

California
CURRENT DEVELOPMENTS

*Small Watershed Protection Program
Celebrating*

50 Years



Furthering the Conservation & Proper Utilization of Land



public receives the greatest benefit for resources invested. We try to “fit” the appropriate tools to each conservation endeavor rather than the other way around.

Our effectiveness as *America’s Conservation Agency* is augmented through our relationships with Resource Conservation Districts and Resource Conservation & Development Councils. It is a great partnership based on personal relationships, as are all truly effective efforts.

Thanks to those of you who have been directly involved with recovery efforts on the southern Calif. wildfire front. I’m very proud of the feedback I hear from legislators, other agencies, and local government representatives. Special thanks goes to **Bill Cunningham** who is serving as our NRCS/FEMA contact; **Dave Heilig**, Area 4 ASTCFO; area staff and detailees; **each Area IV District Conservationist**; **Bill Ward**, State Design Engineer; and **Charles Davis**, our EWP program manager. You folks really know your business!

Speaking of business, I would like to remind each of you about our responsibilities relating to the people we work with and for.

The Calif. Civil Rights Advisory Committee assists the State Conservationist in carrying out equal opportunity and program delivery responsibilities. They advise on civil rights trends, problems or emerging issues, and serve as a forum for an exchange of ideas and recommendations. Please utilize the committee to bring forth proposals, concerns and/or recommendations related to civil rights.

Thanks to the Civil Rights Committee for its active role with this responsibility. This is a committee that really takes its mission seriously! Also, remember we currently have a request for submissions for the annual Civil Rights Awards, recognizing both an individual and a team/group that has made significant contributions in the area of civil rights program delivery. The deadline for nominations is January 23, 2004.

Happy New Year to all of you!

Chuck Bell
State Conservationist

In This Issue

	Page
A Message From Chuck	2
Southern Calif. Wildfires Update	3
Thanks For The EWP Assistance!	3
From Russia With Love	4
Beginning Farmers Start Out Right With EQIP	4
Butte County Range Improvement Projects Through EQIP	5
Butte County Forestlands Benefit From EQIP	5
Cost-Shared Road Treatments Help Fish	5
New Team For Calif. Civil Rights Advisory Committee	6
Earth Team Making A Difference	6
Volunteering Is An Awesome Experience	6
NRCS Assistance On The Klamath River Part Of A Coordinated, Basinwide Effort	7
“Bugging” You About Water Quality	7
Caligrams — Statewide News In Brief	8
HR — Personnel Actions	8

On the Cover

Faith Ranch, Modesto, May 2003. The Small Watershed Protection Program celebrates its 50th year in 2004. Enacted as the Watershed Protection and Flood Prevention Act of 1954, the Program focuses on furthering the conservation and proper utilization of land and preventing damage from erosion, floodwater and sediment. See article on page 8.

Photo & Design: Jim Cairns

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California Current Developments magazine is published six times a year
Next issue deadline: February 5, 2004
Materials submitted may be edited for content, clarity and length
Some photos have been digitally altered

Southern Calif. Wildfires Update

By Bill Ward
State Design Engineer/Davis

Calif. NRCS has a long history of providing assistance to local counties, cities and other public sponsors after major disaster events, such as fires and floods. In late October, the wildfires that occurred in southern Calif. for a period of about 10 days, rival, or in some categories, exceed damages and/or costs resulting from the most devastating fires in Calif. history.

At one point, 11 different fires were burning in five different counties all across southern Calif. Some of the fires eventually merged, turning into eight major fires engulfing over 1,000 square miles. At the peak of the fires, there were as many as 15,000 fire fighters battling over 11 major fires at a daily cost of about \$9 million. Fire fighting costs alone are expected to be close to \$100 million, and insurance claims from fire damages could reach at least \$3 billion.

NRCS began communicating with potential sponsors, even before the fires

NRCS began communicating with potential sponsors, even before the fires were extinguished...

were extinguished, to estimate what kind of work would be required and where critical projects were anticipated. Calif. made requests to the National Office for Emergency Watershed Protection Program (EWP) funds based on past EWP experience after major wildfires.

At present, a very limited pot of money has been made available for projects considered "urgent and compelling." These projects had imminent threats to life and property and demanded immediate

action to remove the threats. "Urgent and compelling" projects must be completed within a matter of days.

