

California

CURRENT DEVELOPMENTS



Harmony
2004



A Message From State Conservationist Chuck Bell

Conservation is a broad mission and it is the Natural Resources Conservation Service's mission. It embraces all land use sectors across the private lands arena. NRCS is proud to be "America's Private Lands Conservation Agency." NRCS uses many different kinds of programs to accomplish our conservation objectives. Many of our programs are made available through the Farm Bill, of course, but the most important resource within

our "toolbox" of expertise is Conservation Technical Assistance. This assistance is for local issues, the day-in, day-out technical assistance we provide to land users within our communities with the assistance of our ever-hard working, dedicated conservation partners.

NRCS is committed to ensuring that all communities understand our real mission and programs that are available. My recent "State Conservationist's Vision" paper stated: "Underserved groups are proactively sought out and are given access to, and apprised of technical assistance available to them through the Natural Resources Conservation Service." Nothing works like a planned, proactive, face-to-face approach at the community level. At NRCS we do everything we can to reach underserved people who have not historically received our services.

Our outreach activities recently have focused on furthering NRCS's commitment

to government-to-government relations with individual Calif. tribal nations. In February, NRCS joined 17 Calif. tribal representatives for a summit held in Sacramento. Thanks to **Reina Rogers** for her hard work and professionalism at the event. Follow-up activities addressing tribal questions and concerns from the Sacramento event will be continued in May by **Lin Brooks** in Area 1 and **Curtis Tarver** in Area 3.

Thanks to all who made Harmony 2004 a success in March. For those unaware, the Harmony workshop brought together 30 NRCS employees with tribal representatives for three days in Davis to learn how to better communicate with tribes and how we as the "face of government" can better serve their conservation needs. In the future—perhaps next year—we hope to offer an expanded, weeklong Harmony event in a rural setting. A short video of this year's event will be sent to all field offices within the next several weeks.

In This Issue

	Page
A Message From State Conservationist Chuck Bell	2
Harmony 2004: Working Effectively With American Indians	3
NRCS Produces Award-Winning Conservation PSAs	3
A Countryside In Pain	4
'Round The State	4
Asian Farmers Cut Air Pollution To Shreds	4
Ag Waiver, IPM Methods Discussed At Butte County Orchard Tour	5
Students Test Environment At L.A. Regional Envirothon	5
Cultural Resources Management: Preserving The Past, Enriching The Future (Part II)	6
Mentoring Program Helps Area 3 NRCSers Maximize Their Careers	6
Dumping Grounds: Landowners Get Help Cleaning Up Someone Else's Mess	7
In Focus	7
Klamath Basin Conservation Update	7
Caligrams — Statewide News In Brief	8
HR — Personnel Actions	8

On the Cover

Harmony 2004. Thirty Calif. NRCS employees and tribal representatives got together in Davis in March in March to better learn how to communicate with American Indians and tribal nations. See article on page 3.

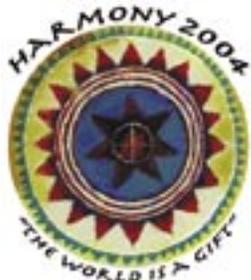
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Harmony 2004: Working Effectively With American Indians

With traditional American Indian art and culture serving as a backdrop, Calif. NRCS employees received the tools necessary to effectively assist American Indians.

By *Reina O'Beck*
Public Affairs Specialist/Davis
Photos: *Reina O'Beck*

Harmony Workshop 2004 was held for 30 employees during late March. Led by **Reina Rogers**, Calif. American Indian Liaison, and hosted by the **Cortina Indian Rancheria Wintun Tribe**, the training incorporated guest speakers, seminars, panel discussions, cultural customs instruction, and attendance at a related two-day ethnobiology conference.

Kesner Flores, Director of the Wintun EPA, welcomed participants with an opening circle where NRCSers shared their expectations of the training. The circle allowed employees to partake in a custom practiced among American Indians. A goal of Harmony training is to show employees cultural customs they may encounter when working with tribes.

