



THE WILD SIDE

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I was sitting at my home computer writing my final “FAR SIDE” column and wondering where the year went. The snow fell heavily outside and many thoughts were vying for a place in this column. By the time the snow stopped, I was buried so deeply that it took two and a half days to dig myself out.

As NMFVA members, we have all felt inundated with our job responsibilities that we dread taking on any other tasks. We dig in and shovel our way out only to have something else drop in our laps, driveways, etc.

The NMFVA is rapidly approaching its 20-year anniversary in Winston-Salem and as an organization, we do not always make the best use of our membership’s potential for building NMFVA into the best organization it can be. The NMFVA Board provides the leadership but the members must also step forward.

NMFVA is the third organization I have been actively involved with that has reached or is reaching its 20-year

anniversary. One organization has slowed down only slightly from its initial outburst of activity following its formation. It has remained active and influential, and, it responds to its members. The second group has hunkered down and barely keeps breathing or being active. The difference between the two is the active & involved membership in the first group. I hope the NMFVA members will agree with me when I say that our organization is able to equal or exceed the efforts of the first group I referred to.

With that said, let me say that Jim Bailey has put together a great program for the 2003 NMFVA Conference in Winston-Salem, NC this March with several excellent workshops and technical sessions. Hopefully many members will be able to take advantage of the training and learning opportunities that NMFVA provides at its Annual Conference.

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The Wild Side — continued

Immediate Past President Don Pitts has put together a slate of candidates to run for vacancies on the NMFWA Board. Hats off to those NMFWA members that have stepped forward and consented to run and I urge other members to give serious consideration to run for an office in the coming years.

All three recognized Working Groups will be having meetings or workshops at the NMFWA Conference. Members are starting to recognize the full potential that these groups have. Several new potential Working Groups are being considered for possible establishment.

Another thought has crossed my mind many times over the past year. When NMFWA was first formed, many members had served in the Armed Services or, like myself, grew up in a family active in the military. This connection aided us because we could convey natural resource issues to our commanders that related the issues with military testing and training. Realistic testing and training is the primary mission of our employer.

But also of equal importance is we need to keep reminding ourselves and our chain of command of our public trust responsibility. The great lands that we work on and our brave fighting men & women train on belong to the people of the entire United States. In olden times when warfare was primarily small arms and foot soldiers, naval warfare was above or near the surface and air defense was in its infancy, the impacts of testing and training on those public trust resources was not as intense as they are now. Plus, the natural resources were still undiminished throughout much of the country.

Now, encroachment by expanding urbanization is causing concerns for DoD commanders in charge of the testing and training programs. Our ever-complex task remains conveying the public trust responsibility during the planning stages, and becoming involved in the planning stages if you are not already. Realistic testing and training can occur with reduced impacts

to the public trust resources if we can convey our concerns in the language of the testers and trainers. The troops do not need to know the “whys” training/testing locations and times are chosen.

Something else the membership should think about in the new year is what type of organization should NMFWA be. Should it be strictly an organization that provides training to its membership? Is it primarily an advocacy organization for sound resource management on Defense lands? Should it be both, and if so, how should the effort be apportioned? As I said starting off, an organization is only as strong as its membership. Your leaders try to make the best decisions for the members but sometimes we may not be sure we are reading from the same page.

In closing, I would like to thank my other Board members and the members who chair and serve on the Association’s committees. Their efforts this past year made my term as President a low-stress experience for which I am deeply grateful. They have my utmost respect and I commend them all. And finally, I want to thank all the members who contacted me over the past year with questions and concerns and I hope I was able to help you. You are a great bunch of people and I am honored to know each of you. Members should feel free to contact me regarding any issue at ravenwindrider@earthlink.net.

Jim Beemer, President



2003 ANNUAL NMFVA TRAINING SESSIONS

The 2003 NMFVA Training Sessions will be held in Winston-Salem, North Carolina, March 23-28 at the Adam's Mark Winston Plaza Hotel. **Registration information is on NMFVA.org.** The agenda for the meeting is as follows:

Sunday, 23 March

0800-1700 T&E Workshop
1900-2200 Board of Directors Meeting
(Terrace 3, West Tower, 2nd Level)

Monday, 24 March

0800-0845 Herp Work Group (Terrace 2 WT 2nd Level)
1000-1200 Bat Work Group (Terrace 2 WT 2nd Level)
1300-1430 DoD Session (Mark Ballroom WT Lower Level)
1445-1730 Service Breakout Sessions
Navy (Ardmore 2 WT LL)
Army (Ardmore 1 WT LL)
Marines (Ardmore 5 WT LL)
Air Force (Terrace 2 WT 2nd L)
1830-2200 New Board of Directors Meeting/
Committee Meetings (Bethabara ET 2nd L)