To date, a total of 12 projects with estimated costs ranging from \$6,000 to \$170,000 have been approved and funded under urgent and compelling criteria. The total funding provided for these projects is about \$560,000. Five of these were completed, or nearly complete, as of mid-December. These projects consist of a variety of measures including installation of sand bags and K-rails, timber walls, temporary timber and rail sediment basins and hydroseeding.

Also of mid-December, 20 damage survey assessments totaling about \$1.45 million have been completed and are awaiting review and approval. These 20 projects include the 12 urgent and compelling projects which have been approved and funded, as described above.

manner to the communities affected by the fires.

I am very pleased by the work of all the employees who provided one-on-one assistance to landowners and sponsors to ensure all "urgent and compelling" issues were identified and funded. Also, thanks to all the support staff that kept this process running smoothly.

Now that the initial surveys have been completed and the likely potential exists for Calif. NRCS receiving \$150 million for EWP and Tree Mortality Programs, our work has really just begun.

Tree Mortality is vitally important as evidenced by the recent catastrophic wildfires.



"Urgent and compelling" emergency projects, as shown above, often require the installation of sandbags (top) and K-rails (middle and bottom) to protect life and property before disaster strikes again. *Photos courtesy of Paul Laustsen*

Thanks For The EWP Assistance!

By Dave Heilig
Area 4 ASTCFO/Riverside

The recovery effort for the southern Calif. fires is well underway, and I would like to take this opportunity to thank all the NRCS employees involved. First, thanks to **Chuck Bell**, STC, and the State Office Staff for responding quickly to the emergency by supplying technical assistance, equipment and materials in an ongoing effort to supply field offices with necessary resources. My appreciation to the other Area Assistant State Conservationists for Field Operations—**Lin Brooks**, **Carter Christenson** and **Curtis Tarver**—for lending their personnel to the EWP work. This immediate commitment enabled NRCS to respond quickly in a professional

Removal of dead and dying trees, erosion control and vegetative restoration are crucial in preventing such disasters.

Again, thanks to all staff that assisted in the effort, and I look forward to further assistance in implementing the fire recovery and Tree Mortality Program in the upcoming months.

See you at the 2004
**North American Direct Marketing/
California Farm Conference**



February 2-8, 2004
at the
Sheraton Grand
Sacramento Hotel

www.californiafarmconference.com
(530) 756-8518, ex. 16



High School biology students from Russia join their counterparts from El Dorado County to study a creek near Union Valley Reservoir. Note the creative use of "organic" headgear modeled by two students. *Photo: Brian Ziegler*

By Brian Ziegler
Area Public Affairs Specialist/Fresno

High school biology students from El Dorado County were eager to apply what they learned in the classroom to their annual study of the watershed near Union Valley Reservoir. This year, however, they had help from 10 students from Lake Baikal, Russia.

The Russians were invited because of their knowledge of watershed issues involving Lake Baikal, a Siberian body of freshwater 400 miles long and 80 miles wide. A grant from the **El Dorado County Board of Supervisors** made their trip possible.

From Russia With Love

(apologies to Ian Fleming)



The students worked alongside a U.S. Forest Service hydrologist, forester, fish biologist, and wildlife biologist. They spent three days in the woods studying erosion, pollution, and aquatic life in three tributaries near the reservoir.

The training was part of the annual Watershed Education Summit sponsored by the **El Dorado Resource Conservation District**. Many students who participated in previous Summits are now in college majoring in science or environmental fields. NRCS Placerville District Conservationist **Jim Kimmel** participated in this year's event by sharing with students his experiences in soil conservation. "The educational experience the district is providing El Dorado County is super," says Kimmel.

Information students collected is being used by the Forest Service in a stream survey database. Plans are now underway to send a group of El Dorado County students to Russia to learn about culture and environmental issues.

Beginning Farmers Start Out Right With EQIP



Don and Gail Della Nina are proud of their new olive orchard and micro-irrigation system.

By Joe Takai
Soil Conservationist/Concord

You know NRCS is doing something right when new clients say, "Hey, my neighbor is doing neat things through your agency—tell me more."

Don Della Nina was brought up in Stockton where his Italian American family became involved in agriculture. Years later he moved to Contra Costa County. When Don and his wife, **Gail**, purchased 10 acres to farm in Byron, they were determined to do it right from the beginning.

Their crop for the first five years was alfalfa, but the Della Ninas wanted something more permanent. After some research, olives were chosen because they are a hardy, drought tolerant crop, and grow well in the high boron concentration levels present in the local soil.

