



Enterprising People

An Enterprise Program Newsletter –
Supporting communications between Enterprisers
and our partners

Issue 59
September 2014

Enterprise Program Update From Laura Nance, Acting Director, Enterprise Program (EP)

As the Chinese proverb goes, “May you live in interesting times.” These certainly are interesting times for our Program! Change is afoot. Luckily, we enterprisers excel at flexibility, adaptability, and creativity.

In September I met in Boise with the Enterprise Program Leadership Team (director, executive officers, and primary Program Office personnel) to continue the work we began in April toward strengthening the Program and strategically positioning it for future. We are making huge strides in coming together as a leadership team to work for the good of all units and the Program as a whole.

In response to feedback from our clients, we continued to grapple with increasing our accountability, reducing our bill rates, and improving the ease of access to and use of our services Program-wide.

We have made many incremental changes through FY14 that tie to this important client feedback. We have more improvements planned into FY15 some of the larger ones being:

- Implementing a Program-wide Quality Management Plan beginning October 1, 2014.
- Each enterprise unit will adopt one of two corporate financial tracking systems (if they have not already done so) by January 1, 2015, to capture finances beginning October 1, 2014.
- We will implement Program-wide employee supplemental performance standards in FY15 addressing full cost recovery and Program-level engagement. These standards compliment the standards implemented for Executive Officers in FY14 and continuing into FY15.

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In addition, as a means toward increasing our overall efficiency and service delivery, I will be approaching Business Operations with a recommendation to conduct a Program-wide workforce planning effort. The objective of this initiative is to plan an organizational structure and workforce that improves our ability to meet the future needs of the agency in a sustainable way.

As Fiscal Year 2014 comes to a close, I remain in awe of the accomplishments we are making as a Program, and thank every enterprise employee for the contributions you have made this year.

Announcing Recipients of the FY 2014 Enterprising People Awards!

Contributed by Melissa Marosy

The Enterprising People Awards Committee is thrilled to announce the following Enterprise Program employees as recipients of the FY 2014 Enterprising People awards:

Judy York
Becky Zahn
Amy Torres
Beth Koehn
Joe Aragon
Scott Evans
Barbie Coldwell
Carl Hutchinson
Anton Jackson

Enterprise Program Director Laura Nance announced the awards and opened nominations on June 11th of this year, to recognize Program employees for their extra efforts and outstanding

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contributions to the goals and objectives of the Forest Service and the Enterprise Program. Twenty-six individuals were nominated by their peers. The Awards Committee, comprised of executive officers Tracy Bieler, Fran Smith, and Melissa Marosy, reviewed the nominations and assessed them for extra effort, outstanding contribution to the Enterprise Program and the Forest Service, and exceptional customer service. All 26 nominations demonstrated the amazing contributions Enterprise employees are making; however, the 9 individuals selected to receive an award clearly rose to the top. Director Laura Nance considered the Committee's recommendations and concurred.

Please join myself, Tracy, Fran, and Laura in congratulating these deserving Enterprise Program employees. We are proud to have you among us!

ACT2 and TEAMS Assist the Forest Service International Programs in Ecuador

Contributed by Heidi Klingel, Act 2

In February of 2014, Camilo Arias (TEAMS Hydrologist) and Heidi Klingel (ACT2 Geologist) were selected as Spanish speaking technical experts by the FS International Programs (IP) to help develop a watershed study in southern Ecuador. By early May the pair was in country meeting with the IP program manager, the Universidad Nacional de Loja, El Fondo Regional



del Agua (FORAGUA), and the municipality of Loja water utility. The local stakeholders presented their study proposal to the USFS group which if approved, would be funded by USAID.

The southern region of Ecuador is internationally recognized as a global biodiversity hotspot, yet climate change and intensive land use practices threaten ecosystem viability; land use within the Andean region is dominated by agriculture. Cultivated fields and grazing cattle can be found on nearly vertical slopes from valley floor to mountain peak.