Tuesday, 25 March

0630-0730 Newcomer's Breakfast (Site to be Arranged)
0800-0945 Invasive Species Work Group
(Terrace 2 WT 2nd L)
1000-1200 Technical Session A: Invasive Species
(Mark Ballroom WT LL)
1300-1445 Technical Session B: Monitoring and Scientific Validity
(Mark Ballroom WT LL)
1500-1645 Technical Session C: Natural Resource Coordination with Env. Issues
(Mark Ballroom WT LL)
1700-1845 Technical Session D: Hunting, Fishing and Misc. Issues
(Mark Ballroom WT LL)
1900-2200 Show and Tell
(Forsyth Ballroom C&D ET 2nd L)

Wednesday, 26 March

0800-0945 Environmental Law Workshop
(Ardmore 2 WT LL)
1000-1200 Technical Session E: Survey Technique Innovations
(Grand Pavilion WT LL)
1300-1445 Technical Session F: Wildlife Hazards
(Grand Pavilion WT LL)
1500-1645 Technical Session G: Wildlife Health
(Grand Pavilion WT LL)
1700-1800 BASH Work Group
(Terrace 2 WT 2nd L)

Thursday, 27 March

0800-1200 WMI Plenary Session
(Grand Pavilion WT LL)
1300-1500 Technical Session H 20 Years of NMFVA
(Forsyth Ballroom A&B ET 2nd L)
1515-1700 Business Meeting
(Forsyth Ballroom A&B ET 2nd L)
1830-2200 Banquet (Off-site)

Friday, 28 March

0800-1200 Board of Directors Meeting
(Ardmore 4 WT LL)

Jim Bailey (jim.bailey@usag.apg.army.mil)

SILENT AUCTION!

HERE YE! HERE YE!

The Silent Auction desires your participation! Do you have a spare bottle of 1997 J. Lohr Cabernet Sauvignon in your wine cellar? Or how about that extra pair of 10 x 50 Zeiss binoculars you don't know what to with? Or what about that Patagonia Gore Tex ski jacket that your in-laws gave you for X-mas last year, but the color wasn't quite right? The Silent Auction can use almost any donation. Proceeds from the Silent Auction help offset the operating costs of NMFVA.

Please contact me for further information, or if you have something you wish to donate. If you can not attend the conference, but wish to donate we will be making arrangements with the conference hotel.

DO NOT SEND ANYTHING TO THE ADAM'S MARK HOTEL AT THIS TIME!

Silent Auction POC: Hildy Reiser, DSN 572-3931, COM 505-572-3931, hildy.reiser@holloman.af.mil

“SHOW AND TELL” IN WINSTON-SALEM!

What lessons have you learned? What words (or pictures) of wisdom do you have to share? Do you have a computer program that could help out others?

How are you implementing your INRMP? Have you been able to avoid critical habitat designation... what did you do right? Have you figured out how to acquire off-site buffer or mitigation lands?

Participate in this years Show and Tell reception and let everyone know. The Show and Tell is a great opportunity to network with natural resource professionals in an informal atmosphere. We need YOU to share the insight and wisdom of your installation's successes, lessons learned, high (or low) points, achievements, accolades, good deeds, unique programs, partnerships, new ventures, pet projects, money saving techniques and/or how not to reinvent the wheel!!!! This is the time to share with your counterparts so we can learn what is going on your part of the world.

In years past the Show and Tell presentations have come in all sorts of format: poster boards, video presentations, computer demonstrations, slide shows and combinations thereof. Installation contractors can contribute their achievements as well.

If you would like to participate, please fill out the on-line application on our website at http://www.nmfwa.org/2002_Meeting/index.htm.

Information Needed is:

Name of presenter(s):

Installation, Command or Company name:

Phone number:

Email:

Presentation Title:

Type of presentation: (for example: poster, display, table-top, hand outs)

Space requirements:

Table Needed:

Extension Cord:

Internet Connection:

Phone Outlet:

Other Needs:

DoD Employee? Yes or No

(For non-DoD employees there is a \$200.00 fee that can be paid at the registration desk at the conference.)

If you have any questions, please contact me at:

Dennis Herbert

Fort Hood - Killeen, TX

Telephone (254) 287-0310

Dennis.Herbert@hood.army.mil



NEWCOMERS' BREAKFAST!!

On Tuesday morning, we will again welcome first-time NMFWA attendees to a free breakfast! You can meet most of the Board of Directors, meet each other, and find someone to have dinner or a beer with as the meetings continue.

We started this tradition a few years ago. While Tammy, Coralie and I were all sitting at the same banquet table, we met a new NMFWA member who told us she had eaten take-out in her hotel room the previous three nights. That was eye-opening...