Joseph Myers (Pomo), from the National Indian Justice Center, gave a historical/legislative overview of Federal Indian policy, trust responsibility and civil rights. His session addressed many questions and confusion employees had on those topics.

Several Calif. NRCS employees gave pertinent presentations within their specialty areas. **Sharon Nance**, State Rural Sociologist, facilitated a discussion on understanding and dealing with cultural differences. State Cultural Resources Specialist **Frank Deitz** provided insights into cultural resources consultation with tribes. **Mary Beth Najera**, Area 4 American Indian Liaison, discussed land types and partnering with other agencies.

Employees heard a personal account of discrimination that American Indians endured in recent U.S. history. **Maria Weyrauch**, Tohono O'Odham Nation, shared her experience with boarding schools that were instituted in the late 19th



An opening circle gave workshop participants the opportunity to share their thoughts and expectations about the Harmony experience.



Lorena Gorbet (left to right) instructs Louise Owens, Haejin Lee and Sierra Harris in traditional jewelry making using natural resources.

NRCS Produces Award-Winning Conservation PSAs

Shelby Gatlin won a 25th Classic Telly Gold Award for producing the PSA "Priceless Resources." The PSA, aired on television stations throughout the country, asked viewers to support the farmers and ranchers caring for our priceless resources: Clean air, clean water and healthy habitat. The Classic Telly Award is an international award honoring the best commercials from the past 25 years.

In addition to the television PSA, the 2002 Farm Bill radio spots won three international Communicator Awards.

Over 1,000 entries were submitted in the Communicator Awards 2003 Audio competition. Gatlin took home an Award of Excellence for writing/creative concept for "Priceless Resources," an Award of Distinction for writing/creative concept for "Old MacDonald," and an Award of Distinction for "Conservation Sounds." The Communicator Award recognizes outstanding work in the communications field.

century and designed to "Americanize" Indian children. Maria was placed in the schools when she was very young and still remembers the traumatic experience of being torn from her family and culture. An intense question and answer session followed her testimony.

Upon hearing this account, employees were closer to comprehending why tribes may not trust government programs. **Robyn Smith** (Yosemite RC&D) shared that because of the Harmony training she "gained a deeper understanding of some of the cultural issues that have happened leading to communication problems with tribal governments."

Cultural customs instruction was incorporated into the Harmony agenda with sessions on jewelry making with natural resources. Led by **Lorena Gorbet** (Maidu), this activity provided respite from the demanding training schedule and a chance to create traditional American Indian art.

Employees valued the training and looked forward to building stronger relationships with American Indians. Many were also interested in attending future Harmony Workshops.

Thanks to everyone that helped make Harmony 2004 a success.



Shelby Gatlin poses with her collection of awards for conservation PSAs, including a Classic Telly (held) and three Communicator awards. Photo: *Jim Cairns*

Maybe you have seen them. Or, maybe you have heard the 2002 Farm Bill public service announcements (PSA) proclaiming "conservation, there's something in it for you."

The PSAs created by **Shelby Gatlin**, NRCS Public Affairs Specialist in Davis, **Colleen Schneider**, Management Analyst West Regional Office, and **Ron Nichols**, Farm Bill Liaison, have landed one of our own four prestigious industry awards.



By Phil Hogan
District Conservationist/
Woodland
Photo: Phil Hogan

Yolo County's rural landscape must seem a place where all is well. The tidy square fields with their bountiful crops are surely a source of wealth to the area's farmers.

However, this landscape is rapidly changing. For the farmer, change is happening so quickly that there is little time to adapt. Farming's good days seem like just yesterday, but its tomorrows are anything but certain.

A Countryside In Pain

Shrinking markets, closing processing facilities, rising costs of inputs, severe weather, and changing consumer tastes are some factors that have left many growers wondering, "Where did I go wrong?"

A cooperater that I work with is recognized statewide for his leadership in protecting his farm's natural resources. Is his farming future certain? Perhaps not. Forces beyond his control led him to comment recently, "I have never been this discouraged before."

He has done all he can for his farm and the environment. He faces the future with a determination to succeed, hoping that the weather will be better next year, and that the investment he has made into his operation will pay dividends soon.