Don knew an irrigation system would be needed for the olives, and that flood irrigating was not the answer. He was referred to NRCS by a neighbor who had participated in EQIP. Don then visited the **Concord Field Office** to learn about NRCS' technical and financial assistance that could help him achieve his conservation goals.

This year, he is one of 28 recipients in Contra Costa County to receive EQIP funding. Approximately \$15,000 will be used on his 10 acres of olives for micro-irrigation, cover cropping and irrigation water management.

Congratulations Don and Gail for starting your farming career out right with a Conservation Plan from NRCS!

'Round the State



NRCS Air Quality Specialist Johnnie Siliznoff (above) explains to growers how they can reduce air pollution caused by agriculture. His remarks came during a workshop at the AgFRESNO farm show. *Photo: Brian Ziegler*



Area 3 engineers attend a training session at Fresno State to learn how to use global positioning satellite units. The devices will help them simplify difficult surveys. Shown are (above, from left) instructor Mel Philbrook, Dave Krietemeyer, Scott Turner, Kirsten Losse and Chuck Taylor. *Photo: Brian Ziegler*



Foresthill, Calif. landowner George Grant (above) looks over a three-year-old stand of Ponderosa pine trees established with EQIP funds and technical assistance from the NRCS office in Auburn. Five years ago, the area was filled with dense, 25-foot-high Manzanita brush. The EQIP program helped to return Grant's property to a healthy forest. *Photo courtesy of NRCS Auburn Field Office*

Butte County Range Improvement Projects Through EQIP

By Rob Vlach
Rangeland Management
Specialist/Oroville



Gravity flow storage tanks will supply water to livestock troughs throughout the ranch. Photo: Rob Vlach

The Oroville Field Office and the Butte County Resource Conservation District have joined forces to manage, improve and install conservation practices that are improving the rangeland of Butte County. Practices include livestock water development, cross fencing and access roads to improve grazing management. Landowners that have developed a conservation-grazing plan with NRCS have seen increased forage productivity and improved water and mineral cycles, which lead to sustainable natural resources and ranch production.

Other Range improvement conservation plans have focused on brush management and range seeding. These projects control undesirable woody plants in a manner that creates the desired plant community and reduces wildfire hazard. By removing brush species, such as Chamise, Manzanita and scrub oak, the landowner is able to replant perennial grasses creating habitat for wildlife species and transforming non-productive land to productive rangeland. Access roads have been developed to manage grazing animals' distribution between steep ridges.

One major benefit of EQIP for Butte County ranchers is that those who participate in the program develop ranch plans that, over many years, continue to improve range resources and enhance sustainability, productivity and aesthetics.

Cost-Shared Road Treatments Help Fish

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



During a recent EQIP project tour, landowners along McNab Rd. learned how properly designed roads can minimize erosion and improve water quality.

Helping landowners to treat road related erosion problems is an important part of NRCS's Environmental Quality Incentives Program (EQIP) on Calif.'s North Coast. More than 40 miles of roads have been treated using EQIP funds in Mendocino County alone.

Roads are a major source of erosion and sedimentation in North Coast watersheds. The reduction of sediment from these roads is an essential part of a multi-agency effort to restore fisheries in the North Coast region because sedimentation has a major impact on fisheries habitat.

Butte County Forestlands Benefit From EQIP

By Rob Vlach
Rangeland Management Specialist/Oroville

With over half of Butte County covered by coniferous forest, and threatened by catastrophic wildfires, many private timber producers are asking for assistance in managing these lands. One way that NRCS is providing assistance to these producers is through the Environmental Quality Incentives Program (EQIP). The program enables Butte County producers to plan and apply forest stand improvement practices to increase the quantity and quality of forest products, reduce the threat of wildfire, and improve understory forage production, aesthetics, and wildlife habitat.

The most common projects involve removal of competing vegetation, including the thinning of brush and overstocked trees. This gives desired conifers space for adequate water and nutrient uptake, and frees the young trees from the threat of competing vegetation. Other projects involve site-preparation work and replanting of young seedlings. The plan will include a follow-up treatment to remove competing vegetation and ensure proper rehabilitation. Also, shaded fuel breaks can be applied to high traffic access roads to reduce or prevent the hazard of wildfire.

Through EQIP and the cooperation of local landowners, NRCS, and Butte County RCD, fuel hazard issues are being addressed while improving wildlife habitat and improving the overall health of the forest.