Fair warning: in exchange for a free breakfast, you have to wake up excruciatingly early, the breakfast is scheduled to begin at 6:30!

Rhys Evans (evansrm@29palms.usmc.mil)

ROOMMATE MATCHING SERVICE

Cut your lodging expenses in half!

Watch for the form on the website, and we will try (no guarantees) to find someone to share a hotel room with you. This can make travel claims slightly more difficult, but it may be worth considering for some members.

Frankly, this hasn't been very popular the last few years, but we're going to try it again.

Rhys Evans (evansrm@29palms.usmc.mil)

AWARDS BANQUET AND FIELD TRIP

It's only a couple more months until our 2003 meeting in Winston-Salem, North Carolina, and the host committee is busily preparing for your arrival. We hope your stay in North Carolina is an enjoyable one.

The upcoming meeting will be held in Winston-Salem at the Adam's Mark Winston Plaza Hotel, March 23-28, 2003. There are many sites and activities available in both the downtown area and the surrounding region to keep you busy during the week. You can find this information at www.visitwinstonsalem.com. You will also want to visit the association web site, www.nmfwa.org, to find information on transportation, optional hotels, directions, birding, etc.

The awards banquet is scheduled for Thursday evening, 27 Mar, at Tanglewood Park, an off-site location approximately 15 minutes from the hotel. The park also offers hiking, fishing, canoeing, horseback riding, and golf. You can

find their web site at www.tanglewoodpark.org. Transportation will be provided to and from the banquet if needed. The banquet will take place in a red barn setting, complete with a gas fireplace, kitchen, patio, dance floor, and upstairs balcony, so please plan on dressing casually. We have arranged an all-you-can-eat buffet of good ole' North Carolina BBQ or baked or fried chicken with all the trimmings. After the meal and awards, you can pat your foot or dance to some bluegrass music provided by a local band.

A neat field trip has been arranged to Pilot Mountain State Park and on to the city of Mount Airy, NC for lunch, site-seeing, and shopping on your own on Friday 28 Mar. We will be leaving the hotel at 8 am and returning at 2 pm. A park ranger will lead an interpretive program/hike on one of the trails in the park and then we will move on to Mount Airy, the home to Andy Griffith and the Andy Griffith show, for lunch. We need at least 35 people to attend so we can keep the cost to approximately \$15 per person. Please annotate on the registration form for the meeting if you will attend.

Please feel free to e-mail me with any questions you may have concerning the meeting and any events. We want your stay to be pleasurable.

Don Cockman
Host Committee Chairman
2003 NMFWA Conference
cockmand@bragg.army.mil

UP FOR AUCTION DURING THE 2003 NMFWA ANNUAL CONFERENCE AND TRAINING SESSIONS:

"A FLY ROD COMMEMORATING THE 20TH ANNIVERSARY OF NMFWA"

NMFWA PHOTO CONTEST!!

Photography Contest: The 5th annual NMFWA Photography Contest will be held in conjunction with our Show and Tell Reception. Please indicate on the pre-registration form that you wish to participate. Late registrants may enter, but advance notice is important for space requirements.

Contest rules are as follows:

1. Photos must be taken by the participant. Anyone registered at the NMFWA conference is eligible to enter.
2. Photos must be mounted on stiff backing such as photo board, art board, or foam core, etc. Matting is optional. Do not submit photos in glass frames. Each photo must have the name and address of the photographer clearly marked on the back, along with the entry category.
3. Photos must be at least 5 X 7 inches and no larger than 11 X 14 inches in size (not including mat or board). Color and black and white prints are acceptable. Slides are not allowed.
4. Each photo must qualify in one of the following categories:
 - a. Wildlife (any species is acceptable)
 - b. Installation field activities (photo must have been taken at a DoD installation or project site to qualify for this category)
 - c. Landscapes/scenic (any location is acceptable)
 - d. Humor/fun (includes wildlife or people in humorous poses, people taking part in fun activities such as NMFWS meeting, studio shots, etc.)
5. Each participant may enter up to two photos in each category. One prize will be awarded in each category. Participants at the Show and Tell Reception will vote on the winning photos. Winners will be honored at the Awards Banquet.
6. Bring your photos with you and submit them before the Show and Tell Session.

The POC for the contest is Dr. Terry L. Bashore at (757) 764-3967 or DSN 574-3967 or terry.bashore@langley.af.mil

NMFWA AWARD NOMINATIONS NEEDED!!!