Intensive Land Use

The proposed project was initially very broad; it involved climate and hydrologic monitoring, climate change modelling, and a paired watershed study. The IP program manager, Arias and Klingel spent the next week working with the stakeholders in and around the Andean city of Loja to narrow and define the project goals. At the US Embassy in Quito, the IP program manager, Arias and Klingel briefed USAID on the country visit. The proposed project and its likelihood for success were discussed. Ultimately, the USFS recommended funding the project and it was approved by USAID.

LANDFIRE Data Critique Workshops *Contributed by Don Helmbrecht, TEAMS*

The LANDFIRE program provides wall-to-wall geospatial data characterizing vegetation, wildland fuel, topography, fire regimes, and vegetation disturbance across the United States. "Out of the box" these data are most appropriately applied at large, sub-regional scales (for example, significant portions of states). However, the true application scale of LANDFIRE data varies by product, location, and specific use. Through careful critique and adjustment LANDFIRE data have been appropriately applied to finer-scale assessments across the country (see [The Nature Conservancy's Web-Hosted Applications Map](#)).

Don Helmbrecht (TEAMS Fire Ecologist) has facilitated multiple LANDFIRE data critique workshops in support of landscape-level planning

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for National Forests across the country. The workshops have been such a success that they have become a regular offering of TEAMS. Helmbrecht is currently training colleagues both within and outside of TEAMS on the process.

Most commonly the workshops involve critiquing fuels data for use in wildfire behavior modeling. In a typical “fuel calibration” workshop, Helmbrecht and his colleagues will begin with a review of fire modeling data and principles. They will then lead workshop participants through an evaluation of the LANDFIRE fuel mapping rules for each major vegetation type on the forest—fuels are mapped based on unique combinations of vegetation and disturbance characteristics. “It’s not that the national rules are wrong,” says Helmbrecht, “it’s that they were developed for a broader scale, that is, they are somewhat generalized to work over a larger area. We rely on local knowledge and expertise to “fine-tune” the rules for application to the local area.”

Engineer Awards and the Whistle Stop Program

Contributed by Eleanor Oman and Lisa Whitcomb, Enterprise Technical Services

Placer River Trail Bridge over the Placer River won the **21st Annual Carl Anderson Conservation Project Engineer Award of Excellence**. This project is part of a cooperative venture between the Forest Service and Alaska Railroad to get people into the back country of the Kenai Peninsula.

The original intent was for this bridge to allow people to access the Whistle Stops by railroad, and operate independently of other Alaska RR cars since it did not need a locomotive. The RR opted to pull the car along with others. There are lots of cruise ship passengers that take



this day trip from their ship so there are extra cars for them.



Note the Forest Service logo and the ARRC logo on the taller train car – the FS actually purchased this car, which is a “DMU” (Diesel Motorized Unit). It can run all by itself without a locomotive pulling it.

EU Safety Plan

by Lori Clark, Safety Systems Enterprise Team

Developing a Safety Plan to cover every safety concern for each individual Enterprise Unit (EUs) was an immense challenge. This project carried high expectations for all of the executive officers, due to the important role of an Enterprise-wide safety plan. As a result, I fully expected and even welcomed the criticisms as the project continued to evolve. Despite some of the frustrations along the way---this turned out to be one of the most rewarding projects of my career, and I am glad to have had the chance to serve.

Because of the variety of work performed there are unique safety challenges which are not consistent among the Units. Each Executive Officer also has a different idea on what safety should look like for their individual unit. These ideas were found to be conflicting with no real

solution for how to incorporate these ideas without confusion or inconsistencies. By far, the greatest challenge in developing the Safety Plan for the EUs was to deliver a product that everyone could agree on and that equally fit everyone’s

needs. Therefore, the Safety Plan evolved into a “Safety and Health Guidance Plan” designed to guide Executive Officers through Forest Service Safety Policy and OSHA requirements. The current plan is scalable and can be used by individual EUs, or EUs can develop Unit-specific safety protocols that tier to the Plan.

My greatest hope is that Executive Officers and employees take time to read the Safety Plan, augment it within their unit, and use it to their advantage. Safety is not a hands-off endeavor, and each supervisor and employee must take an active role in workplace safety.