We all have a stake in whether this farmer succeeds or not. Which farmers have hope and which ones don't? Those that do already have their crops planted. For the others,

their fields lay fallow, and vandals' graffiti on irrigation structures, equipment, etc., stay un-erased.

Long hours, regulations, and thin profit margins take a toll on farmers and ranchers. I wonder what they feel when they drive by their old fields that used to produce food and fiber, and are now underneath a shopping mall.

Our rural areas do have problems with its natural resources. Farmers need the technical and financial resources that NRCS has to offer. Growers are on the edge between farming one more year and having to quit. Regulations requiring farmers to monitor and clean up the water and air will only accelerate this decision if they do not get the help they need. Through quality technical assistance, NRCS conservationists may be the source of hope for those that want to farm and ranch for many years to come.

'Round the State



Lots of advice was given to the public about soil erosion, tree disease, and pond management during an Arbor Day celebration at the NRCS office in Grass Valley. Here, Nevada County Resource Conservation District Manager Lesa Osterholm (right) explains a technical leaflet. Photo: Brian Ziegler



Between meetings at the spring NRCS Leadership Team meeting in May, a welcomed break was taken to view several impressive conservation projects at work in the Lake Tahoe area. One tour stop highlighted the Backyard Conservation Program. NRCS and the Tahoe Resource Conservation District (RCD) have extensively promoted this concept over the past few years.

Joyce Blackstone (above), Vice President, Tahoe RCD Board of Directors, holds an information sign in front of a neighborhood home where Best Management Practices (BMP) have been implemented, which include soil erosion control, stormwater runoff treatment, planting native plants, and creating defensible space around the house for fire control. Word of mouth travels fast within these communities, so many neighbors are seeking assistance for their properties. Photo: Marsha Gery

Asian Farmers Cut Air Pollution To Shreds

By Brian Ziegler
Area Public Affairs Specialist/
Fresno

Asian immigrants farming in Fresno County are starting to realize that burning orchard prunings only adds to the San Joaquin Valley's chronic air pollution problem and that they must do their part to battle it.

Their solution has been to form Southeast Asian Farmers for Clean Air, an organization with a single objective: Acquire three machines that its members can use to shred, rather than burn, their prunings.

Assisted by Fresno Soil Conservationists **Sam Vang** and **Ken Grimes**, the group

has obtained a \$40,000 grant from the non-profit agency Clean Air Now to acquire the shredders. Vang says the machines are less expensive than chippers and can also return beneficial, nutrient-laden residue back into the soil.

Vang recently organized a field trial so that farmers could gauge the effectiveness of various shredding machines. The Southeast Asian organization will buy the model that works best for them and make the units available free of charge on a first come, first serve basis to its members.



Soil Conservationists Sam Vang (left) and Ken Grimes helped Southeast Asian farmers in Fresno County obtain a grant to buy machines to shred orchard prunings rather than burn them. Photo: Brian Ziegler



Ag Waiver, IPM Methods Discussed At Butte County Orchard Tour

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

Amid the buzzing of bees and the beauty of almond blossoms, the Butte County Resource Conservation District (BCRCD) hosted an Almond Orchard Field Day on March 4th. A group of about a dozen growers, NRCS and RCD representatives, and regulators participated in an orchard tour and lively discussions of current issues, opportunities, and Integrated Pest Management (IPM).

Among the participants were **Hue Dang**, District Conservationist, **John Kock**, a Butte County grower, **Dr. Barry Wilk** of Scientific Methods (a private Ag consulting service that specializes in IPM techniques), **D.C. Jones**, BCRCD Vice President, **Ed Chombeau**, BCRCD Director, **Fraser Sime** from the Department of Water Resources, **Dave Willoughby** from the Central Valley Regional Water Control Board, **Pia Sevelius** from Butte County Department of Water Resources Conservation, and **Heather Hacking**, *Chico Enterprise Record* reporter.