The deadline for award nominations to be presented at the upcoming NMFWA Training Workshop in March is approaching fast! To date, we have not received any nominations! Please take a minute to review the award information below and recognize folks that are making a difference in natural resources management on your installation. Remember, any individual can make a nomination (you don't have to be a NMFWA member) and awards can be presented to any individual or group that meet the Special Achievement Award criteria below. Award information is also available on the NMFWA web site at <http://www.nmfwa.org>

Nominations may be submitted via fax or e-mail to Jim Hessel, the Awards Committee Chair, at jim.hessel@hua.army.mil or (520) 533-3043. The NMFWA Awards Committee will review all nominations and nominees will receive a plaque, award certificate or NMFWA Presidential congratulatory letter. Don't delay – deadline for all award nominations is January 24, 2003!

NOMINATION CATEGORIES

1. **SUPPORT:** For persons who indirectly assist natural resources.
 - a. **Military Support of Natural Resources.** This area is for military personnel who, through their position, have given support to natural resources programs above the norm.
 - b. **Civilian Support of Natural Resources.** This area is for civilians who have supported natural resources above the norm. Individuals may be employed by DOD or a supporting agency.
2. **VOLUNTEER:** For a group or an individual assisting in natural resources programs.

a. Education. This area is to recognize efforts in natural resources education. Includes interpretation, hunter education, troop training by individuals, groups or interagency cooperation.

b. Management. This area recognizes efforts on an installation which assist program managers in a variety of natural resources projects. Includes research, revegetation, fish/wildlife habitat enhancement, and endangered species management by interns, private citizens, groups or organizations.

3. **PROFESSIONAL**: For persons working in natural resources conservation. Includes both DOD and non-DOD employees.

a. Management. This area covers all aspects of natural resources management. Includes lifetime achievements, special projects, or anything showing great dedication to the profession.

b. Law Enforcement. This area recognizes any of the wide variety of professions dealing with fish and wildlife law enforcement. Includes game wardens, JAG officers, lawyers, judges etc.

c. Technical. This area recognizes people who are critical to natural resource management but who often go unrecognized. Individuals may include tractor and heavy equipment operators, biological technicians, clerical, laborers, or others who provide technical services to the program.

**NATIONAL MILITARY FISH AND WILDLIFE ASSOCIATION
FISH AND WILDLIFE SPECIAL ACHIEVEMENT AWARD NOMINATION**

Person/Group Nominated _____

Nominee's Address _____

Phone: DSN _____

Commercial _____

Nominator _____

Nominator's Address/activity _____

Phone: DSN _____

Commercial _____

Award Category (circle one):

Support — Military

Volunteer—Education

Support — Civilian

Volunteer—Management

Professional — Management

Professional — Law Enforcement

Professional — Technical

Description of Accomplishments and/or Achievements: Please provide a 1-2 page description of the nominee's accomplishments. Attach up to 5 pages of supporting documents if desired.

BAT WORKING GROUP IN WINSTON-SALEM

The NMFWA Bat Working Group will meet during the 2003 NMFWA Annual Meeting in Winston-Salem, NC. The Working Group session will be held on Monday, 24 March, from 1000 to 1200 hrs. The session will include a business meeting (approximately 30 minutes) and several presentations on bat research and management on DOD installations. The Working Group presentations will be shorter (10-12 minutes) and less formal than those in technical sessions, and all participants will be encouraged to discuss bat issues and projects on their installations. Anyone wishing to make a short presentation on their bat projects should contact Doug Lister at listerdp@navair.navy.mil or John Lamb at john.lamb@arnold.af.mil. Chester Martin was recently appointed to the Executive Committee of the North American Bat Conservation Partnership (NABCP), and will provide a summary of NABCP activities and potential funding opportunities for bat projects on military installations.

Chester Martin (chester.o.martin@erdc.usace.army.mil)



DIRECT CONVERSION CONTRACTING

The first A-76 studies are completed now but the real threat to natural resource management (NRM) is just beginning. Direct conversion is the hook in the OMB regulations which allows the government to reel in what escaped the dragnets of A-76. When a function encompasses 10 or less positions, that function need not be subjected to A-76 cost comparison; it may simply be directly converted to a contractor function. If you have survived A-76, beware. The direct conversion axe can fall swiftly. Axes are now falling at the Air Force Academy, Fort Belvoir, and other installations.

But is not NRM protected by the Sikes Act and more regulations? Look carefully at the wording of the Sikes Act (16 USC 670a): *"(d) Implementation and enforcement of integrated natural resources plans. - With regard to the implementation and enforcement of cooperative plans agreed to under subsection (a) of this section, (1) neither Office of Management and Budget Circular A-76 nor any successor circular thereto applies to the procurement of services that are necessary for that implementation and enforcement; and (2) priority shall be given to the entering into of contracts for the procurement of such implementation and enforcement services with Federal and State agencies having responsibility for conservation and management of fish and wildlife."* To a bean counter (1) says that he cannot use A-76 to contract NRM but (2) says he can contract NRM using some other means like direct conversion.

