

# ENTERPRISING PEOPLE

THE ENTERPRISE PROGRAM NEWSLETTER

ISSUE 66 AUGUST 2016

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## DIRECTOR'S CORNER

CHRIS FEUTRIER, ENTERPRISE PROGRAM DEPUTY DIRECTOR

Hello Enterprisers!

Allow me to introduce myself. My name is Chris Feutrier and I'm your Acting Deputy Director through the end of October 2016. I've worked for the Forest Service since 1997 starting as a GS-3 ground pounder and eventually worked my way up through a variety of positions in NFS and more recently in the Civilian Conservation Corps where I am now the Center Director of Trapper Creek Job Corps.

I must say that it has been absolutely invigorating and exciting to learn about your world and all of the fantastic work that you do for this Agency. I'm compelled by your can do attitudes and ability to get work done on the ground. The nexus of free market principles and how they co-exist with public service is an inspiring place to be!!

Like everywhere these days, you are experiencing a lot of change and I'm impressed by the amount of self-reflection and re-invention both operationally and now organizationally that you've undergone these last couple of years so that Enterprise can integrate the lessons of the past and become well positioned to remain competitive, relevant, healthy and vibrant in the years to come.

I read an interesting article last night and this quote jumped out at me; "Networked intelligence is challenging our notions of what it means to be human, and the digital underpinnings of our world are evolving faster than we can comprehend." It strikes me that the virtual region that you are building and the identity challenges inherent in dissolving old ways of doing business, dismembering old notions of competition for collaboration, and building new identities around communities of practice and service lines are wrapped up in some of the tensions and the truths laid bare in the quote.

As you proceed through your re-invention, I'm convinced that the Enterprise Program, once integrated into a virtual networked intelligence where you can leverage each other's strengths, will be better positioned to take advantage of the emerging conditions in our Agency than anyone. With a reduced budget nationwide as fire's dominance for dollars continues to grow, I can see that your goal of becoming 10% of the Agency's workforce is not only achievable, but perhaps even vital to the Forest Service being able to continue to achieve mission results on the ground. I'm confident that you will complete your reinvention with dignity and grace and come out stronger as a result. By retaining the values that have made you an important and vital part of the Forest Service, integrating and leveraging the strengths and adaptability of your virtual network, I just can't wait to see what you all will do!

## PLUMAS FIRE RESTORATION

ELEANOR OMAN, SUPERVISORY CIVIL ENGINEER, ENGINEERING TECHNICAL SERVICES

Enterprise has been helping the Plumas NF with fire restoration projects, particularly the Moonlight Fire and the Storrie and Rich Fires, all on the Mt. Hough Ranger District. Just about every Enterprise Unit has been involved in these restoration projects, under capable project management by Bruce Higgins, who is now with Above and Beyond. Engineering project work is being done by ETS, with some help from the TEAMS stream restoration experts. Mary Blanchard is the ETS engineering project manager, and new ETS engineer Scott Jackson recently took over Rich Mora's duties as the engineer-on-the ground working with District and SO staff. TEAMS is working on NEPA for most of our engineering projects.



*(Story continued on Page 5)*

## NATIONAL PARTNERSHIP OFFICE FOR EVERY KID IN A PARK

MICHAEL HILL, LANDSCAPE ARCHITECT, INTEGRATED RESOURCES

When is a forest not a forest? Most of us would probably say, “When it’s a National Park,” in acknowledgement of our better known federal cousin. But in where I live, there’s a third answer – when it’s the National Arboretum in Washington DC, an experimental site administered by our USDA sister agency, the Agricultural Research Service.

Since fall 2015, I have been supporting the National Partnership Office’s efforts for “Every Kid in A Park”. This program, developed by the White House and led by the Council on Environmental Quality, has a stated goal of providing four million 4th graders with a free entry pass to public lands, as well as sponsoring programs that provide kids with a meaningful outdoor experience. This spring, the Arboretum has been hosting a very special group of 4th graders this spring for program events.

I worked as part of a dispersed team on national strategy regarding outreach and diversity. We’ve tried to elevate strategies we think will overcome barriers in getting urban and diverse youth out on public lands. We have tried to engage partners with cultural credibility among diverse groups; and stair-stepping activities to increase comfort with the outdoor recreation and stewardship at a pace that feels comfortable.

As part of the Forest Service’s commitment to reaching 50,000 nationwide, I was able to take local children on field trips to the Arboretum. About sixty kids took these trips to the Arboretum with our partner, National Parks Trust. In addition to just enjoying the outdoors, kids did nature walks, learned about local frogs and completed a BioBlitz activity. They also visited the National Youth Garden, the Pinjing and Bosai Collections, and the herb collection. Most importantly, the children began to feel like the Arboretum is “their place” to learn, have fun, and become good stewards.



*Top photo: Mike Hill (center) talks with two students about tree species in the Arboretum.*

*Left photo (L-R): Al Remley, RHVR; Mike Hill InRe; Elwood York, former Wilderness Director; and Wayne Hubbard, CEO Urban Outdoors America TV.*

*Right bottom photo: Local non-profit Ray’s Raptors brings students up-close and personal with birds of prey.*

## ENTERPRISERS NETWORK WITH FOREST PLANNERS AT PLANNING RULE MEETING



JUDY YORK, WRITER-EDITOR, TEAMS

During the week of May 16<sup>th</sup>, three Enterprise Program employees went to Fort Collins Colorado for the “2012 Planning Rule Implementation: A Learning Event” to connect with members of national forests and regions involved in forest plan revision.