Dang from NRCS spoke on the Environmental Quality Incentive Program. Wilk of Scientific Methods shared his insights

of 20 years of working with and researching the IPM program. **Bud Keeney**, a Butte County grower, explained how IPM methods are working for him. **Greg Wheeler** of GunnHill Farms answered questions and explained IPM methods he uses.

Ag Commissioner **Richard Price** discussed the new Ag Discharge Waiver and the processes and programs for regional implementation of pesticides and monitoring. Participants were very interested in the Ag Waiver. One reason the RCD held the tour was to give regulators and growers an opportunity to discuss this important issue.

For 20 years Central Valley agricultural producers were exempt from getting waste-discharge permits. But when that conditional waiver expired on Dec. 31, 2002, farmers and ranchers were faced with strict new rules. Now producers who discharge water have three options for complying

with the new regulations. One option is to simply get an individual waste-discharge permit. The other two options involve applying for an agricultural discharge waiver, in which a landowner receives an exemption from permitting requirements in exchange for monitoring and reporting the quality of irrigation water that is discharged into public waterways. Those who seek a waiver may do it on an individual basis or else by joining a watershed coalition (the least expensive approach).

The tour proved to be a great opportunity for building relationships and mutual understanding. Regulators had an opportunity to see why farmers do what they do and also got a perspective on where the almond industry was in the 1980s and how far they have come today.

Side Note: A new brochure on the Ag Discharge Waiver from the Central Valley Regional Water Quality Control Board is available. Copies can be obtained from **Rebecca Challender** at the State Office at (530) 792-5621. An online version is also available.

Students Test Environment At L.A. Regional Envirothon

By Sharon Boyce
Soil Conservation Technician/
Merced

Seventeen teams of environmentally aware students tested their knowledge of natural resources in March in beautiful Malibu Canyon. These students are involved in the **Los Angeles Regional competition** of the **Calif. Envirothon**, a national environmental education and competition program for high school students. The program's goals are to educate students in the concepts and management of the natural resources in our environment, and the challenges that environmental managers must

deal with on an ongoing basis.

The students, from eight Southern Calif. schools, study from a curriculum based on state educational standards. The students are tested hands-on at five stations that include aquatics, forestry, soils, wildlife, and a current topic. This year's topic was "Natural Resources Management in the Urban Environment." The L.A. Regional event was a precursor to the State Envirothon event that was held in April at the Highland Springs Resort in Cherry Valley. The winning team from the state event will represent Calif. at the National Canon Envirothon in West Virginia in July.

The advantages awarded students participating in the Calif. Envirothon include a greater awareness of the challenges of natural resources management. The program also fosters a sense of teamwork and leadership building. At the National level, prizes include scholarships and Canon products. The Calif. Envirothon program has many success stories. One school which has participated for the past five years, has had approximately 50 percent of their graduates enter college with an environmental sciences major. Another school, in the past five years of participation, has had a



Students from the East Valley Angry Beavers team (above) in Redlands placed second overall in this year's event. First and third place went to Arlington. *Photo: Jenny Gabor*

99 percent pass rate on the Advanced Placement exam. The national school average is a 40 percent pass rate.

Schools interested in participating in the Calif. Envirothon should contact their local Resource Conservation District, or the Calif. Envirothon at www.caenvirothon.com.

Cultural Resources Management: Preserving The Past, Enriching The Future (Part II)

[This concludes the two-part series. Part I appeared in the March/April issue.]



During a recent field survey, Colusa Field Office staff (left to right) Jack Alderson, Andrea Casey and D.C. Steve Smith worked with Frank Deitz on cultural resource management (CRM) issues related to an upcoming EQIP project. Photo: Jim Cairns

By Jim Cairns
Public Affairs Specialist/Davis

State Cultural Resources Specialist **Frank Deitz** recently participated in a field survey of a half-dozen sites at Rancho Venado, a 2,400 acre property in Antelope Valley near Clear Lake in Colusa County. Local District Conservationist **Steve Smith**, along with staff Soil Conservationist **Andrea Casey** and Agricultural Engineer **Jack Alderson** surveyed the sites of concern with Deitz in preparation for an upcoming Environmental Quality Incentives Program (EQIP) project. The property was once part of the homeland territory of the **Patwin Indian tribe**, whose ancestors now are members of the **Cortina Rancheria** and **Colusa Rancheria**.