With this loophole, the protection of the other regulations fall like dominoes. The regulations can be explained away as imperfect interpretations of the letter of the law and ignored or changed with the stroke of a pen. The Army goes so far as to claim no implementation or enforcement decisions are made at the installation level so those positions are subject to A-76. Even the Sikes Act faces a movement to strip away its slim protection from A-76 in the Congress convening this month.

What can be done to stop direct conversion and the other threats? NMFWA has been working on a moratorium to be passed into law that hopefully closes all loopholes in the Sikes Act. It states, "neither the Department of Defense, nor any of

the Armed Services, nor any military installation shall eliminate any natural resources positions, whether by privatizing, outsourcing, contracting out, contracting, failure to refill vacant natural resources positions, reassignment of natural resources duties to other staff, or by any other means of eliminating natural resources positions. Moreover, neither ... shall conduct a study to convert the performance of any natural resources function to the performance by a contractor, or proceed with any contracting study of any natural resources function, even if the contracting study was in progress before the enactment of this Amendment.

The moratorium is nothing but words unless it is passed into law. We cannot hope to garner widespread support from the public when DoD spins an opposing view that the moratorium will steal funding from the war on terrorism. The buck stops here.

Teddy Roosevelt wrote, *"It is not the critic who counts, not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man in the arena, whose face is marred by dust and sweat and blood, who strives valiantly ...who knows the great enthusiasms, the great devotions, who spends himself in a worthy cause, who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who have never known neither victory nor defeat."*

Will you enter the arena? If you make contact by letter, by fax, by phone, and especially in person with our Congressmen and Senators, we will get the moratorium introduced, passed out of committee, and eventually signed into law.

The full text of the moratorium and much more information is at www.nmfwa.org, Government Affairs page. Take up the sword and fight for your family, your homeland. Keep in the loop.

Jim Copeland, DSN 637-2482, or 601-679-2482, or jim.copeland@cnet.navy.mil

★★★
★ **SHARE YOUR GREAT WORK!!!** ★
★ **SEND YOUR FIELD STUDY** ★
★ **ARTICLES OR AWARD WINNING** ★
★ **PROJECTS TO THE EDITOR.....** ★
★★★

THREATENED AND ENDANGERED SPECIES WORKSHOP

Due to an overwhelming number of requests, the DoD Legacy Office, in cooperation with the U.S. Fish and Wildlife Service Office of Endangered Species, will sponsor a follow-up workshop on Threatened & Endangered Species issues on **Sunday, March 23, immediately prior to the 2003 NMFVA meeting in North Carolina.**

This workshop will focus on the details of consultation, questions of critical habitat, and other on-the-ground issues-it will be more "advanced" than the one in Tucson.

While the agenda is still being developed, the idea is to have a morning plenary session followed by afternoon breakout sessions where people can discuss complicated issues on a regional basis. If you have specific topics you'd like to see covered either in the plenary session or in a break-out please send them ASAP to Stephanie Lamb (Stephanie.lamb@osd.mil).

Registration fee will be \$15-\$20, depending on how many people sign up—**there is a maximum of 110 spaces available.** All checks should be made payable to "NMFVA." When finalized, we will send an agenda and additional details via the NMFVA listserve and post it on the NMFVA bulletin board.

So if you're interested in learning more about how to negotiate the tangled processes of dealing with listings, consultations, or anything else related to T&E species, please join us all day Sunday, March 23.

Alison Dalsimer (Alison.Dalsimer@osd.mil)

LEGACY RESOURCE MANAGEMENT PROGRAM

As many of you know we are well under way with the 2003 Legacy proposal process. Final review meetings were held earlier this month and notifications should go out before the end of the month. Over 200 pre-proposals were submitted this year totaling more than \$40 million. Because the Legacy budget this FY is only \$9 million, we have many difficult decisions to make to include balancing competing priorities and many worthy proposals will not get funded this FY.

On another note, we are VERY pleased to announce that for the FY 2004 proposal submittal process Legacy will launch a new tracker website and database design. The new website will be extremely user friendly and hopefully fix all the problems dealt with in the past. After the new design has been launched please take a few moments to read over the site as processes and information will have changed. Contact information, the all important - submission dates, how to submit, guidelines for submitting, an explanation of each section included in a proposal, etc. will be readily available and easy to find.

If you have any questions or need assistance please contact Stephanie Lamb at 703-604-1933 or stephanie.lamb@osd.mil.



