has received merit awards for planning and managing carryover and current-year projects (2004), for demonstrating leadership, initiative, skill, and extra effort in preparing the Nantahala/Pisgah Roads Analysis Process (2003), and for outstanding leadership in implementing the Electronic Road Log III software throughout the Southern Region (2002).

Tim is responsible for securing and implementing virtually all of the new technology that the National Forests in North Carolina use today, beginning with the first desktop computer and continuing through the years to AutoCAD for design, GPS for location work, GIS for analysis, and complex software for budget and data management. He continues to aggressively pursue the application of appropriate hardware and software technology.

He developed and conducted training sessions for forest and regional engineering personnel in implementing the roads analysis process, the use of Electronic Road Log III software, facility master planning, and transportation planning. During 2001, he was on the team that helped train others in the Southern Region on the new roads policy and related regulations.

Tim has been a leader in implementing new and reemphasized engineering initiatives at the National Forests in North Carolina. He researched and developed processes and techniques for accomplishing the workload associated with these new initiatives, including infrastructure for facilities and roads, deferred maintenance data collection, and implementation of the new roads policy. He has actively participated in forest, regional, and national meetings on these issues, and has attended and been a guest speaker at numerous conferences involving discussions of natural resource issues on both public and private lands.

In 2004 Tim served as the project lead when the National Forests in North Carolina became a pilot forest for implementing the National Off-Highway Vehicle (OHV) Mapping Project.

In addition to his valuable service to the USDA Forest Service's engineering program, Tim has led numerous community service projects. In 1997 he was named the Kiwanian of the Year in the Carolinas District for designing, raising funds, and constructing a new public playground in the city of Asheville (the first playground geared primarily for preschool-aged children) and for his leadership on the Asheville Kiwanis Club's board of directors. He was awarded the 1996 Kiwanis Carolinas District Single Service Project Award.

Tim chaired the PTO (Parent Teacher Organization) committee at his son's elementary school, raising more than \$100,000 to design and construct two new playgrounds using volunteer labor. His long-term dedication to improving the health and safety of area children has resulted in numerous certificates of appreciation for his work with the Western North Carolina Safe Kids Coalition, the Buncombe County Children First Organization, the Glenn C. Marlow Elementary School PTO, and other community organizations.

Since Tim joined the Forest Service in 1975, he has consistently received superior and above-average performance ratings. In 1982 he applied for and was accepted to the highly competitive long-term training opportunity at the University of California at Berkeley, where he was awarded a master's degree in civil engineering and transportation planning.

## Renee Flanagan—2005 Technical Engineer of the Year

**R**enee Flanagan is an assistant to the forest engineer on the Uinta National Forest. Her leadership skills, enthusiastic attitude, commitment, and dedication are examples of her value to the Forest Service and are consistently recognized.

In 1991 Renee began working in the Forest Service's cooperative education program while attending the University of Wisconsin, Madison. She worked as a civil engineer trainee for the Targhee National Forest and gained research and development experience while working at the Forest Products Laboratory in Madison. In 1992 Renee earned a bachelor's degree in civil engineering.

In 1993 Renee began working at the Uinta National Forest. She received her professional engineering license in the State of Utah in 1998 and has maintained it since then.



Renee has received several certificates of merit and outstanding service awards for:

- Personal commitment and exceptional effort in the *FY 2003 Competitive Sourcing Studies* (2003)
- High-quality professional analysis, input, and support for the *Revised Uinta Forest Plan (roads and facilities)*, 2003)
- Excellence in leadership for completion of the *Uinta National Forest's Roads Analysis* (2002)
- Development and completion of the *Rays Valley Road Realignment EIS* (2002)
- Outstanding work in the reconstruction of Diamond Campground (2000)
- Outstanding assistance on the Aspen Grove Parking Lot (1999)
- Excellence in providing technical assistance in the design of the Soldier Creek Work Center Bunkhouse (1999)
- Design and implementation of the *American Fork Canyon/Alpine Loop Fee Demonstration Project* (1997)
- Outstanding accomplishment of all engineering duties and responsibilities (1996)

In addition, Renee has received letters of commendation from the regional forester; one letter for her assistance on *Infra* and a second for her facilitation of public meetings dealing with the Forest Service's road reform proposal.