Lauren Payne, Executive Officer of Vegetation Management Solutions attended to represent the Enterprise Program as a whole and to see what opportunities there might be for the Enterprise Program to provide future services for forest planning and revision efforts.

Christine Handler, Environmental Coordinator with TEAMS, was able to meet with partner Tami Conner, Forest Plan Revision Lead on the Manti-La Sal National Forest, who has sought out Enterprise support to build a public participation strategy for her plan revision efforts. The meeting provided Christine an opportunity to discuss the project, capture lessons learned, and build on work done by other national forests and regions.

Judy York, Lead Editor with TEAMS, gave a presentation on planning ahead for preparing forest planning documents, something that is often overlooked during the revision process. She also spent valuable time meeting with several regional and national forest planners about work the TEAMS editing group is currently doing for their forest plan revisions.

This was also the first time Lauren, Christine, and Judy were able to meet in person. All in all, their attendance was valuable to remind Forest Service planners about the many services the Enterprise Program can provide to assist with forest plan revision work.

*Pictured: Lauren Payne, Christine Handler, and Judy York at the 2012 Planning Rule Meeting in Fort Collins, CO*

## TRAILS UNLIMITED PUTS ON WORKSHOP FOR VOLUNTEERS

SCOTT JOHNSON, TRAILS UNLIMITED

Trails Unlimited (TU) put on their first trail volunteer workshop at the Sam Houston National Forest (SHNF) in the Texas National Forest. TU has actively worked on the trails of the SHNF for over ten years. During this time, TU has conducted trainings (layout and design, basic trail tractor for employees and volunteers), erected 17 trail bridges, maintained numerous miles of multiuse trail, helped implement wet weather management protocols, and helped create a local trails coalition on the SHNF.

The SHNF: Home to existing 240 miles of trails include the 128 mile Lone Star Hiking Trail, 85 miles of multiuse trail, 20 miles of developing mountain bike and hiking trails at Double Lake, a 5.3 mile Northern Wilderness Trail, three smaller trails in the Cagle Recreation Area, and a Veterans trail.

Trails Unlimited offered the first Trail Volunteer Workshop to the Sam Houston Trails Coalition (SHTC) this past April 2016. The SHTC is a 501(c)(3) nonprofit organization of individuals trail users and recreational user-groups working together to plan, develop, and maintain a comprehensive and sustainable trail network for diverse outdoor recreation while protecting natural resources and educating the public accordingly. It was founded in 2010 and is comprised of 8 organizations that include hiking, biking, equestrian, and motorized members.

The first day of the workshop took place at the office of the SHNF in New Waverly, Texas. A total of 16 volunteers attended the presentation that covered terminology, tools, and project implementation. All user groups had at least three people attending with the largest presence from the motorized community. There were five exercises that reinforced the topics presented, specifically:

1. Defining a sustainable trail
2. Answering the question "What make makes a great trail?"
3. Utilizing a soil-by-feel flow chart with soil collected from trails
4. Clinometer use, and
5. Preliminary trail layout on a topographical map.

Steve Thompson of the Texas Parks & Wildlife Department OHV Program attended the first day and provided two books: "Management Guidelines for OHV Recreation" by Tom Crimmins, and "Great Trails: Providing Quality OHV Trails and Experiences" by Dick Dufourd. The second book is a new trails manual this year published by the NOHVCC (National Off-Highway Vehicle Conservation Council) that has trail fundamentals for all types of trails and was used as the primary resource.

The second day was spent on a section of multi-use trail near Kelly's Pond Campground that showcased the current issues on all trails within the SHNF. This gave the volunteers the opportunity to identify water management problems and explore different solutions using the skills they learned the day before. Other topics addressed during the field portion of the training included the importance of cleaning debris from trail bridge deck boards, keeping a cleared fire line around a bridge, inspection of structural components (like abutments) and assessing potential snags that could damage a bridge.

The SHNF is a short one-hour drive from the Houston area and it is a very popular destination, utilized by a great number of visitors. Unsurprisingly, the large volume of visitors makes for extremely challenging land management. TU has been deeply involved with these challenges over the past ten years and has helped alleviate these difficulties by helping get the trail coalition off the ground, implementing a wet weather management protocol (a scientific way to determine when trails are too wet for OHV use) and conducting trainings like the recent trail volunteer workshop. This recent workshop was a huge success because of the volunteers who generously donated their weekend to come together as a team and advance their trail volunteer skill set. It is a prime example of how land management can be enhanced by cooperation and collaboration between the public and the Forest Service. Trails Unlimited continues to look for opportunities similar to this recent training to further develop and solidify these relationships that are becoming more and more integral to land management.