2004 DoD CONSERVATION CONFERENCE

Many thanks to the people who attended the 2002 DoD Conservation Conference and endured the 108 degree temperatures of Tucson, Arizona. The feedback from the conference was great and has prompted us to start planning a conference for 2004. As we are still very early in the approval process, we do not have many details. However, one major change for the agenda is that we will try to have more breakout sessions. When we get final approval and we have secured a date and location we will send out a formal announcement.

Stephanie Lamb (stephanie.lamb@osd.mil)
Legacy Resource Management Program



DEADLINES FOR SUBMITTING ARTICLES TO EDITOR FOR UPCOMING FAWN EDITIONS:

25 May for JUNE 2003 Issue
September 30 for October 2003

Articles on installation activities may be submitted through your respective Regional Directors (Scott Smith and Carl Petrick—Eastern Region; Coralie Cobb and Hildy Reiser—Western Region) or directly to me.

Electronic files should preferably be in MS Word®, Times New Roman font (12 pt.). One or two clear pictures (JPG) may be beneficial (more may be negotiated) and will be used, barring space constraints.

If you have questions about submitting articles, please call me at (601) 634-4862.

Mike Passmore
(michael.f.passmore@erdc.usace.army.mil)

FORT RILEY WINS KANSAS QUALITY AWARD

The Directorate of Environment and Safety (DES) at Fort Riley was among 43 Kansas businesses and organizations honored at the 7th annual Kansas Award for Excellence banquet Nov. 7, 2002 in Overland Park. The DES received a Performance in Quality award. This is the second level of three levels of recognition under the statewide program.

The Performance in Quality Award is presented to organizations that demonstrate through their commitment and practice of quality principles, significant progress in building sound, systematic processes and management practices.

The Kansas Award for Excellence program annually recognizes companies from across the state that have utilized the Malcolm Baldrige National Quality Criteria for Performance Excellence. For more than 15 years, thousands of U.S. organizations have used the Baldrige Criteria to stimulate improvements in their competitiveness and business performance that lead to global success.

In Kansas, the award program is operated by a non-profit organization, the Kansas Award for Excellence Foundation. The Foundation is the Kansas affiliate of the Baldrige Program of the National Institute of Standards and Technology. The DES joins over 176 Kansas organizations recognized by the Kansas Award for Excellence Foundation for their commitment to and application of the Baldrige Criteria.

Christie Vanover
Deputy Media
Relations Officer
19extinfo rm@riley.army.mil



OUTREACH COMMITTEE REPORT

We've broken the 3000 mark on monthly visits to our website! OK, admittedly, some of the recent postings on the "Jobs" bulletin board promise that you can earn megabucks by working just a few hours a week from home (those messages don't last long). So, some of our visitation is not our "target audience," but for the most part, the people who go to www.nmfwa.org are there for a reason, and they look around for a while. If anyone would like additional insight regarding our website visitation, get in contact with me.

Be on the lookout for a whole new website design. We've expanded the "About NMFWA" text (thanks to Tom Warren), and Tammy Conkle made several excellent suggestions as well.

Of course, there's information about the 2003 Meeting (and more will be added, several times each month). There will soon be candidate statements and ballots. The Law Enforcement Refresher info will be available soon (June, Vandenberg Air Force Base, California) -- Thanks, Vandenberg!!

Basically, what this all boils down to is this (yet again): Bookmark the NMFWA Website (www.nmfwa.org), visit at least once per week, contribute to the bulletin board, post a job vacancy, communicate with your officers and Regional Directors, read about CA/A-76 and what our association is doing about it, and much, much more.

And, non-website for a moment: The Western Section of The Wildlife Society (Feb. 27-Mar 1, 2003, Irvine, CA) will include a session on military lands management and wildlife research. The meeting promises to be informative, and it's not far from Disneyland and other Southern California attractions, so look for more info at www.tws-west.org.

Rhys Evans (evansrm@29palms.usmc.mil)

MEMBERSHIP STATUS JANUARY 2003

Membership in the National Military Fish and Wildlife Association continues to rise; we have now cracked the "1000" mark (1003). A total of 103 members joined during 2002, while 27 were lost through job changes, lack of addresses, or other reasons. A few objected to the political slant of some of the newsletters and requested their names be removed from membership roles.

Of the 971 members with known gender (several organizations hold membership), approximately 20% are female.

Breakdown of employers of NMFWA membership is shown at right:

Approximately one-third of the members are Army employees, while combined Air Force, Navy, Coast Guard, and National Guard members comprise about 36%.

Over half (55%) are voting members. The determination of voting status has been under discussion by the Board of Directors and will be clarified during the 2003 annual business meeting in Winston-Salem, NC.