Renee has extensive work experience in planning, design, and construction of roads, bridges, buildings, water and wastewater systems for transportation, and administration and recreation facilities. She has served as an interdisciplinary team leader and member on several EISs, EAs, and planning documents. Her ability to focus on projects helps motivate those working with her.

Some of Renee's accomplishments:

- Renee serves as acting forest engineer, which requires her to function as a full member of the forest's leadership team, when her supervisor is on fire assignments.
- Since 2001 Renee has been responsible for managing the forest's engineering and minerals budget. Through her efforts, the forest budget and leadership teams understand how construction funds can be spent effectively.
- In 2002 Renee served as interdisciplinary team leader on the EIS for the *Rays Valley Road Realignment* project. A regional forester's decision was required because the road was being constructed within an inventoried roadless area. The EIS took a year to complete. Watershed resources, aquatic species, inventoried roadless areas, and health, safety, and transportation had to be addressed. The EIS was appealed and elevated to the Washington office for review. The chief's office upheld the regional forester's decision. The \$1.8-million road and bridge project has since been designed and constructed. Renee completed the design, prepared the contract package, and administered the contract as the COR. The project had few modifications and was wrapped up within budget and the contract schedule.
- Renee produced two forestwide roads analysis documents, one for the Uinta National Forest and one for the Wasatch-Cache National Forest. She was the interdisciplinary team leader and writer/editor for these documents, which provide factual information and scientific data that line officers can use when making project-level decisions.
- In 2003 Renee completed a detail as the Intermountain Region's program and budget engineer.
- After Renee's August 2004 detail as the regional transportation and construction engineer, she was commended by Keith Simila, the Alaska region director of engineering and aviation management, for her assistance in completing agreements between the Forest Service, Federal Highway Administration, State of Alaska, and several cities and boroughs for construction of a recreation trail system parallel to the National Historic Iditarod Trail between Stewart and Anchorage, AK.
- Renee plays an important role in the review and final edits of the "Watershed Restoration" self-study guide and exam for the National Construction Certification Program.
- Renee develops project work plans, engineering reports, and CIP and TRTR submittals and reports. Recent CIP submittals for fiscal year 2006 have resulted in a Regional recommendation for the highest priority road (Indian Creek Road Reconstruction) and facility (Little Mill Campground Reconstruction) projects. This will result in an additional \$2.6 million to the forest in fiscal years 2006 and 2007. In addition, she took the initiative to build a program of work including more than \$2 million of deferred maintenance projects using CMII funds.
- Under a compressed timeline, Renee produced the *Uinta National Forest's Facilities Master Plan*. The plan provides the forest with detailed information for managing its facilities in the future.
- Renee worked with the Utah National Guard on projects such as construction and reconstruction of roads, buildings, wastewater facilities, parking lots and repair of road failures and decommissioning of roads and trails. Renee was instrumental in the successful outcome of the Mt. Nebo Scenic Loop Road enhancement project using funding from TEA 21 (\$415,000) and the reconstruction of the Diamond Fork Campground project (\$1.5 million), which included 61 family camping units and a

double-tee concrete bridge nestled among the habitat of Ute lady's tresses, a threatened orchid.

Renee uses GPS total station surveying equipment, Trimble Geomatics Office (TGO) data processing, and AutoDesk's Land Desktop Development for effective design of bridges, roads, water and wastewater systems, and recreation sites. In addition, she uses GIS equipment and applications, Infra, and Microsoft Access to provide output of information for planning and budgeting purposes.

Renee has been involved in wildland fire suppression since 1991. She is planning section chief on the Great Basin Type 2 Incident Management Team. Renee has served on challenging assignments within and outside the Great Basin, while keeping her assigned engineering workload up to date.

A skilled "do-it-yourselfer," Renee has planned and supervised many construction and remodeling projects during her free time. Her unfinished basement was finished in 1 year.

Renee manages to balance her professional career with her personal life. She spends time camping, hiking, and alpine skiing with her husband, Tim, and their 7-year-old daughter, Amanda. Renee volunteers in Amanda's classroom, serves as assistant coach for her basketball team, and helps with her alpine ski team.