With known historic activities of the Patwin in the vicinity, soil-disturbing projects such as EQIP need to strictly comply with state and

federal requirements outlined in laws such as the Antiquities Act of 1906, and Section 106 Compliance of the National Historic Preservation Act of 1966. Contentious court cases during the past decades have vigorously been fought over desecrated Native American burial grounds and looted relics. So, caution and exact procedures are mandatory for NRCS projects to comply with applicable laws as well as respect tribal customs.

"I rarely go on digs," admits Deitz, "but... it is thought provoking if I happen to locate a rarity and [realize] that I could be the only person to see it since it was lost or discarded. Why is this here? What could be its relationship to other cultural clues in the area?" he questions.

One of Deitz's favorite archaeological interest areas that provokes his thoughts and fires his imagination is from about 11,500 years ago: The Clovis hunters period, so named for a famous New World archaeology site in New Mexico. The Clovis dig produced fluted spear points and other rarities used by prehistoric big game hunters on mammoth, bison and other quarry. Unearthing relics of this magnitude on a NRCS project is highly unlikely Deitz speculates. But any

archeological dig is always charged with an air of anticipation, a bit of mystery, and hopes of discovery. It just goes with the territory.

Cultural resources for Deitz and others is more than a passion, it's a lifelong journey. "I expressed my desire to be an archaeologist in the sixth grade," says Deitz, "when I had to stand up in class and say what I wanted to be when I grew up. I'm continually learning something new about archaeology," he laughs, "and [I] can't stop that process."

CRM Methods & Procedures

- Conduct a literature review and records search at the appropriate Information Center
- Ascertain the archaeological sensitivity of the area
- Arrange a field visit and possibly a survey with the local field office
- Compile a report on the findings for inclusion in the NRCS files and to send to the State Historic Preservation Officer for concurrence on findings and effects

Mentoring Program Helps Area 3 NRCSers Maximize Their Careers

By Brian Ziegler
Area Public Affairs Specialist/Fresno



Taking Charge: Participants in this year's Area 3 mentor-mentee program. Photo: Brian Ziegler

Mentors can help you thrive, not just survive, according to **Kathleen Barton**, president of The Success Connection, a firm specializing in assisting organizations with employee retention. Barton was a featured speaker at Area 3's recent mentor-mentee program.

More than a dozen employees have been added this year in Area 3, which encompasses the San Joaquin Valley and central Sierra Nevada Mountains. Several more have less than two years' experience working for the federal government.

This infusion of "new blood" is why the program was established by Assistant State Conservationist for Field Operations **Curtis Tarver**. With assistance from Merced District Conservationist **Malia Ortiz**, Madera Soil Conservationist **Jenny Gabor**, and Fresno Area Administrative Manager **Lori Perez**, his goals for the program are employee recruitment, retention, and career development. The program matches new employees with agency veterans who have agreed to provide them with career guidance.

Dumping Grounds: Landowners Get Help Cleaning Up Someone Else's Mess



NRCS is working to clean up illegal dumps. Visalia DC Joe Williams displays a discarded item used in a meth lab. Photo: Brian Ziegler

By Brian Ziegler
Area Public Affairs Specialist/
Fresno

The Chris Job family of Porterville takes pride in its 150 acres of oranges planted in rural Tulare County. But amid the acreage was something so terrible to look at that it made family members shake their heads in shame.

It was an ever-growing pile of trash, one that through the years had evolved into an illegal dumpsite. Day-by-day the pile grew. In it were hundreds of discarded items, including

couches, tires, a mattress, even drug paraphernalia.

Despite attempts by the Jobs to keep people from dumping on the property, the problem persisted. But now the family has received help.

It came from the NRCS, Tulare County Resource Conservation District, and Excelsior/Kings River Resource Conservation District. The agencies joined together to obtain grants totaling over \$142,000 from the Calif. Integrated Waste Management Board to clean up three illegal dumpsites in Tulare County and two more in Kings County.

