

# California

## CURRENT DEVELOPMENTS

NRCS Calif. is assessing damage caused by So. Calif. wildfires. For the latest EWP information go to [www.ca.nrcs.usda.gov](http://www.ca.nrcs.usda.gov)

### *Juniper Trees Got To Go!*

A Klamath Basin Rancher's Resourceful Solution

*Plus*

**A Message From Chuck**

**Hmong Farmers Benefit From Outreach**

**How SCS Kept Tom Wehri In Conservation**

**High Sierra Beef Could Be What's For Dinner**

**TSP In Area 3: A First For The Dairy Pond Program**

# A Message From Chuck



## NRCS Staff: Get Ready To Swing Into Action

for fuel management and fire suppression taking the lead.

How do you avoid this type of situation in a fire dependent ecosystem? How do you convince people there is certain risk involved when living in brush land and forest ecosystems? I am convinced that the answer involves public education and progressive policy development. As a representative of one of several natural resource related management agencies, I can safely say we do know how to manage for wildfire. You manage for wildfire by understanding first and foremost that all natural resources are managed either by omission or commission. Either way our awareness, policy decisions, actions and inactions determine the outcome.

What can we do to help? NRCS and our key conservation partners—resource conservation districts and RC&D councils—can redouble efforts to elevate public awareness and get conservation systems on the ground. While the results of

wildfire are fresh in our minds, we need to help the public and public representatives understand how this devastation occurred and how it can be prevented. No one can do a better job of this than our locally elected and appointed district directors and council persons.

So NRCS staff, get ready to swing into action in another arena. We will play an active role in rehabilitating the wildfire areas—you can rest assured of that. As “America’s Private Lands Conservation Agency” we should expect no less. As the one who has been given the privilege of managing this agency in California, I am very proud of your work.

Chuck Bell  
State Conservationist

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### On the Cover

*Mitchell Caverns, October 2003.* Large stalactite-filled chambers in Mitchell Caverns at Providence Mountains State Recreation Area in San Bernardino County provided spectacular views for participants of the Mojave Desert Resource Conservation District fall tour. Sightings of indigenous cave bats further enhanced for many the already entertaining and educational subterranean experience. See related article on page 4.

*Photo & Design: Jim Cairns*

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## A Resourceful Rancher's Solution For Thirsty Junipers



NRCS Engineer Ken Householder (left) and ranch owner Gerry Scanlan with freshly cut juniper trees.

By Dave Sanden  
Area Public Affairs Specialist/Red Bluff  
Photos: Dave Sanden

**G**erald Scanlan, who ranches 14,000 acres of rangeland that straddle the California-Oregon border, is determined to do something about the juniper trees that are taking over his ranch.

Once confined to rocky rims, junipers in the upper Klamath Basin watershed have slowly spread during the past century,

### *Klamath Basin History*

Over the past several years, a severe drought has impacted the entire Klamath Basin watershed leaving competing interests to look for alternatives to conserve existing scarce water sources. Through legislation and efforts of NRCS, special funding was made available through the Environmental Quality Incentives Program (EQIP) to help mitigate the impacts of drought in the Klamath Basin.

moving down hillsides and encroaching on once productive rangeland. Ever thirsty, the average juniper tree can consume 40 to 60 gallons of water per day that could be going into streams and creeks that flow into the Klamath River.

Scanlan says the junipers—whose numbers and distribution used to be controlled naturally by wildfires—are now becoming a noxious plant. “They totally dominate the water supply and kill everything else,” he says.

In 2003, with cost-share funding through NRCS’s Environmental Quality Incentives Program (EQIP), Scanlan removed junipers from about 500 acres on his ranch. He will clear another 500 acres over the next three years with EQIP funding. Scanlan says it’s an expensive, time-consuming project that he couldn’t do without the help of federal and state agencies.

Removed trees are not going to waste,



A home that Scanlan built with timber from removed junipers.

though. Scanlan and his family have found many innovative uses for juniper, including timber for houses, corrals, sheds, elegant furniture, firewood, and habitat for wildlife. Much of the timber is chipped on site and then shipped to biomass incinerators in Susanville and White City, where the chips fuel power generation systems. Scanlan is also leaving juniper in its historical habitat on ridges and hilltops to provide food and cover for wildlife.

## Klamath Basin Water Conservation Update

By Dave Sanden  
Area Public Affairs Specialist/Red Bluff  
Photo: Dave Sanden

**T**his past year has been a very busy one for NRCS in the Klamath Basin. In both Oregon and California during FY 2003, the total \$10,136,000 EQIP Klamath Basin allowance was contracted and obligated. To date, NRCS has obligated \$12,364,497 in contracts with producers in the Klamath Basin.