## CLIENT QUOTES

FEATURING FEEDBACK FROM OUR CLIENTS

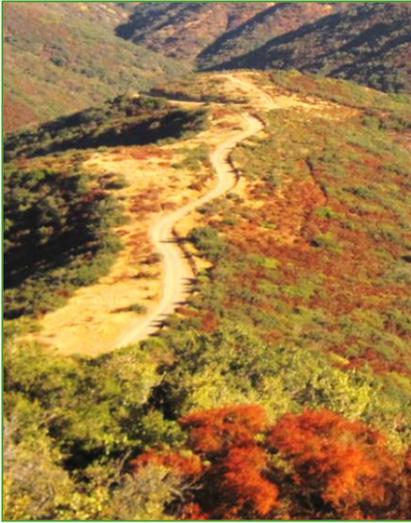
MICHELLE BUMGARNER OF TEAMS

*"I wanted you to know how much your contributions were appreciated for the CIO Web Re-Design project. Your help was huge for us to be successful."*

– Linda Bodenlos, Branch Chief for Corporate Knowledge & Communications, Chief Information Office

# STRATEGIC FUEL BREAK ASSESSMENT FOR THE ANGELES, CLEVELAND, SAN BERNARDINO, AND LOS PADRES NATIONAL FORESTS

CONTRIBUTED BY TIM METZGER, AMSET



The Southern California National Forests Land Management Plans (LMP) Part 3, page 96, define a fuel break as:

“A wide strip or block of land on which native or pre-existing vegetation has been permanently modified so that fires burning into it can be more readily extinguished.”

The Southern California National Forests have characteristics of true “urban interfaces” where communities have built up to the very boundary of the Forests; and an “urban intermix”, where improvements are scattered within the wildlands without hard edges to define developed from undeveloped lands. Given the history of large wildfires and the high probability for future large wildfires, the potential exists for the loss of life and property across the forests.

Fuel breaks are considered a strategic fire control feature on the Southern California National Forests. Region 5 Fire and Aviation Management tasked Adaptive Management Services Enterprise Team (AMSET) to complete a science-based analysis of the current legacy fuel break system and to develop a decision support tool to determine which fuel breaks should be retained and maintained within the system and which should be allowed to evolve naturally back into the existing landscape.

The Strategic Fuel Break Analysis encompassed the Angeles, Cleveland, Los Padres, and the San Bernardino National Forests, and analyzed 1,125 fuel breaks totaling more than 3,751 miles.

***“The overarching objective was to identify a Strategic fuel break system with the highest probability of assisting fire suppression operations and maximizing the potential for long-term maintenance.”***

To meet the above objective, a three-tiered approach was undertaken to limit bias in evaluating the entirety of the fuel break system. Fuel breaks utilized in the analysis are a subset of those used by Syphard, Keeley and Brennan in their 2011 paper “Comparing the role of fuel breaks across Southern California National Forests”. A determination was made to only include those fuel breaks which had the majority of their acres on Forest Service (NFS) lands. The three tiers developed for the assessment are briefly described below.

- Tier 1 elements relate directly to the outputs from fire behavior modeling, historic wildfire activity, and fire suppression operations specifically fire fighter response time.
- Tier 2 elements incorporate values at risk from wildland fire, in particular, life and property. These values include homes, population data, infrastructure such as utility lines communication facilities, etc. etc.
- Tier 3 elements include potential management and maintenance concerns and are not included in the prioritization process, but are quantified for each fuel break to inform management of issues that may be of concern when it comes to environmental compliance such as critical habitat, invasive plants, trails, and scenic by-ways. Maintenance concerns include information such as safety /risk ratings, vegetative condition, cost and workability-defined by a combination of vegetation and slope.

The completed analyses yielded a priority maintenance ranking of fuel breaks for each of the analyses areas. Maintenance priorities are exclusive to these areas, and no attempt was made to level priorities across the differing land bases.

This science-based approach of evaluating the forest-wide fuel break system should assist in establishing priorities as to where the forests should invest a limited pool of hazardous fuel treatment funds. Through the identification of strategic fuel breaks on the forest, fire managers will be better able to direct human and fiscal capital towards maintaining the “strategic” fuel breaks while allowing those existing fuel breaks of lesser strategic value to return overtime to the vegetative structure of the surrounding landscape.

## REGION 5 WINS GREEN AWARD

FEATURED IN THE JULY 22 ISSUE OF THE CHIEF’S NEWSLETTER *PEOPLE, PLACES, AND THINGS*

Kristen Waltz, Economist with TEAMS, has spent a lot of her time this past year detailing and supporting the Office of Sustainability and Climate Change. In her role assisting and filling in as the Region 5 Sustainable Operations and Climate Change Coordinator, she has fostered a partnership with the California Conservation Corps, allowing for trained Corps members to visit seven Region 5 facilities to perform ASHRAE Level 2.0 energy and water audits.

Kristen submitted an Environmental Protection Agency (EPA) Federal Green Challenge Award Nomination for this partnership and the Region 5 Sustainable Operations Program won the award for Innovation. The partnership provides job training opportunities in the energy field, primarily for underserved youth. In return, the Forest Service receives energy/water use audits, as required by the Energy Independence & Security Act, below the cost charged by a traditional auditing firm. This is a wonderful example of a mutually beneficial partnership.