"The NRCS worked directly with coordinating the RCD, grant writer, and contractor to get the clean-up started," says Hanford District Conservationist (DC) Vince Moreno. Visalia DC Joe Williams adds, "My office served as a conduit to bring the parties and the money together."

Moreno says tires and scrap metal were recycled and the rest of the trash was hauled to county landfills. "After the sites

In Focus CSU Ag Career Fair A Big Hit



District Conservationists Hue Dang and Larry Branham (below, left to right) talked to Chico State University Ag students about job opportunities with NRCS at an Ag Career Fair, held in the Pavilion at CSU's Farm on April 7.

Student turnout and interest was astonishing. All of the students who came by the booth asked detailed, pertinent questions. Many

said they would definitely apply for a job with NRCS. Some of the students already had impressive conservation-related skills and were anxious to get into the field. All of the NRCS information packets were gone before the end of the fair, and some students signed up to receive one later. Photos: Dave Sanden

are cleaned up, signs will be posted warning people if they continue to dump there, they will be prosecuted. We're also asking the sheriff to increase patrols in the area."



The resource conservation districts are in the process of applying for more grants because an additional five sites in Kings and Tulare Counties have been found.

In the Job's case, the agencies have provided something that was buried almost as deep as the junk on their property—hope.

"If people see that someone has gone through all the trouble of cleaning it up, hopefully they'll go down the road to the dump," Job says, noting it is just two miles away. "It might stop this from happening again."

Klamath Basin Conservation Update

President Bush's Klamath Working Group: Recently Completed Projects

In March 2002, President Bush created the Klamath River Basin Federal Working Group. Comprised of the Secretaries of Agriculture, Interior and Commerce, and the Chairman of the Council of Environmental Quality, the Working Group advises the President on immediate steps and long-term solutions to enhance water quality and address other environmental issues in the basin. Several agencies are involved in this much needed conservation effort. NRCS and the

conservation districts are playing a major role.

The Working Group has already accomplished a number of Klamath restoration projects, including:

- Designed and constructed new flow gates and a fish screen complex at the head of the Klamath Project's main diversion canal. The \$18 million facility prevents endangered suckers from being diverted with river water to irrigation canals, where they can be stranded.

- Conserved vital water supplies by increasing irrigation efficiency on 16,000 acres of agricultural lands in the Klamath Basin while meeting crop needs and increasing profitability.
- NRCS, working with conservation districts, has planned conservation systems on more than 66,869 acres of farmland to address natural resource concerns, including conserving water and managing nutrients on more than 26,000 acres. NRCS also is working to create and enhance wetlands on 2,200 acres, improve wildlife habitat and uplands watersheds on 13,000 acres,

and enhance streamside buffers on 2,700 acres to improve water quality.

- Provided an additional \$630,000 and technical assistance to support a major wetlands restoration project in the Williamson River Delta Preserve.
- Conducted a two-year pilot project to improve the quality and supply of water flowing into Upper Klamath Lake from the Wood River Valley.
- Screened salmon from diversions in the Scott and Shasta Rivers to reduce fish mortality and enhance fish populations.

Caligrams

Statewide News In Brief

Managing Land, People & Money

By Richard King
Ecologist/Petaluma

March was promising for a group of 10 farmers and ranchers in Scott Valley, near Yreka. District Conservationist **Bill Gardiner** and the **Scott Valley Resource Conservation District** (RCD) requested assistance from **Richard King**, NRCS Area 1 Ecologist, and **Dr. Lee Altier** of Chico State University.

Being aware of the typical farmer's financial burdens, Gardiner looked for a planning approach that would help them make better financial decisions and improve the health of their land. It's hard to stay in a business that isn't profitable because healthy land and sound finances are linked. One can't be sustained very long without the other.

King and Altier are Certified Educators in Holistic Management, and Gardiner too is experienced with this new framework for decision-making. The Scott Valley RCD asked them to co-teach a financial planning process

workshop, which would offer one-day sessions held over three consecutive weeks.