Note: I owe great credit to Cam Lockwood and Gary Morgan for their leadership and guidance throughout this project.

HSG celebrates the Wilderness Act Contributed by Heritage Stewardship Group

To commemorate this year’s 50th Anniversary of the Wilderness Act, Heritage Stewardship Group worked with the staff of the Willamette National Forest to list the station in the National Register of Historic Places. In addition to its significant associations with the CCC and the Wilderness Act, the station’s rustic-style buildings are representative examples of USFS administrative architecture using standard plans made with local, natural materials to blend with the surrounding landscape. The Fish Lake Guard Station was officially listed as a historic site on June 27, 2014.

The USFS and Civilian Conservation Corps (CCC) for the Santiam National Forest (later Willamette) built the Fish Lake Guard Station between 1906

and 1939. The guard station provided fire crews and Forest staff with an administrative base and a pack animal remount station aiding forest and fire management throughout much of the twentieth century. The station’s earliest function served as a fire dispatching headquarters and summer field office.

In 1934, a CCC camp constructed additional facilities at Fish Lake, expanding the capacity of the site to host a larger pack strings operation. Thus, Fish Lake became an important firefighting remount station from which crews and pack animals were sent out to suppress and fight forest fires throughout the central Cascades. The importance of Fish Lake as a remount station,

however, gradually diminished as vehicles, aircraft, and new fire detection and suppression technology developed in the 1940s and 1950s replaced pack animals and traditional equipment.

The last packer and pack string left the Fish Lake

Guard Station in 2005, ninety-nine years after the designation of the area as a USFS site. The station’s primary purpose today focuses on restoration training, historic interpretation and preservation, and landscape restoration. While it no longer houses any packers or horses, the site serves as a physical reminder that historic built landscapes do in fact have a lasting relationship with today’s Wilderness areas.



Enterprisers Fight Fires Like Everyone Else

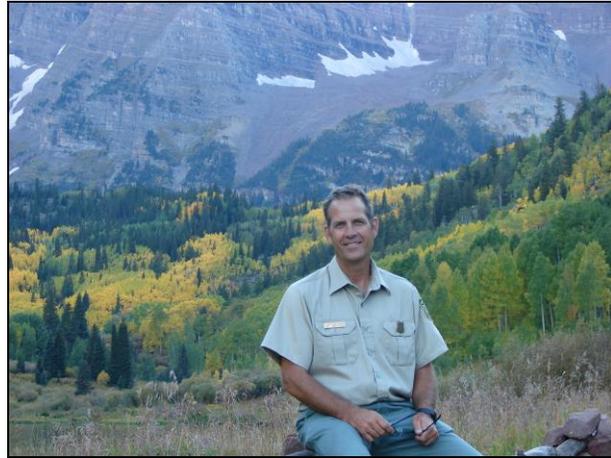
Contributed by AMSET



Many enterprise employees are involved in incident management teams regardless of their home enterprise unit. Chris Clervi and Chris Barrett brought this to Chief Tom Tidwell's attention while discussing the benefits and limitations of geospatial information in fighting fires. They met up this August at the Carlton Complex in Washington State.

Meet Steve Kozlowski, TEAMS Wildlife Biologist

Steve Kozlowski is currently helping the Aspen/Sopris Ranger District on the White River National Forest by serving as the District wildlife biologist for the next several weeks through a work order that fits him to a tee. Steve's reputation precedes him. As TEAMS received the request from the district, the district specifically asked for Steve.



For the next few weeks, Steve is enjoying the fall weather in Colorado, and is spending some time out on the district. Recently he reported he was out and about on the district, talking with the public about all things wildlife.



From the Editor Enterprising People is a quarterly publication focusing on Enterprise Units and their partners. Both Enterprisers and partners are encouraged to share topics and ideas or join our mailing list by contacting editor, Robyn Morris, at rwmorris@fs.fed.us. If you're interested in contributing to the next issue, please send your submissions by December 16, 2014.