In one recent project, the Ukiah Field Office assisted a local grape grower to treat three miles of dirt roads on his property south of Ukiah in the McNab Creek watershed, a tributary to the Russian River. With \$18,000 in EQIP cost-share assistance, stream-crossing culverts were upgraded to prevent severe erosion during heavy storms. Also, a portion of the road was outsloped so that runoff will sheet off the road instead of concentrating in ditches. Essentially, the roads were "storm proofed" so that no sediment reaches nearby McNab Creek, an important spawning stream for Steelhead.

This project is just one of many ongoing EQIP erosion-control projects in Mendocino County and is part of a larger, watershed-wide effort to improve fisheries.

California Envirothon is coming!

Wildlife, Soils, Forestry, Aquatics and Challenging Current Issues

Outdoor natural resource education for high school students grades 9-12

See you April 21-23, 2004 at the Highland Springs Resort in Cherry Valley!

For more information: www.caenvirothon.com

New Team For Calif. Civil Rights Advisory Committee

By Carolyn LoFreso
Soil Conservationist/Lancaster
Photos courtesy of Paul Laustsen



Charles Davis (above, left) presents award to Phuc Vu, Engineer, Salinas.



Carolyn LoFreso (above, right) presents award to Raul Alvarado, Indio.



Charles Davis (above, left) presents award to Ed Johnson, State Contract Specialist, Davis.

On October 29, 2003, a Calif. Civil Rights Advisory Committee Meeting was held at the State Office to say thank you and good bye to three of our Civil Rights Advisory Committee Members: **Raul Alvarado**, **Ed Johnson** and **Phuc Vu**.

On behalf of State Conservationist **Chuck Bell**, State Conservation Engineer **Charles Davis** presented awards to the departing members in recognition of their dedication and invaluable contributions in helping to achieve the vision and mission of the Calif. Civil Rights Advisory Committee. The State Conservationist, Civil Rights Liaison and the Civil Rights Advisory Committee thank you for your outstanding service to Calif.! You will be missed.

To every end there is a new beginning, so the committee now has four new members to replace those exiting members. They are **David Rose**, District Conservationist, Willows; **Diane Abbott-Blohm**, Resource Technology Staff, Davis; **Steven Perkins**, District Conservationist, Blythe, and **Cori Calvert**, Soil Conservationist, Madera. Welcome to the committee! We look forward to a productive year with our new members.

Meet The New Calif. Civil Rights Advisory Committee!

Back row (left to right): David Rose, Rona Peters, Paul Laustsen, Diane Abbott-Blohm and Steven Perkins. Front row (left to right): Carolyn LoFreso, Cori Calvert, Carol-Anne Rutenbergs and Tanya Robles.



In Focus

CSU, Fresno Students Study Soils



NRCS Soil Scientist John Rule (standing, right, white cap) advises students from a soils class at CSU, Fresno as they practice separating soil layers during a field trip in Madera County.
Photo: Brian Ziegler

Earth Team Making A Difference

By Jenny Gabor
Resource Conservationist/Madera
Photo: Jenny Gabor

On October 25, 2003, NRCS Earth Team Volunteers, **Tulare County RCD** and NRCS employees participated in National Make A Difference Day.

In Three Rivers, Calif., volunteers gathered to tackle the aggressive invader *Arundo Donax*, also known as Giant Reed.

Arundo chokes out native vegetation, obscuring peaceful riverside views and destroys habitat for wildlife.

Thanks to Earth Team efforts with mapping and eradication, threats of flood, fire and erosion brought in with the invasive species no longer plague the Kaweah River.



Volunteering Is An Awesome Experience

By Elizabeth Lessick
Earth Team Volunteer/Bakersfield

I began as an Earth Team volunteer in the **Bakersfield Field Office** while working as temporary Program Technician for the Farm Service Agency. NRCS's mission to protect and conserve our natural resources was very appealing, so I immediately wanted to join the Earth Team program.

As an Earth Team member, I've had the opportunity to participate in the College Assistance Migrant Program, distributing hand outs and answering questions about NRCS careers, services and products for Hispanic migrant students. Also, I have worked on such projects as formulating climatic, flood hazard zone, and aerial maps.

I truly appreciate the opportunity to be an Earth Team Volunteer because it allows me to work on conservation activities that I believe are so vital to protecting our environment. My ultimate goal is to someday become a permanent NRCS employee and team member. Thanks NRCS for this great opportunity!



Shown above, mouth of the Klamath River in Del Norte County.

NRCS Assistance On The Klamath River Part Of A Coordinated, Basinwide Effort

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

road erosion control on 600 feet of access road and assisting with 25 acres of upland range improvement.