Workshop participants learned how to clarify what resources they manage, and how to form a unique three-part holistic goal based on the quality of life in their operation. A primary aspect of the approach is recognizing opportunities and impediments for the most beneficial management methods.

The training was well received, and Gardiner, King and Altier were impressed that the diverse group was able to immediately use the new ideas presented. The participants asked for a follow-up visit in November, once their busy farming season ends.

Southern Calif. Tree Mortality Emergency Update

On May 7, NRCS State Conservationist **Chuck Bell** declared that the Tree Mortality program in Southern California has become an extreme emergency situation. "Our major concern is to do what we can to prevent loss of life during this earlier than normal wildfire season," said Bell. "Access routes around threatened communities must be cleared of diseased and dead trees."

NRCS will pay 100% of the eligible costs during this exigent Emergency Watershed Protection (EWP) period. Normally a 25% cost-share match is required from a local government sponsor, however during extreme emergency conditions, and due to the severe situation, all costs will be covered by Federal funds.

NRCS has worked closely with Riverside and San Bernardino County staff to identify removal areas and develop agreements to begin cutting trees. Riverside County will receive \$600,000 for the first three projects. San Bernardino County has been funded \$10 million for eight major sites. San Diego County is accelerating its tree removal work plans for funding contracts. Actual field work will start by June 1.

The funding comes from \$120 million appropriated by Congress. All funds are expected to be spent over the next two to three years. Distribution of the funds are as follows: San Bernardino County \$70 million, Riverside County \$20 million, and San Diego County \$30 million.

NRCS specialists will meet with each of the three County sponsors by May 20 to expedite project identification, acquisition of land rights and



Fire ravaged trees, such as these in Lytle Creek in Nov. 2003, are just a few of the millions in Southern Calif. that have fallen victim to severe drought and bark beetle infestation. Photo: Jim Cairns

Board approval for agreements. NRCS cannot move ahead on tree removal projects until each county approves project agreements and obtains appropriate landrights.

A major concern of NRCS beyond removing dead and dying trees is to follow up with erosion control, revegetation and other environmental considerations. "As we remove the threat of these trees burning or collapsing on private property, we need to protect the bare land from sliding down slopes when the rains come," Chuck Bell added.

NRCS expects to approve contracts totaling \$40 million toward the Southern California Tree Mortality program before year's end.

Further information on NRCS EWP is available at www.ca.nrcs.usda.gov.

HR Personnel Actions

Name	Position	Action	Grade	Location	Date
Kevin Carpenter	Soil Consvst	New Hire	GS-9	Indio	4/4/04
Alaina Frasier	Soil Scntst	New Hire	GS-7	Arcata	4/4/04
Elizabeth Lessick	Soil Con Tech	New Hire	GS-5	Blythe	4/4/04
Eric Simmen	Civ Engr	New Hire	GS-11	KB Team	4/4/04
Susan Looper	Soil Consvst	New Hire	GS-7	Oroville	4/18/04
Randy Paris	Forester	New Hire	GS-9	KB Team	5/2/04
Matthew Pawlak	Ag Engr	New Hire	GS-9	Santa Maria	5/2/04
Robert Rohde	Dist Consvst	New Hire	GS-12	Hollister	5/2/04
Michael Liga	Ag Engr	New Hire	GS-7	Salinas	6/27/04
Steve Perkins	Dist Consvst	Career Promo	GS-12	Blythe	2/22/04
Shelby Gatlin	Pub Aff Splst	Promotion	GS-11	Davis	4/18/04
Matthew Ballmer	Soil Scntist	Career Promo	GS-9	Ventura	5/2/04
Steve Smith	Dist Consvst	Career Promo	GS-12	Colusa	5/30/04
Dan Larson	Soil Consvst	Reassignment	GS-7	Lakeport	3/21/04
Rex Miller	Ag Engr	Resign	GS-11	Somris	4/2/04
Rachael Leroy	Soil Consvst	Resign	GS-9	Yuba City	4/23/04
Jessica Groves	Biologist	Transfer to OR	GS-11	Colusa	5/16/04