In California, NRCS provided more than \$5 million in cost-share funding to farmers and ranchers for implementation of water conservation practices through the Klamath Basin Ground and Surface Water Conservation Program (GSWC). Interest among California producers has been extraordinary, with 259 conservation systems planned and contracted, 682 EQIP applications received, and 211 Klamath Basin GSWC contracts signed.

Approximately 81 percent of the available funds were targeted to contracts located in the Upper Klamath Sub-Basin above the Iron Gate Dam, and 19 percent were available to contracts in the Lower Klamath Sub-Basin below the Iron Gate

Dam. Of the total funds available in California, approximately 20 percent were targeted to contracts to “retrofit” existing sprinkler irrigation systems.

NRCS has worked closely with local working groups to prioritize program applications based on water conservation benefit. Examples of ongoing projects include juniper removal, conversion from flooding to sprinkler based irrigation, and pasture management.



Klamath Basin farmer Fred Fisher inspecting his spring alfalfa crop with NRCS Conservationist Theri Bates. His conversion from flood irrigation to a wheel-line system resulted in a better yield and used less water. The new irrigation system (above) was funded through Klamath Basin GSWC EQIP cost-share.

## How SCS Kept Tom Wehri In Conservation

By Nadine L. Scott  
CARCD President

**W**e all feel we know **Tom Wehri**, having worked with him at California Association of Resource Conservation Districts (CARCD) over the last six years. Yet, there are many facts about him that made him a perfect fit for our organization and enabled him to do such a great job for CARCD.

Tom grew up in a small Ohio farming community, the eldest of nine children. He was very active in 4H and impressed the county agent. Tom thought he would go to college to become an agronomist. Little did he know that the local conservation district that had just formed during his last year of high school would impact him through his life. In 1956, the

Putnam Soil and Water District was formed. They recognized Tom's interest in conservation and agriculture, and hired him as a part-time Technician in the local Soil Conservation Service (SCS) field office in Ottawa, Ohio. After serving in the Army where he became interested in mapping and hydrology planning, Tom returned to work at SCS.

Through the next many years that followed, Tom and family moved to different SCS positions. These opportunities led to his first position in California in 1977, as part of the Southern California watershed planning and Emergency Watershed Protection team.

He was offered positions several times by outside businesses, but Tom had 20 years of service in the federal government and was dedicated to servicing the public sector. As all who know Tom, he sticks

with something until he feels the job is done!

Tom worked with SCS and NRCS for a total of 39 years. During that time he spent a year writing policy papers in Washington D.C., and recalls that "I learned a lot on how laws were made and how things were done." He saw the value of understanding politics after receiving his MBA. He cares deeply about resources, but feels strongly that the technical base must learn to use the political process to sell conservation to the public. His political knowledge and depth of understanding of government has been invaluable to CARCD.

In 1997, the Wehris decided to retire in California. Soon after, Tom applied for the Executive Directorship at CARCD, and as you know, the rest is history. Tom has spent the last six years dedicated to



the success of conservation districts in California.

I am thankful to have known Tom and truly appreciate all that he has brought to the Association. He has worked tirelessly in his efforts to support California RCDs. He will continue his dedication to conservation as the new Director for Placer County RCD. Oh by the way, he jokes that he won't miss writing all those reports anymore! Good luck, Tom!



Some of the nearly 40 tour participants (above) listen to Chief Brierty, San Bernardino County Fire Marshall, discuss fire hazards at Lake Arrowhead.



Large residences (above) are sandwiched among dead and dying trees euphemistically termed "golden pines" by local residents.



During a boat tour of Lake Arrowhead (above), Area 4 ASFO Dave Heilig (3rd from left), State Conservationist Chuck Bell (2nd from left) and Victorville DC Rick Aguayo (left) listen to Captain Bob's narration.



Thousands of combustibile trees (above) line the banks of Lake Arrowhead and populate the surrounding area.

## RCD Conservation Tour Shows Potential For Success & Distruction

By Jim Cairns  
Public Affairs Specialist/Davis  
Photos: Jim Cairns

*Please note: This article was written prior to the wildfire outbreak in southern Calif.*

**W**ell into its second decade, the Mojave Desert Resource Conservation District (MDRCD) presented its fall conservation tour on October 2nd and 3rd. Annually, the sponsors revamp the agenda to keep the tour fresh and interesting. This year's outing included a stop at Lake Arrowhead to soak in the area's beauty and evaluate the tree mortality situation, caused by drought and exacerbated by the bark beetle infestation.