## Jose “Joe” Acosta—2005 Engineering Technician of the Year

**J**ose “Joe” Acosta is the Umatilla National Forest development engineer. Joe gets things done without a lot of fanfare, but the awards and commendations he has received from all levels of the Forest Service testify to his effectiveness as an employee and manager.

Joe’s most recent awards include certificates of merit in 2003, 2004, and 2005, along with a spot cash award for work on a major road project and bridge project. He was recognized in 2001 and 2003 for work on a regional certification panel. He has numerous other awards for extra effort, special projects, and safety, in addition to quality step increases in 1992 and 2001.

Joe is the forest’s fish passage coordinator for engineering. He has been instrumental in the use of short-span, treated-timber bridges and has worked with local contractors to develop safe and economical designs of precast footings for small bridges, saving money while helping to protect resources.

In the last 6 years, Joe has been project leader for the installation of three major stream simulation culverts that were part of a research study. He was the designer and contract administrator for the installation of two bottomless arch culverts and three treated-timber bridges. He was responsible for contract administration during construction of two major concrete bridges. Joe’s work with other Federal agencies, State agencies such as the Oregon Department of Fish and Wildlife and the Washington Department of Fish and Wildlife, and recreation user groups has allowed the Umatilla engineering program of work to proceed more smoothly and quickly.

Joe holds an associate’s degree in civil engineering technology. In 1980 he began his Forest Service career as an engineering aide/engineering technician through a cooperative education position at the soils lab of the Wallowa-Whitman National Forest in Baker City, OR. In 1982 he transferred to the forest’s Burnt Powder Engineering Zone where he worked on a road survey crew during the summers and later designed roads. In 1987 he transferred to the forest’s Grande Ronde Engineering Zone where he worked as a road designer and later as a project engineer. In 1990 he transferred to the North Engineering Zone of the Fremont National Forest where he worked as a zone road manager and later as a district engineer for the Silver Lake Ranger District. In 2002 Joe transferred to his current position on the Umatilla National Forest in Pendleton, OR.

While at the Fremont National Forest, Joe worked with the San Dimas Technology and Development Center’s study on dust palliatives. An article about this study, *Asphotac, A Demonstration of a Dust Palliative*, was published in Engineering Field Notes, volume 24, 1992, available at

<http://www.fs.fed.us/t-d/pubs/pdfpubs/pdf92713819/pdf9273819.pdf> (Username: t-d Password: t-d)



In 2003, while working for the Umatilla National Forest, Joe participated in another San Dimas study on the use of chloride dust palliatives that has not yet been published.

Joe has been certified in advanced contract administration for timber sales and public works contract administration for more than 15 years. He was recognized in 2001 and 2003 for his work on a Region 6 certification panel for road construction on timber sale and public works contracts. For the last 3 years, Joe has worked on two major construction projects, including 7.3 miles of road reconstruction and paving and construction of two double-lane concrete bridges. During the same period, he performed contract administration for four timber sales that included over 21 miles of road reconstruction.

Joe consistently demonstrates his ability to work with diverse groups of professionals, bringing them together and leading them toward a common goal. He can wade through confusing and contradictory information and regulations, providing clear and simple explanations to colleagues in other disciplines. His leadership comes naturally. People don't even know when they are being led.

His supervisory skills are low-key, but effective. When a former employee returned to work, Joe's supervisor anticipated extensive retraining, but with Joe's mentoring, the employee's skill level was at 100 percent in a short time.

Joe has held nontraditional engineering responsibilities, such as special-uses coordinator, fleet manager, facilities manager, recreation manager, mineral permits manager, and acting district ranger. Joe draws on his 20 years of experience in surveying and designing roads and drainage structures when training and mentoring other designers. He continues to broaden his experience by completing training in the passage of aquatic organisms, stream geomorphology, and new road design software.

In May 2004 Joe was selected by the forest leadership team to attend leadership development training.

Joe has been a Lions Club member for 7 years and was secretary of the Silver Lake Lions Club for 4 years. Away from the office, Joe enjoys camping and fishing.