**NATIONAL MILITARY
FISH & WILDLIFE
ASSOCIATION
MEMBERS**

BY BRANCH:

AIR FORCE	147
DOD	5
ARMY	334
COE	58
NAT. GUARD	50
MARINES	47
COAST GUARD	14
NAVY	122
NON-DOD	157
NO RESPONSE	69
TOTAL	1003

Mike Passmore
(michael.f.passmore@erdc.usace.army.mil)

MEET THE CANDIDATES FOR 2003-2004

Eastern Director:

(1) Scott Smith

Installation Forester, Dare County Air Force Range, NC. B.S. Natural Resources Management, Colorado State University (1980). Current Position: 1988-Present; 1980-1987: Service Forester for North Carolina Forest Service. *Memberships:* NMFWA since 1988; Society of American Foresters; SAF Certified Forester; North Carolina Forestry Association; NC Registered Forester. *NMFWA Activities:* Currently serving as Regional Director – East; served on Awards Committee; serving on Government Affairs Committee and serving as Chairman of the Reserve Account Committee.

I wish to continue to serve as Regional Director – East. If re-elected, I will actively participate to enhance communication among the NMFWA membership and other DoD land management associations as well. I strive to find common ground among the various resource management managers and regulatory agencies with whom I work.

(2) Tom Smith

B.S. Fisheries and Wildlife Biology – Iowa State Univ.; M.S. Natural Resources – Univ. Wisconsin Currently - Research Wildlife Biologist – Army Corps of Engineers, CERL

Previous employment and positions as soil conservationist, natural resources manager, wildlife biologist, and wildlife management program supervisor with US Fish and Wildlife Service, US Natural Resources Conservation Service, Wisconsin Department of Natural Resources, US Air Force.

The National Military Fish and Wildlife Association is a dedicated group of professionals of national importance. As representative I would work to build on the stature that the members and the Association has attained, and work to continue to and improve on that professional recognition. As an Association, we need to continually present

ourselves as the dedicated professionals that we are. My efforts as representative, if elected, would be not only to serve and assist Association members, but also use every opportunity to make other federal and state government agencies and personnel aware of our collective expertise, professional personnel, and Association positions.

Western Director:

Rafael D. Corral

Doctorate - Environmental Sciences/Botany M.S. - Biology; B.S.- Engineering and Agronomy Current Position: Senior Botanist and Installation Pest Management Coordinator at Fort Bliss (Army), Texas and New Mexico. I have been in this position for about eight years. Programs managed include endangered species, noxious weeds, pest management, and a variety of vegetation projects.

My professional interests include the environmental issues along the U.S.-Mexico border lands, specifically the management of natural resources in this dynamic region. I am assisting the NMFWA with the audit this year.

Director At Large :

Dick L. Gebhart

U.S. Army Engineer Research and Development Center

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1991, Ph.D.—Range Science, Utah State University
1985, M.S.—Agronomy, University of Nebraska-Lincoln; 1982 B.S., - Range Management, University of Wyoming

Presently a Principal Investigator with the Land and Heritage Conservation Branch, with over 15 years rangeland ecology and improvements, revegetation, erosion control, and nutrient cycling. Published the first comprehensive study addressing regional cost estimates for the component activities associated with maintenance and rehabilitation practices on Army training lands. Ongoing

research interests include physical/chemical/biological dust control and the evaluation of different soil amendments, placement techniques, and plant species combinations for their ability to reduce erosion and compete effectively with weedy invading species on drastically disturbed sites through improved soil fertility and root biomass production.

Currently working within the sustainable training ranges initiative to adapt and/or develop designs that will improve durability, environmental sustainability, and reduce operations and maintenance requirements for a variety of Army training and testing ranges. Active member of the Society for Range Management, American Society of Agronomy, Soil Science Society of America, International Erosion Control Association, and the Nebraska Forage and Grassland Council. Periodically asked to review articles concerning revegetation, plant ecology, pasture management, and nutrient cycling for professional journals. Have authored or co-authored more than 50 refereed professional journal articles, technical reports, conference proceedings, and abstracts.

Vice President:

Jim Copeland

Forester, Naval Air Station Meridian, MS
I got involved in NMFWA because my installation was one of the first in the Navy to go under A-76 study in 1997 and my job was targeted. I got mad and wrote Senator Trent Lott and others and then wrote them all a couple of times more to make sure that they knew it was not just illegal under the Sikes Act to contract my job but also the jobs of all natural resource managers throughout DoD. Although the Navy has stopped the contracting of NRM for now, there are more rounds in the A-76 study, not to mention the flagrant bypassing of the law by the Army and Air Force going on now. There is also crawfishing going on in DoD right now to weaken the A-76 prohibition in DODI 4715.3.