Other highlights on the two-day event included a visit to the Mojave River Fish Hatchery; a drive-by of pivot irrigation systems; a boat tour and lunch aboard the *Arrowhead Queen*; an overnight stay in Laughlin, Nev., and a tour of Mitchell Caverns.

Sponsors kept activities flowing aboard the bus during the several-hundred-mile excursion with a variety of speakers, including **Chuck Bell** (NRCS), **Rick Aguayo** (NRCS), **Norm Caouette** (Mojave Water Agency), **Bill Betterley** (Las Flores Ranch), **Christie Robinson** (MDRCD), among others.

During long stretches between stops, informative ("One Way Out") and entertaining ("Best of Johnny Carson" and "Planes, Trains and Automobiles") videos played on overhead monitors to relieve boredom.

For 2004 tour details and registration information, contact **Jackie Lindgren** (MDRCD) at (760) 843-6882, ex. 101.

## Fresno Couple Nominated For National Farm Honor

By Brian Ziegler  
Area Public Affairs Specialist/  
Fresno

A demonstration farm created by Fresno raisin growers **Will and Marcella Robinson** to show African Americans how



Will (above) and Marcella Robinson have been nominated by Curtis Tarver, NRCS Assistant State Conservationist for Field Operations, for a small farmer of the year award. *Photo courtesy of Brian Ziegler*

farming can become more profitable is one reason why the National Organization of Professional Black NRCS Employees is considering the Robinsons for its annual small farmer of the year award.

The Robinsons are among the one percent of California's African American population involved in farming. Most of these farmers own their land, but studies show that many of them don't have a family member who is interested in continuing the family farm.

To dispel the myth that farming is tedious work and unrewarding, the Robinsons helped start an organization called the African American Farmers of California. One of the organization's objectives is to ensure that future generations of African Americans continue in the farming profession.

One of its many programs is called "Each One Teach One," where participants bring a family member to the Robinson's 16-acre demonstration farm to learn about farming. Members also use the demonstration farm to study resource management and how to diversify crops.

The farm consists of demonstration plots where members grow their own crops such as okra, peas, beans, peanuts and corn. Participants learn from each other by comparing management practices, monitoring nutrients and pests, and testing soils. The project also includes components on marketing and teaching children about agriculture.

The Robinsons sell the crops grown at the demonstration



Marcella Robinson (above) received an award from Lou Gallegos, former USDA Assistant Secretary of Agriculture, earlier this year. *Photo courtesy of Ken Grimes*

farm at farmers markets, with the proceeds being reinvested into the project.

The Robinsons grow raisin grapes on 80 acres near Fresno. During the last five years, they have implemented many conservation practices such as drip irrigation, pest management and crop rotation. They are moving toward a total organic farm operation that they believe will make their produce even more marketable.

## High Sierra Beef Could Be What's For Dinner



High Sierra RC&D Coordinator Dan Macon (left) and Yuba County rancher Greg Myers grill hamburgers at a tasting event in Nevada County. *Photo: Brian Ziegler*

The study found that consumers would be willing to pay extra for local beef if it is hormone-free and has consistent quality, flavor and tenderness. Grass-fed beef is also appealing to consumers.

According to Coordinator **Dan Macon**, there are sufficient livestock numbers in El Dorado, Placer, Nevada, Plumas, Sierra and Yuba counties to support a co-op. "Marketing locally produced beef is feasible if you can resolve the issue of how to get enough beef into the system to meet the demand," he says.

Cattle producers were also surveyed and more than half of those who responded are keeping individual animal health records, with 90 percent of them not using hormone implants in their herds. The producers surveyed had permanently protected

more than 21,000 acres with conservation easements. "We think consumers will also find value in this conservation ethic," said Macon.

Macon says the next step is to figure out a business plan. Any new venture such as a beef marketing co-op must

make ranching in the central Sierra Nevada foothills more economically viable.

Macon says his organization's role in the project has been to serve as an incubator, first getting \$136,000 in grant funding for the study and business plan, then conducting the research. "Eventually it will be up to the ranching community to make it work," he adds.

By Brian Ziegler  
Area Public Affairs Specialist/  
Fresno

Encouraging findings from a new study conducted by the High Sierra Resource Conservation & Development Council (HSRC&D) are prompting cattle producers in six mountain counties to look into forming a business cooperative to market their locally produced beef.