## William Angelus—2005 Engineering Technology Applications Employee of the Year

Since June 2000, William Angelus has been the Infra program manager and coordinator in the Southern Region Regional Office, helping employees and managers locate and retrieve data. As regional coordinator, he helps 17 forest, station, and area Infra coordinators gather, maintain, and report on all corporate data pertaining to the Forest Service's physical assets (buildings, roads, bridges, trails, dams, recreation sites) and fiscal assets (real property, permits, and billings).



As regional coordinator for Infra, Bill learned that most Forest Service employees and managers struggled with Infra's reports and views. Recognizing that most Infra users did not work with the application often enough to know the report they needed to use to get the answers they sought, Bill developed a Southern Region Web page (<http://fsweb.r8.fs.fed.us/nr/infra/>) with Web queries or reports not offered elsewhere. Once users selected a Web query and supplied their attributes, the results appeared lightning quick—either in a Web browser or in Microsoft Excel.

The national Integrated Business Service Center (recreation sites) links from their Web site to the Southern Region's Infra Web page for reports. Forest and road engineers across the country have raved about the Web queries' utility, especially for maintenance inspection date tracking and accomplishment reports.

William initiated forest accountability of data collection, input, and verification of data quality by sharing the results of the Web site queries with the forests and regional leadership. He works with forest and regional program managers (engineering, lands, recreation, heritage, range, real property, and fiscal) to identify gaps and inconsistencies in Infra data. He tracks (measures) forests' accomplishments in the collection of maintenance work tasks and completion percentages.

Examples of William's accomplishments:

- In preparation of the August 2005 WCF pull, he developed a Web site query that checked for populated facility master plan required fields. Using his tool, forests identified buildings that didn't have these key fields populated. William worked with data stewards and, in less than 14 days, more than 4,500 blank fields were completed, allowing the Southern Region to achieve 100 percent completion.
- To prepare for the production of motor-vehicle use maps (MVUM) for the travel management rule, William created a query, *Roads MVUM* ([http://fsweb.r8.fs.fed.us/nr/INFRA/mod\\_roads.html](http://fsweb.r8.fs.fed.us/nr/INFRA/mod_roads.html)), to identify blank required fields in each forest's roads data. These fields must be populated in Infra before road routes can be linked to a forest's GIS spatial coverage. By January 31, 2006, the Southern Region had

populated 99 percent of the required fields (jurisdiction, system, route status, operational maintenance level, functional class, and surface type).

Highlights of William's Forest Service career:

- 1993–Received a letter of commendation for his assistant team leader role on the public comment analysis team of the Northern Spotted Owl Final Environmental Impact Statement from Robert Jacobs, interagency team leader.
- 1996–Received a certificate of merit for outstanding professionalism as a key resource specialist on the Upper Carroll Timber Sale EIS team (Tongass National Forest).
- 1998–Served as public comment analyst and summary writer for the ICBEMP and eastside Cascades draft environmental impact statements.
- 1998–Served as a team leader on the content analysis enterprise team for the chief's national roads policy interim rule.
- 1999–Received a letter of commendation from Ketchikan public utilities for his role as Forest Service liaison and project coordinator. Ketchikan public utilities was the proponent for a controversial powerline in Southeastern Alaska.

William serves on the policy and technical MVUM committees in the Southern Region regional office and will help the 15 forests in the region produce their motor-vehicle use maps.

William received his bachelor's degree in landscape architecture (*summa cum laude*) from the University of Florida with an emphasis on community and regional planning and onsite design and planning. After college, he worked as a town planner for a regional planning firm in Florida, a landscape design firm in Albuquerque, NM, a landscape architect in San Juan Capistrano, CA, and as a manager at a recreation vehicle and marine dealership. In 1992, William began his Forest Service career as a resource specialist on large timber EIS projects on the Ketchikan area of the Tongass National Forest.

William and his wife, Beryl, live in a 1930s-era schoolhouse in the north Georgia mountains. The schoolhouse has original floors, walls, and ceilings of well-aged heart pine. Renovating the schoolhouse occupies most of his spare time. He also is president of the homeowners' association that represents all county homeowners before the Dawson County Commission in matters affecting environmental impacts from regional and community development.