## PLUMAS FIRE RESTORATION -

ELEANOR OMAN,  
SUPERVISORY CIVIL  
ENGINEER,  
ENGINEERING  
TECHNICAL SERVICES

JOHN SLOWN,  
WILDLIFE BIOLOGIST  
AND ID TEAM LEADER,  
ENGINEERING  
TECHNICAL SERVICES



The first week in June, all of ETS's engineers, plus a couple detailers and our XO, congregated on the Plumas NF to help Mary and Scott do site surveys and review a road reconstruction design. Projects included a culvert replacement on the Hungry Creek road which will reduce the road-stream crossing's potential sediment input into Hungry Creek; road reconstruction along the Hungry Creek road to reduce sediment transport to the stream; and a water source site at Pierce Creek. The water source will be an underground tank that is constructed away from the stream channel to store water for summer road construction work, fire suppression, and other uses. Scott and detailer Mike Chen, from Region 10, will complete the site surveys for other Aquatic Organism Passage projects and road reconstruction, and location and survey of a new road location, this summer. Designs will be done and contract packages put together over the fall and winter. Participating in this survey intensive week with Mary, Scott, and detailer Mike were new ETS engineers Mario Alaniz, Jayme Berard, Peter Lane, and Jamey Stogsdill; wastewater water engineer Debbie Davis; bridge-structural engineer Tom Laurent; civil engineer Eleanor Oman; detailer Chuck Gondeiro from Region 1, and landscape architect/XO Lisa Whitcomb.

John Slown, ETS biologist/NEPA specialist, is the IDT leader for the Moonlight Invasive Plant Treatments EA, in the Moonlight Fire Area. His ID team, consisting of Camilo Arias, TEAMS Hydrologist; Susan Fruchey, TEAMS Botanist; Chad Hermandorfer, TEAMS Soil Scientist; Teresa Sue, ASMET Wildlife Biologist; Amy Torres, ACT2 Aquatic Biologist; and Stephanie Valentine, TEAMS Recreation Planner, met in Quincy the same week the engineers were there. The NEPA Team members held informal discussions with their Plumas National Forest counterparts and toured the project site. Proposed weed treatments on the Moonlight Fire area focus on seven priority weed species: jointed goatgrass, spotted knapweed, yellow starthistle, Canada thistle, Scotch broom, dyer's woad, and medusahead. Of these Canada thistle is by far the most widespread and difficult to control, requiring repeated chemical treatments or repeated mowing. The overall strategy for weed control is a mix of targeted herbicides and other treatments such as hand pulling, burning, weed wrench pulling and grazing. Team members all agreed that a site visit greatly clarified the big picture of weeds in and adjacent to the burned areas, particularly the density and distribution of Canada thistle.

*Left photo: Northwest of Antelope Lake, from left to right: Camilo Arias, TEAMS Hydrologist; John Slown, ETS IDTL; Stephanie Valentine, TEAMS Recreation Planner; Teresa Sue, AMSET Wildlife Biologist; Chad Hermandorfer, TEAMS Soil Scientist/Hydrologist; Amy Torres, ACT2 Wildlife Biologist; and Susan Fruchey, TEAMS Botanist [and weed model].*

*Right photo: TEAMS Botanist Sue Fruchey holding up a Noxious Weed Flag tied to a tree in the burned area.*

## ENTERPRISER CORNER

### PERSONNEL NEWS

#### GOOD LUCK, SARA DAEHN!

Sara Daehn, a program support assistant with Integrated Resources for the past 5.5 years, is training to run a 24-hour ultramarathon on September 24. Sara will run along a 1.5-mile loop course for 24 hours straight at Hinson Lake 24-Hour Ultra in North Carolina. She is raising money for The Wild Animal Sanctuary in Colorado, a nonprofit that rescues and provides a home to wild animals who have lived lives of abuse and neglect. Her goal is to run a total of 80 miles during the race. Sara is collecting pledges per mile she completes for the sanctuary and the campaign info can be found at the Rally Up website <https://go.rallyup.com/running-for-the-animals>. All donations are tax-deductible and will go directly to the sanctuary once the race is complete.



#### CONGRATS, TIFFANY TOTTEN!

*From Tiffany Totten of Integrated Resources: Con and I knew each other from Rodeo. Both my boys ride rough stock, Austin saddle bronc and Cole bulls. Con was a chute boss. We connected when he asked for a copy of a picture of Cole riding a bull that he had raised. Then, one night, he asked me to go feed his cows with him, and it took off from there. Last August, he proposed while we were in Arizona visiting his daughter and grandkids. We got married on May 21 in Arizona. In the picture with us are my handsome sons, his beautiful daughter, wonderful son-in-law and perfect grandkids.*

# BELL SMITH SPRINGS PROJECT

CHRIS MURPHY, TRAILS UNLIMITED

This past June, Trails Unlimited (TU) supported the Shawnee NF execute major improvements to the Bell Smith Springs Trail. The trail, as implied by the name, accesses numerous springs that are extremely popular swimming holes - especially during the heat of the summer months. This heavy use combined with heavy rains had caused extensive erosion and damage to the upper portion of the trail. Compounding these challenges was the fact that Bell Smith Springs is a sensitive natural area where trail reroutes were not an option. Trails Unlimited, as the lead unit on project, partnered with Engineering Technical Solutions (ETS) to tackle the design and construction components, and thereby achieve an excellent product for the Shawnee NF and the American public.

ETS expertly and efficiently completed the design portion of the work. An excerpt from the design work is displayed in Figure 1. The Shawnee NF, satisfied with the proposed designs and plans, immediately gave the go-ahead for construction. Construction work entailed approximately 300 linear feet of timber terrace steps. Steps were constructed with 8X8 timbers that were pinned to the earth with ½” rebar. The steps were lined with geotextile and then backfilled with compacted CA6 road mix. Also, to mitigate heavy runoff from the parking lot above the trail, Trails Unlimited installed a rock-lined ditch at the parking lot edge. The ditch runs to an 8” diameter black plastic culvert with a rock energy dissipater at the outlet. Photos of the construction work are displayed in Figures 2-5.