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## State & Federal Grants Help Protect Calif. Farmland

By Jolene Lau  
Area Public Affairs Specialist/Salinas

**C**hristian M. Hansen came to California from Denmark in 1865 and established a farm in Alameda County. Frequent flooding prompted him three years later to relocate to the Salinas Valley, where he found a climate and soil conditions that combine to create some of the world's most productive farmland.

Today, much of that farmland is being developed to house a growing population in Salinas. Part of the farm that Hansen established, now known as the Dayton Ranch, still grows lettuce, strawberries and broccoli. But the view has changed. Once there was agriculture as far as the eye could see. Now, the Salinas city limits are just an eighth of a mile away.

**Tina Hansen McEnroe** has ensured that her great-grandfather's land will never become a subdivision. She sold a permanent agricultural conservation easement on the property to the Monterey County Agricultural and Historical Land Conservancy. While McEnroe's family will continue to own the land, the development rights are permanently extinguished. McEnroe couldn't be happier.

The Monterey County Agricultural and Historical Land Conservancy obtained grant money from the California Department of Conservation's (DOC) Farmland Conservancy Program and NRCS's Farm and Ranchlands Protection Program to complete the transaction.

State Conservationist **Chuck Bell** noted, "Programs like the Farm and Ranchlands Protection Program find equilibrium between preserving agricultural lands and the demands of population growth. FRPP keeps California farm and ranchland in agriculture for future generations of families like the McEnroes."

"While it's important to accommodate our growing population, we must remember that farmland is a vital and irreplaceable natural resource," DOC Director **Darryl Young** added.

The California Farmland Conservancy Program, administered by DOC's Division of Land Resource Protection, is designed to ensure that the state's most valuable farmland will not be developed. Through the program, local governments and non-profit organizations can receive grants to purchase development rights from willing landowners, thus creating permanent conservation easements.

The NRCS Farm and Ranchland Protection Program provides matching funds to help purchase development rights to keep productive farm and ranchland in agricultural uses. Working through existing programs, NRCS partners with state, tribal, or local governments and non-governmental organizations to acquire conservation easements or other interests in land from landowners. NRCS provides up to 50 percent of the fair market easement value. NRCS has provided \$1.5 million to this project.

Similar to Dayton Ranch, DOC and NRCS partnered to fund \$1.9 million in San Diego County. **William Potter**, who owns 85 acres in Pauma Valley teamed with Tierra Miguel Foundation (TMF) and Fallbrook Land Conservancy (FLC) to place the land into an agricultural conservation easement.

"I bought the property with the intent to develop. After farming on the property myself and working with TMF and FLC, I learned to think with my heart," stated Potter.

## In Focus

### Philippine Delegates Visit Farms & Gardens



Fresno Soil Conservationist Brook Gale (back row, far left) leads a group of Philippine horticulturalists on a tour of Fresno small farms and inner city gardens. Among those joining him are the president of Central Luzon State University Rodolfo Undan (back row, second from left) and Mailha Lee of Fresno's Agape Refuge Ministry (front row, center). Photo: Brian Ziegler

### Earth Team, P.A. Conference Sets Challenges

By Brian Ziegler  
Area Public Affairs Specialist/Fresno

**M**aking our customers understand the importance of our mission and being visible, diverse and accountable were challenges given to NRCS public affairs specialists and Earth Team coordinators by Chief **Bruce Knight** at a recent national conference in New Orleans.

Knight told the group that our customers include the 11,500 employees who work for NRCS, as well as local, state and tribal governments, Congress, farmers, ranchers and rural landowners, and the general population. "If we make the conservation message clear enough, every group will understand the importance of our mission," he said.

NRCS public affairs specialists from across the U.S. had gathered at the conference for the first time in four years. Knight told them that a communications effort from NRCS will allow the agency to 1) Market itself as an enabler of conservation; 2) Ensure that every farmer and rancher is aware of the opportunities presented by our programs; 3) Be transparent and consistent, such as the NRCS Web site and every state having a uniform image, and 4) Communicate to our employees.

Accountability was a major theme during the Earth Team portion of the conference. Chief Knight noted that there were one million hours of service contributed by Earth Team volunteers in 2002. He added that the effort is helping accomplish tasks related to the Farm Bill.

To help ensure accountability, a new Web site for tracking volunteer hours was introduced at the gathering. Attendees learned that every NRCS office will receive a password allowing them to input volunteer hours and data on a monthly basis. The site should be in use by 2004.