This project is just one small part of a broad, coordinated effort by NRCS, conservation districts, and landowners throughout the 10-million acre Klamath Basin to conserve water, improve water quality, and develop fish and wildlife habitat.

Basinwide Conservation

Special funding made available through EQIP is helping agriculturists mitigate the impact of drought in the Klamath Basin. A total of \$50 million was appropriated for fiscal years 2002 to 2007 to support use and installation of ground and surface water conservation practices throughout the watershed.

Through the Environmental Quality Incentives Program (EQIP), the **Eureka Field Office** is helping a producer near the mouth of the Klamath River to improve water quality and protect fish.

The overall project, at the confluence of two of the lower tributaries to the Klamath River, is in cooperation with **Calif. Conservation Corps (CCC)**, who is installing several in-stream stabilization and fish habitat structures.

With EQIP cost-share assistance, the landowner is fencing, providing off-site water for livestock, and planting a riparian corridor 25 feet wide by 1,000 feet long. He is also fencing livestock away from a wetland area with 2,200 feet of fence.

Through this same contract, NRCS is stabilizing and providing



CARCD 2003 Conference Honors Partnerships

The Calif. Association of Resource Conservation Districts (CARCD) held its annual conference in South Lake Tahoe in November.

About 50 NRCS employees attended, with many giving presentations or facilitating meeting and panels, including leadership team members Chuck Bell, Helen Flach, Jim Kocsis, Charles Davis, Diane Holcomb, Dave Smith, Carter Christenson, Lin Brooks, among others.

One highlight of the four-day event was the premiere of the Calif. NRCS-produced video "Conservation Partnerships at Work," followed by presentations of awards to NRCS employees and conservation partners. Recipients of awards presented by State Conservationist Chuck Bell (above, front row, left) included (front row, left to right) Stuart Gray, Terry Huff (second from right), Dale Kroschel (right); Back row (left to right) Tom Wehri, Nadine Scott, John Hertle, Tim Weaver and Joe Williams. *Photo: Jim Cairns*

"Bugging" You About Water Quality

By Beckie Challender
Water Quality Specialist/Davis

Traditionally, water quality has been assessed using indirect methods such as chemical and toxicity testing. Recently, direct methods that measure the physical condition of a water body and the biological integrity have gained popularity. Used in conjunction with chemical testing, physical and biological assessments better define what is discharged into the water body and are much less expensive than chemical testing. They also integrate the effects of water quality over time and are sensitive to multiple aspects of water and habitat quality.

and the **Upper Little Stony Inholders Alliance**, along with the **Colusa Field Office**, have begun annual physical and biological assessments of upper Little Stony Creek. Though there isn't any irrigated agriculture in the watershed, the landowners are closely watching the impact of the state's discharge waiver for irrigated lands and the new rules and regulations coming into effect. A similar waiver has been set in place for timber harvesting activities and the groups would like to be ready for the future.

The assessments consist of performing NRCS's Stream Visual Assessment Protocol (SVAP) and also macroinvertebrate sampling. The SVAP is the first level

in a hierarchy of ecological assessment protocols. One of its assets is that it is easily learned and applied. During the SVAP, questions are asked about criteria such as water appearance, channel condition, and other things to establish a rank that describes the stream condition.

The landowners also sample the macroinvertebrates by collecting and sorting the various "bugs" found in the water. Classifying these bugs into groups by sensitivity or tolerance to polluted water allows a ranking of water quality based on which class of macroinvertebrates is dominant.

Finally, dissolved oxygen, pH, temperature, and water clarity are sampled with a simple kit to

establish the creek conditions. The landowners will perform these assessments annually and will only increase the number of assessments used or initiate more chemical testing if the results show a deterioration of water quality.

Tools of the Trade



The transparency tube (left) is one of many instruments—both low and high-tech—used to measure water clarity in streams and other bodies of water.



NRCS Fresno Soil Conservation Technician Bruce Champion (above, center) briefs a soil judging team from Clovis East High School. He was helping the team train for a competition at the Future Farmers of America convention in Louisville, Ky. *Photo courtesy of Bruce Champion*

NOPHNRCSE Conference Coming In June

By Reina O'Beck
Public Affairs Specialist/Davis

Calif. will be hosting NOPHNRCSE's (National Organization of Professional Hispanic NRCS Employees) training conference this year. The 11th Annual Training Conference, entitled "Bringing Diversity to the Nation's Conservation Needs," will be held June 21-24, 2004, in Sacramento.