The Bell Smith Springs project had many challenging components. The expertise provided by the partnership between the Shawnee NF and Enterprise Units ETS and TU ensured that these challenges were addressed to allow for success. It is a story that will likely become much more familiar with the coming changes to the Enterprise Program.

**Shawnee NF team members:** Brian Bourne (Project Contact), Laura Lecher, Steve Harris, and Eric Stead.

**Trails Unlimited team members:** Chris Murphy (Project Manager), Rick “stair master” Pinson and Kevin “fight club” Klinefelter.

- **Detailer:** Andy “John Henry” Nelson from the Flathead National Forest.

**Engineering Technical Solutions team member:** Scott Jackson

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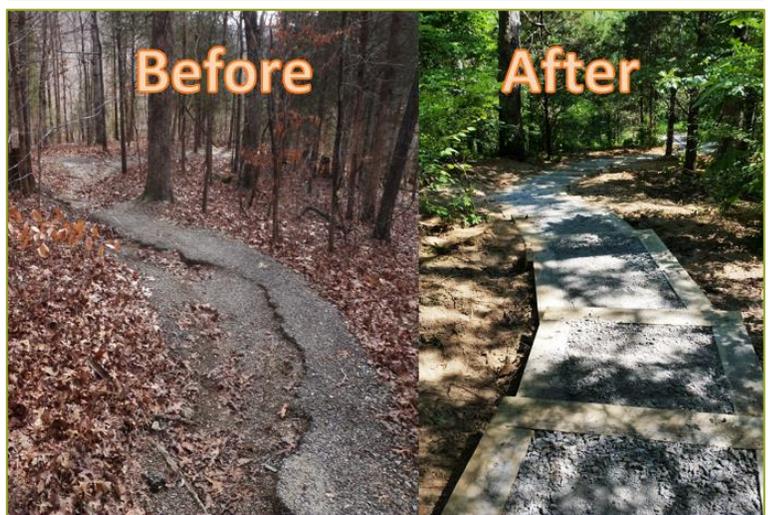
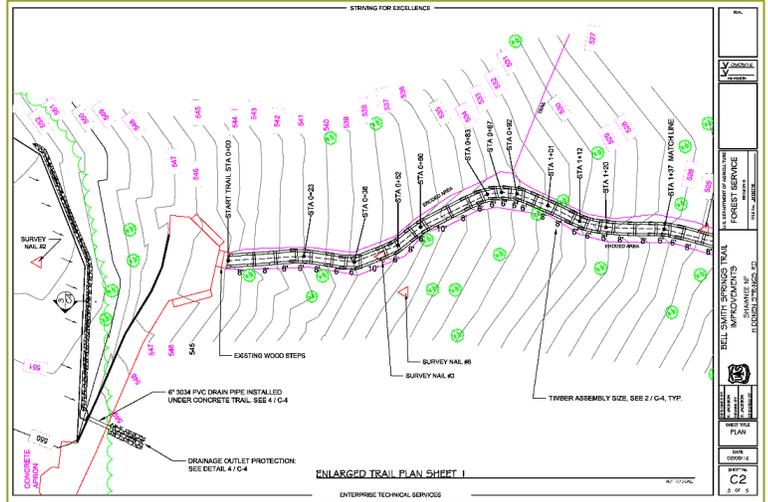
Figure 1: Excerpt of Bell Smith Springs Plans

Figure 2: Timber Step Construction

Figure 3: Before-After Trail Condition

Figure 4: Parking Ditch Construction and 6” Perforated Pipe

Figure 5: Black Plastic Culvert Outlet and Rock Energy Dissipater



# HELLO

## WELCOME NEW ADDITIONS TO THE TEAM

### THE NEWBS OF INTEGRATED RESOURCES



#### ELIZABETH SOUSA

Elizabeth started with the FS in 2002 working on a YCC crew for the Klamath NF in northern California, near her hometown. She ventured off to California State University, Chico and got her bachelor's in Recreation Management. In 2013 she transferred to the Plumas NF in Quincy CA, where she has been working for the last few years doing Recreation and Special Uses. In her free time she enjoys organized sports (vball and sball), hiking, kayaking, crafting and woodworking, event planning and graphic arts and she is also very active in a local performing arts circus in Quincy.



#### MEGAN KMON

Megan started as a Landscape Architect intern with Integrated Resources in February. She's a Masters student at Portland State University in the Systems Science program with a focus on environmental management. She previously owned a wilderness outfitting business in Montana and worked in the defense contracting industry doing business development, proposal writing, and recruiting. She also served for a short stint as an officer after graduating from the Air Force Academy. In her off time, Megan can be found doing Bikram yoga, hiking, and fantasizing about flipping "green" homes.



#### ZACHARY NEUMANN

Zachary plans on graduating PSU with a major in Environmental Science and Management and a minor in Geographic Information Systems (GIS) in 2017. He started working for the US Forest Service in 2014, as a Wildlife Biological Technician on the Malheur National Forest. In 2015, Zachary worked for Recreation Equipment Incorporated and learned invaluable customer service skills while also developing his passion for biking, hiking and camping. As a Pathways Intern, Zachary is currently a GIS Specialist for InRe. He plans to continue his career with the USFS after graduation, and looks forward to what the agency has in store for him.