The knowledge gained at this conference will help the public affairs specialists and Earth Team coordinators achieve the goals of the Farm Bill and other NRCS activities.

## Butte County Hmong Benefit From Outreach Effort

By Dave Sanden  
Area Public Affairs Specialist/  
Red Bluff

Butte County has a small, but growing, community of Hmong residents. Many are farmers who cultivate relatively small areas, but grow crops ranging from strawberries and vegetables to flowers.

These Hmong farmers want to learn more about California crops and soils, pest control practices, soil fertility management, and many other things that are unfamiliar to them. But they are isolated by language and culture from other Butte County agriculturalists, and generally don't receive agricultural advice from conventional sources.

That's why, soon after the opening of the new NRCS Local Partnership Office in Oroville, District Conservationist **Hue Dang** made it one of her priorities to develop a relationship with the Chico Hmong Advisory Council and Hmong growers. Her goal was to ensure that the Hmong agricultural community was fully aware of the many services and wealth of information available to farmers through NRCS.

In 2002, with the assistance of an interpreter, Dang met with each Hmong grower at the Farmer's Market in Chico. She also made field visits to farms and asked growers about their operations, challenges in farming, and what type of

assistance they needed. Later, Dang worked with the Butte County Hmong Cultural Center and the UC Cooperative Extension to obtain a grant to hold an educational workshop and to tour successful Hmong farms in the Fresno area.

This year, Dang and Soil Technician **Pat Matteson** invited NRCS outreach veterans **Sam Vang** and **Ken Grimes**—both soil conservationists from Fresno—to a three-day fact finding tour of Butte County's Hmong farm community. In August, the NRCS team toured Chico's downtown Farmer's Market where they talked with Hmong



NRCsers Hue Dang (left) and Sam Vang (second from left) meet a Hmong grower at a farmer's market. Photo courtesy of Hue Dang

growers about their concerns, problems and solutions. The team also met with the Chico Hmong Advisory Council to provide information about NRCS conservation services and programs. Vang and Grimes shared with council members the accomplishments they've made working with the Southeast Asian community in Fresno.

## Private Contractor A First For Dairy Pond Program

*Geomatrix Consultants participate in Area 3 TSP pilot program*



Dairy owner Sharon Welker consults with NRCS Engineers Jon Chilcote (center) and Dave Krietemeyer. Photo: Brian Ziegler

By Brian Ziegler  
Area Public Affairs Specialist/  
Fresno

For the first time in Area 3, a private contractor has been hired to conduct geologic investigations of proposed liquid dairy waste storage ponds. Referred to as technical service providers (TSP), the agency contracted with Fresno-based Geomatrix Consultants to drill, sample, test and log the soil that lies underneath three dairies in

Fresno, Madera and Tulare counties.

"We chose that part of California for this pilot program because of the large number of Environmental Quality Incentives Program (EQIP) applications that included dairy waste storage ponds," says NRCS State Geologist **Julia Grim**, adding that Area Engineer **Dave Krietemeyer** was instrumental in working with field staff to identify the sites and coordinate the logistics.

A typical investigation requires drilling four or five holes at each site. The need for outside help became evident when Soil Scientist **Edd Russell** was using a hand-held soil auger to obtain the necessary samples at the Fresno county site, but at 13 feet down hit

rock-solid hardpan that lies beneath much of the San Joaquin Valley.

Such investigations need to extend below the planned depth of the pond and—with ponds that are typically 20 feet deep in this area—it became evident that the team needed to go deeper.

"We don't have a drill rig to conduct these kinds of investigations," Grim says. "State Engineer **Charles Davis** saw the unrolling of the TSP program as an opportunity to get the kind of technical assistance and equipment we needed."

NRCS has traditionally provided on-farm technical services and will continue to do so. But what's new is that the 2002 Farm Bill expanded the funding and availability



NRCS State Geologist Julia Grim adds water to this soil sample to study its clay content. Photo: Brian Ziegler

of technical assistance by encouraging the use of certified third parties.

So far, Grim says the pilot program in Area 3 has been successful. "I think the landowners are pleased because they are getting technical assistance and our field engineers will have access to more data for design. If it looks like we are going to get the kind of data we need and there are TSP dollars available next year, we certainly would like to expand the program statewide," she says.

### Career Development Inspires Employees

By Jolene Lau

Asian American-Pacific Islander Program Manager

In September, more than 20 NRCS employees participated in a valuable training opportunity sponsored by USDA's Asian American and Pacific Islander Advisory Council. In an effort to provide the skills needed for career advancement, training sessions were held on writing through critical thinking; presenting your way to success; networking and interpersonal skills; conflict management, and stress management.