NRCS's Carmen Ortiz, Calif.'s Soil Data Automation and Publication Specialist, is the Conference Chair and will be overseeing various subcommittees to ensure the conference's success. Be on the lookout for further updates!

Calif. Small Watershed Protection Program Celebrates 50 Years

Fifty years have passed since Congress enacted the Watershed Protection and Flood Prevention Act. This legislation has been invaluable in assessing and managing Calif.'s natural resources.

NRCS's Small Watershed Program is carried out under the authority of the Watershed Protection and Flood Prevention Act of 1954, Public Law (PL) 83-566. An earlier program established in 1944 had provided for USDA assistance in 11 selected watersheds throughout the country, including the Los Angeles and Santa Ynez Rivers in Calif.

This was followed in 1953 by a pilot watershed program for 62 watersheds in 33 states. Projects included Adobe, Calleguas, and Walnut Creek in Calif.

The Small Watershed Program has three main purposes: 1) preventing damage from erosion, floodwater and sediment; 2) furthering the conservation, development, utilization, and disposal of water, and 3) furthering the conservation and proper utilization of land.

The Small Watershed Program assists local organizations in conducting watershed surveys, and investigations, planning and installing structural and land treatment measures.

In Calif., NRCS's Watershed Planning Services and Engineering staffs manage these programs.

GLCI Conference A Big Draw In Nashville

Over 1,100 ranchers and other conservation leaders from throughout the country gathered in December in Nashville to focus on conserving natural resources on the nation's grazing lands.

The Second National Conference on Grazing Lands was sponsored through the **Grazing Lands Conservation Initiative** (GLCI), a national coalition of agricultural organizations, conservation



Some of the Calif. NRCS folks and our partners that attended this year's GLCI Conference included: *Back row* (left to right): Chuck Pritchard, Jon Gustafson; *Middle row* (left to right): Kristin Flynn, Sheila Barrie, Diane Holcomb, Ceci Dale-Cesmat, Darrell Wood, Lori Metz, Gary Evans; *Front, right*: Hank Wyman. Other attendees not pictured are Chuck Bell, Marsha Gery and Diane Abbott-Blohm. *Photo: Diane Abbott-Blohm*

organizations and government agencies who recognize the need to keep rangelands productive, while conserving natural resources.

"The fact that well over a thousand people traveled to Nashville for this conference is a clear indication of the increased interest in grazing lands," said NRCS Chief **Bruce Knight**. "Grazing is finally being recognized as an important tool to achieve conservation objectives, rather than something that is bad for the environment."

HR

Personnel Actions

Name	Position	Action	Grade	Location	Date
Rex Miller	Ag Engineer	New Hire	GS-9	Somis	11/2/03
Wendy Rash	Soil Consvst	New Hire	GS-9	Placerville	11/30/03
Ana Soria	Admin Asst	New Hire	GS-5	Davis	11/30/03
Peter Townley	Res Consvst	New Hire	GS-12	KB Team	12/28/03
Carolyn Jones	Ag Engineer	Career Promotion	GS-9	Davis	10/19/03
Dina Cadenazzi	Civil Engineer	Career Promotion	GS-11	Hollister	11/2/03
Sia Syhaphom	Civil Engineer	Career Promotion	GS-9	Ontario	11/16/03
Sonya Webb	Civil Engineer	Transfer to Navy	GS-11	Somis	8/9/03
Jolene Lau	Public Aff Splclst	Promo to Hawaii	GS-11	Salinas	11/16/03
Cori Calvert	Soil Consvst	Reassignment	GS-7	Livermore	12/14/03
Diane Ferguson	Contract Splclst	Transfer from NPS	GS-11	Davis	12/14/03
Michael Brenner	Dist Consvst	Transfer from FS	GS-12	Grass Valley	12/28/03
Janet Schmidt	Dist Consvst	Reassign from NV	GS-12	So. Lake Tahoe	1/25/04
Erin Norris	Soil Consvst	Resignation	GS-9	Livermore	11/28/03
Marlin Porter	Soil Consvst	Retirement	GS-11	Hanford	11/28/03
Felix Panlasigui	Soil Scntst	Retirement	GS-9	Chico	12/27/03
Tom Caudill	Soil Scntst	Retirement	GS-11	Madera	1/3/04
Bruce Eisenman	Dist Consvst	Retirement	GS-12	Hollister	1/3/04
Howard Mueller	Civil Engr Tech	Retirement	GS-9	Escondido	1/31/04