#### RACHEL STANGER

Rachel is currently studying to Major in Business Administration at WSU Vancouver. She loves being busy, having a chaotic schedule, and is very self-motivated. Through previous work experience, 4 years on her high school dance team (2 of which as captain), and various school projects she is highly experienced in working as a team. Outside of work and school, Rachel spends her time watching YouTube, playing games on her 'old school' consoles, spending time with family, and visiting long-time friends at their universities. She has a passion for cats, coffee, and finding ways to make people laugh.



#### JOANNA WILSON

From 2011 to 2015, Joanna was the Regional Recreation Fee, National Visitor Use Monitoring, Recreation.gov and Budget Coordinator for the US Forest Service Intermountain Regional Office. Since then, Joanna Wilson has been the Recreation.gov Coordinator for Region 5 and Regional Recreation Fee Coordinator for Region 5 and Region 9. She graduated from Southern Utah University in 2001 with a composite major in Public Relations and Interpersonal Communications and took a full-time position with the Forest Service in public affairs with the Caribou-Targhee National Forest. Joanna is married with four children.



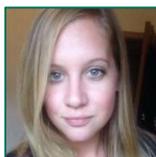
#### ROBYN SCHREIBER

Working towards a Bachelor's in Business Analysis, Robyn brings with her a passion for relationship building and communications. Current studies include global & competitive business strategy, finance, and marketing. Off the clock she is a poet by day and a karaoke queen by night. She has an artistic 4-year old son, Oliver, and they spend most of their time outdoors or painting. Her passions include the Portland Independent Film community, the annual Robin Hood Festival, and nerding out over sci-fi, astronomy and existentialism. She is also a former Army NG motor transport operator.



#### JULIAN CROSS

Julian holds a Pathways Internship as a GIS Technician and is working towards a Graduate Certificate in GIS at Portland State University. Julian first began working for the Forest Service in 2015 as a Forestry Intern at the Mount St. Helens National Volcanic Monument. Julian brings an enthusiasm for InRe's work in recreation planning, developed through time spent appreciating the beauty of Forest Service lands on the trail and in the backcountry. In his spare time Julian loves to play volleyball, backcountry ski, backpack, float the river or barbeque.



#### AMANDA WITT

Amanda is a Portland State University student working towards a degree in Environmental Science and Management. Prior to attending school, she completed 5 years of active duty and transferred to the active reserves. Her goal is to gain the knowledge and experience needed for a successful federal career after graduation. Amanda enjoys hiking, camping, and snowboarding with her fiancé and almost any outdoor activity that includes their Siberian Husky. As much as she likes to be outdoors, though, she also enjoys curling up on the couch with some hot tea, a good book or one of her favorite shows!

## WELCOME NEW ADDITIONS TO THE TEAM

### WELCOME TO DIGITAL VISIONS



#### PEGGY WILSON

Peggy began her career with the Forest Service in 2000 on a timber crew which transitioned into a recreation technician for the next few years as a seasonal. During the winter months, Peggy worked in the publishing world. With her love of the

outdoors, Peggy decided to pursue her masters in natural resources with an emphasis in NEPA. Peggy later secured a permanent, full-time position on the Coronado National Forest in Recreation Management, honing her skills in partnerships, collaboration, and project management. Peggy's time with the agency also includes a detail to the Helena Lewis and Clark as a writer editor. Peggy joined Digital Visions (DV) in January 2016 and serves in a variety of capacities, including web services support and communications.

#### DOUG WEINMANN

After 6 years in Enterprise with Integrated Resources, Digital Visions welcomes new team member Doug Weinmann! Doug has worked full time with the Forest Service since 2010. Prior to this, Doug gained experience as a seasonal employee in the areas of wildland fire, hazard fuels reduction, recreation, timber and engineering for the U.S. Fish and Wildlife Service, National Park Service and Forest Service. Doug's skills in web development and management, webinar/virtual meeting support and overall IT capacity have proven to be a wonderful fit with DV since coming on board in early 2016.



#### DAVE GREEN

Dave Green began working as Project Manager with the Digital Visions in April. For the past six years, Dave managed the Forest Service Enterprise Data Warehouse that provides trusted data to agency programs and the public and business intelligence

capabilities to agency users. He has worked in data architecture and data management for the Chief Information Office for the last 10 years. Before that, he was on the Nez Perce National Forest in north central Idaho developing data structures, data, and information products for resource specialists and developing the forest GIS program. He has a BS in Resource Conservation and Geology from the University of Montana and an MS in Forest Soils from the University of Minnesota. When not on the phone or reading e-mail, Dave enjoys hiking, biking, cross-country skiing and looking at native plants.

#### DAVID BUTLER AND SCOTT SNELL



David Butler (pictured on right) and Scott Snell (pictured on left) came to Digital Visions June 2015 as part of the Non-Paid Work Experience (NPWE) Program through Veterans Affairs (VA). Utilizing a memo of understanding (MOU) with the VA, the Forest Service trained them in video teleconferencing (VTC) technical support, which they attended full-time unpaid for 6 months. Upon training completion, DV was able to hire them non-competitively based on veteran's preference.

The NPWE program provided a brilliant opportunity for Scott, David and DV. Scott and David were trained in new technical skills facilitating permanent positions, and DV gained two splendid employees trained at no cost to the agency.