Susan Whitman of Personal Strengths offered suggestions to help understand stress: Each of us have different values that shape our motives and behaviors; our weaknesses are no more than the overdoing of a personal strength.

### Direct Charge Brings Many Changes

The Direct Charge task force is helping all California NRCS employees understand the changes that have been made to Web TCAS. Changes in how employees code their time began in pay period 20.

The change to Web TCAS is the first of many improvements being made to the system of linking performance and accountability. Documenting how funds are actually dispersed between programs will help assure future funding

allocations. Over the 2004 fiscal year NRCS will gradually introduce new tools to help employees account for their work.

The change from PRMS to the Performance Results System, the Conservation Toolkit, the Conservation Information System, and the Conservation Journal are just some of the items that will be introduced. The Direct Charge task force scheduled

seven cluster meetings and two state office meetings to help employees understand the mandated changes.

NRCS has set up a Web site to help employees track changes within the agency. The site, [www.my.nrcs.usda.gov](http://www.my.nrcs.usda.gov), allows the Web page to be customized with program information and NRCS news that is most important to the user. A WebTCAS password is needed to access the site.

See you at the 2004

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# HR Personnel Actions

Name	Position	Action	Grade	Location	Date
Kirsten Losse	Ag Engr	New Hire	GS-7	Auburn	9/7/03
Daniel Meyer	Soil Consvst	New Hire	GS-9	Bakersfield	9/7/03
Eric Crook	Soil Consvst	New Hire	GS-7	Visalia	9/21/03
Travis Godeaux	Ag Engr	New Hire	GS-7	Visalia	9/21/03
Rachel LeRoy	Soil Consvst	New Hire	GS-7	Yuba City	10/5/03
Terry Parsons	Soil Consvst	New Hire	GS-9	Tulelake	10/5/03
Rex Miller	Ag Engr	New Hire	GS-9	Somis	11/2/03
Kevin Connelly	Soil Scntst	New Hire	GS-11	Elk Grove	11/16/03
Haejin Ha	Ag Engr	New Hire	GS-11	El Centro	12/1/03
Susan Perez	Soil Consvst	Term Appt	GS-7	Fresno	11/16/03
Jeffrey Goats	Soil Scntst	Term Appt	GS-7	Victorville	9/7/03
Livy Coe	Soil Consvst	Term Appt	GS-7	Merced	11/2/03
Carol Rush	Soil Consvst	Term Appt	GS-9	Bakersfield	10/5/03
Casey Burns	Biologist	Transfer from BOR	GS-11	Somis	11/16/03
Richard Johnson	Soil Consvst	Transfer from DOD	GS-11	Dixon	11/16/03
Elizabeth Palmer	Soil Consvst	Promotion	GS-11	Visalia	9/7/03
Amy Rocha	Soil Consvst	Promotion	GS-11	Stockton	9/7/03
Kelli Camara	Soil Consvst	Promotion	GS-11	Capitola	10/20/03
Ken Householder	Ag Engr	Career Promotion	GS-11	Tulelake	8/24/03
Erin Norris	Soil Consvst	Career Promotion	GS-9	Livermore	9/21/03
James Cairns	Pub Affairs Splst	Career Promotion	GS-9	Davis	10/5/03
Ven. Hernandez	Soil Con Tech	Career Promotion	GS-7	Tulelake	10/5/03
Heather Cowley	Ag Engr	Career Promotion	GS-9	Susanville	10/5/03
RaeAnn Dubay	Soil Consvst	Career Promotion	GS-11	Red Bluff	10/16/03
Wm. Gardiner	Dist Consvst	Career Promotion	GS-12	Yreka	11/16/03
Johnnie Siliznoff	Soil Consvst	Career Promotion	GS-11	Fresno	11/16/03
Wendell Gilgert	St. Biologist	Reassign from Ft. Collins	GS-13	Davis	10/5/03
Diana Waller	Range Consvst	Reassign from Eureka	GS-7	Jackson	10/5/03
Paul Sweeney	Dist Consvst	Promotion to Colorado	GS-13	So. Lake Tahoe	10/5/03
Tish Espinosa	Agronomist	Resignation	GS-11	PMC	9/19/03
Maria Ramos	Soil Con Tech	Resignation	GS-7	El Centro	9/20/03
Cand. Lozoya	Civil Eng Tech	Resignation	GS-9	Blythe	9/26/03