Scott and David became permanent members of DV in January 2016, and the team is thrilled to have them. David and Scott are equally excited about the new challenges in this next chapter of their careers with the Enterprise Program.

While working for Digital Visions, David graduated from Bellevue University on January 30, 2016 with a Bachelor Degree in Cybersecurity. He also has an Associate Degree in Computer Science from Costal Carolina Community College. Scott graduated from Southeast Community College with an Associate Degree in Applied Science in June 2012 and from University of Bellevue with a Bachelor Degree June 2014. Through their education, training and overall experience, Scott and David bring an array of knowledge and skills in the computer field.



#### FELICIA ACREA

Felicia Acrea joined Digital Visions in June 2016. Felicia's career in project management and geospatial sciences includes program specialist, geographic information systems (GIS) trainer, coordinator, analyst, specialist, and technician with both the Forest

Service and the Bureau of Land Management. Felicia has a BS in Geography, is a GIS Professional (GISP), and has completed Simon Fraser University's Postgraduate Certificate in Theoretical and Applied GIS. She brings curiosity, education, experience, intelligence, maturity, and organization, with skills and experience in program and project management, writing and editing, earth and geospatial sciences, research, technology and development, sustainable operations, business intelligence, working knowledge management, and web support. Felicia achieves work/life harmony with her interests in gardening, family history and genealogy, pet therapy, and antiques (furniture and cars!).



#### SHANNA KLEINSMITH

Shanna Kleinsmith joined Digital Visions in mid-May 2016 and will be detailing with DV for 120 days in support of communication needs for the CIO Network Operations team. Shanna has been a writer-editor for the Idaho Panhandle NF since 2008. Prior to that she

was a forester and NEPA team leader. Most of Shanna's career has been spent supporting the planning and implementation of vegetation management projects, but she also has experience with forest planning. Shanna is very excited to be a part of the Digital Visions team!

#### TIESHA STREET

With almost 15 years spent in the GIS department on the Shawnee National Forest in southern Illinois, Tiesha Street joined Digital Visions in April 2016. Tiesha started her federal career with the Forest Service on the Shawnee in 2001 after gaining valuable experience with the Student Temporary Employment Program (STEP), in temporary appointments, and with the Career Intern Program. As a Digital Visions team member, Tiesha's primary role is focused on the Video Service Desk. She also supports other needed areas such as providing virtual meeting support. Tiesha has a Bachelor of Science degree in Business Administration from Franklin University in Columbus, Ohio.



## HELLO

### WELCOME NEW ADDITIONS TO THE TEAM

#### ENTERPRISE TECHNICAL SERVICES

Enterprise Technical Services (ETS) recently hired five GS-11-810 Civil Engineers. Four come from the Forest Service with many combined years of experience in engineering from timber sale roads to aquatic organism passage design, buildings, and multi-million dollar force account construction. One comes from the Navy with a broad background in civil engineering operations. We also have two summer detailers. ETS is pleased to introduce these new employees and welcome them to the Enterprise organization.

#### PETER LANE

Mr. Peter Lane, PE, is joining the Enterprise Technical Services group as a Civil Engineer. Peter spent the last 13 years with the Navy as a service member and a civilian, most recently as a Civil Engineer at Naval Air Station Whidbey Island. There, he worked on a broad range of projects, everything from utilities to roads and runways to shoreline protection. He is also completing his Master's in Civil Engineering with an emphasis in structures and geotech. In the Enterprise Program, he is looking forward to broadening his engineering experience, using his graduate education, and working with the different National Forests. He officially started in this new capacity on May 16th.

#### MIKE CHEN

Mr. Chen has joined ETS for the summer on a NTE temporary promotion detail. His home is in Ketchikan, Alaska, on the Tongass National Forest. Mike graduated from Northwestern University in Evanston, IL, in 2013 and was immediately converted from his Pathways position to a permanent Forest Service employee. His work this summer with ETS will be on the Plumas NF doing survey, design, and contract preparation for fire restoration projects.

#### JAYME BERARD

Ms. Jayme Berard came up through the ranks in the Forest Service starting in 2000 as a STEP/SCEP student (now the Pathways program) at the Aerial Fire Depot in Missoula, MT. She then moved on to the Dakota Prairie Grasslands in Dickenson, ND, for her remaining college years. After graduating from MSU in Bozeman in 2004, she converted to a permanent full time position on the Idaho Panhandle NF, where she has been ever since. Over the years, she has gained a broad background in most aspects of civil engineering – roads and timber sales, large and small public works projects, and also facility projects. She is a Level III COR with NCCP certifications in Timber Sale Engineering Representative, Roads, Aggregate Base and Surfacing, Trails, Asphalt, and Bridges. She is looking forward to broadening her experience in ETS and always striving to be a better engineer. Jayme started with ETS on April 18.

#### CHUCK GONDEIRO

Mr. Gondeiro comes to ETS for a summer NTE temporary promotion detail from the Kootenai National Forest in Eureka, Montana. He is an engineering technician with many years of experience with the Army and the Forest Service. He has worked on just about all types of engineering projects, from planning to construction, design to COR, roads to buildings, trails to toilets. He will help ETS with water/wastewater projects on the Las Padres NF, Plumas fire restoration work, and possibly fire lookouts in the west

#### MARIO ALANIZ

Mr. Mario Alaniz started his Forest Service career as a SCEP student (now the Pathways program) 11 years ago on the Humboldt-Toiyabe NF in Elko, NV. After graduating from Fresno State, Mario moved to the Spring Mountains NRA, just outside Las Vegas, NV. He has been working on recreation projects – site development, reconstruction, flood control, and many millions of dollars in implementation projects funded by SNPLMA over the last 5 years. He is interested in the array of projects that he can work on with ETS, compared to the heavily recreation oriented District where he has been. After 11 years in the Mojave Desert, he is looking forward to projects involving water, and also meeting great people from different Forests across the country. Mario's new adventure with ETS started on May 16.

#### JAMEY STOGSDILL

Ms. Stogsdill started working for the Umatilla NF in Oregon right after graduating from Gonzaga University 7 years ago. She has enjoyed a well-rounded engineering experience, including 2 details – to the Nez Perce-Clearwater NF and Gifford Pinchot NF. She has worked on AOP projects and water systems, among others. She is interested in ETS because of the wide variety of projects she will encounter, and the opportunity to stretch her design skills and learn more about civil engineering. She is excited about traveling, seeing new places, and meeting new people. Jamey started with ETS in May.

#### SCOTT JACKSON

Mr. Jackson started his career in the private sector working for architects, engineers, and himself. His background includes architectural design and construction, wood structures, concrete, surveying and site development, erosion and sediment control, storm water, water and waste water, roads, and retaining walls – all applied to a wide variety of civil engineering work. After 25 years in private business, he joined the Forest Service in 2010 with an assignment on the Tongass NF, then spent the last 4 years on the Idaho Panhandle NF. ETS offers Scott a wide variety of challenging projects, and he is interested in the business side of the Forest Service – working with clients and providing excellent customer service. He looks forward to solving design and construction problems related to buildings and site improvements, and working with clients towards successful project completion. Scott received his civil engineering degree from the University of Idaho and recently passed the Professional Civil / Geotechnical Engineering exam. Congratulations Scott! He started with ETS in April.

*Pictured (L-R): Chuck Gondeiro, Mario Alaniz, Jamey Stogsdill, Scott Jackson, Jayme Berard, Mike Chen, Peter Lane*

## HELLO

### WELCOME NEW ADDITIONS TO THE TEAM

#### TEAMS



#### AMY HOLLEY

Amy Holley started her federal career in the United States Army as a Radio/Communication Specialist. She spent her entire enlistment in Augusta, Georgia. After the military she moved to Fayetteville, NC where she received a bachelor degree in Psychology and a second bachelor degree in Business Management. She discovered that business management is her true calling and passion. She met her husband in Flagstaff, AZ who introduced her into the Forest Services. He is an Engine Captain and has been working for the Forest Service for 16 years. She accepted a position on the Coconino National Forest as a Support Service Specialist, where she realized the Forest Service is where she is going spend the rest of her career. To her the Forest Service is more than just a job, it is a family.



#### LAURI LABUMBARD

Lauri LaBumbard moved to TEAMS from the Hiawatha National Forest, where she worked for 12+ years as a forester. She received her silvicultural certification in 2011. Prior to working for the Hiawatha, she served as Forester for the Alger and Marquette County Conservation Districts, in the north-central Upper Peninsula of Michigan. For 12 years, she worked with non-industrial private forestland owners, schools, and local units of government, providing assistance with forestry and habitat management. Lauri lives in Skandia, MI with her husband Kevin, puppy Lily May, three old hens, and several hives of honeybees. They enjoy camping, kayaking, cross- and back-country skiing, gardening, beekeeping, and recreating on & managing their forestland. Lauri also spends time with beads and fabric!

## GOODBYE

### THANK YOU, FAREWELL, AND GOOD LUCK TO OUR ENTERPRISERS



#### JIMMY COPELAND, INRE

I have been with InRe since January 25th. I came from Schenck Job Corps. I have worked with FS Research and WO Civil Rights as well. I work with Integrated Resources as an Organizational Development Specialist. I am currently working on the 25th Cooperative Forestry Act with Region 2 and Technology and Development Realignment. My plans for the future are that on July 25th, I will be starting my new position as Center Director for Oconaluftee Job Corps Center in Cherokee NC. My hopes and goals are to gleam as much as possible from InRe and learn how the program works. I believe it is imperative in my growth and development within the agency. I am glad to serve in Enterprise and have grown a lot since my transition.



#### ROB SCHANTZ, TEAMS

Silviculturist Rob Schantz has worked for the Forest Service since 1981, and TEAMS has had the good fortune of having him since 2005. During his career, he has been stationed at the Mt. Hood, Willamette, and Deschutes National Forests. Rob worked on projects large and small across the country, executing Silvicultural work, Logging Engineering and NEPA analysis. He will be fully pursuing his passions for biking, skiing guitar and Ale Trails.

## ABOUT ENTERPRISING PEOPLE

*Enterprising People* is a quarterly publication focusing on Enterprise Units and their partners. Both Enterprisers and partners are encouraged to share stories, provide comments or questions, and join our mailing list by contacting the editor, Kathrina Magno ([kathrinaqmagno@fs.fed.us](mailto:kathrinaqmagno@fs.fed.us)).

The *Enterprising People* archive can be found on  
the *Enterprise Program* website <http://www.fs.fed.us/enterprise/news/index.shtml>.

If you would like to contribute to the next issue, please send your articles and photos by **November 1, 2016** to the editor.