We are all still under the gun. I propose that we not stand blindfolded with our hands tied behind our backs. I intend to continue to

aggressively fight back. If they shoot me anyway, I will go down having fought to the death. Oh, and about that position title, "Forester". I think it is time to stand together, wildlife biologists and foresters, or give up our jobs to a contractor. I never have liked clearcutting or pine plantations anyway. I still sell timber but as a way of restoring Longleaf Pine to its native habitat.

Secretary:

Hildy Reiser

Natural Resources Manager, Holloman AFB, NM. Natural Resources Manager at Holloman AFB and NMFWA member since 1994. Western Regional Director 2001-2003. Education: Ph.D. - Northern Arizona University, Zoology, 1988; M.S. - University of Wisconsin-Madison, Wildlife Ecology, 1981; B.A. - University of Texas at Austin, Biology, 1974. Philosophy: Perform all duties with the highest level of professionalism, ethics and integrity. "The important thing is not to stop questioning." Albert Einstein

President Elect:

Jim Bailey

Biologist, Aberdeen Proving Ground, Maryland Graduated Kearney State, Nebr. BS, 74; University of Lowell, Mass. MS, 80; University of Michigan PhD, 85. After a period in the Peace Corps in Africa (Swaziland) and again in graduate school (Egypt, Jordan and Zambia) I completed a post-doctoral position at Uniformed Services University of the Health Sciences (Armed Forces medical school).

I started work on APG in 1988 as a Fish and Wildlife Biologist. Within a couple of years I became the wetlands biologist and developed the wetlands and watershed management program. In 1992 I also assumed the role as the Integrated Training Area Management (ITAM) coordinator. I have been active in NMFWA since 1990 to some extent and served as director at large from 1999 to 2000 and Vice President and Program Chair in 2002.

☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆
 ☆ **Fort Stewart Improving** ☆
 ☆ **Quality of Life for Army** ☆
 ☆ **Anglers Through Trophy** ☆
 ☆ **Bass Management** ☆
 ☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆

Fort Stewart has a history of excellent trophy bass fishing. Bass caught on the installation weighing in excess of 10 pounds are fairly common every year. Fort Stewart can boast of producing 7 of the top 31 bass caught in the state of Georgia. All of these 14 to 15 pound-plus bass have been caught since 1992, with four being harvested in the last four years. The largest of these largemouth bass was a 16 lb. 1.2 oz. fish caught from Pond #26 in May of 2001 by Specialist Phillip Gregory, HHC, 2nd Battalion, 7th Infantry.

One of the objectives behind the Army’s fish and wildlife management program is to improve the quality of life for the soldier and his or her family by offering quality recreational opportunities. The fish and wildlife professionals at Fort Stewart manage over 450 acres of ponds and lakes for installation anglers. This equates to over 20 lakes scattered across the installation ranging from 5 acre borrow pits to 80-plus acre impoundments. Some of the more popular lunger bass lakes among the anglers include: 52-acre Pond #26 (Big Metz Lake), 33-acre Pond #28 (Dogwood Lake), 80-acre Pond #1 (Pineview Lake), and 50-acre Pond #34 (Taylors Creek Pond). Most of these lakes have a creel and length limit of 5 bass per day of 15” or larger in size. The most recent record catch came on 31 Dec 2002, when a civilian employee of the installation caught a 15 lb. 1 oz. bass from Pineview Lake.

Pond #26 is Fort Stewart’s premier trophy bass lake. This lake was established as a “trophy bass” lake in 1999. A longer bass length limit and a smaller creel limit were set to ensure that the bass were more protected from over harvest. This lake has a minimum length limit of 24” and creel limit of no more than 2 bass of this size per day per



Josh Pacut displays his 15 lb. 1 oz. trophy largemouth bass caught from Pineview Lake, Fort Stewart, GA.

angler. This pond has produced three of the State’s record bass. The keys to successful trophy bass management at Fort Stewart have been “productivity” and “protection”. By increasing the biological productivity of a body of water, greater numbers of larger fish can be produced. Installation managers accomplish this through an intensive liming and fertilizing program, as well as controlling the spread of nuisance aquatic weeds. The concept is similar to farming, where a farmer using sound agricultural practices can produce more bushels of corn per acre or more head of cattle per acre by optimizing nutrient uptake. When primary production is increased, the balance of the food chain benefits via growth in the “ecological pyramid”. In addition, installation fisheries biologists have also increased big bass production through the supplemental stocking of a good forage fish such as golden shiners and threadfin shad that the bass can feed on.

The other critical element to managing a trophy bass lake is to protect the bass. Installation managers regulate the length and number of bass that can be harvested by anglers, or limit the number of days a fishery is open to anglers. This will better ensure that over harvest does not occur and thus enable the bass to remain in the pond longer and attain a more desirable size.

Fort Stewart also manages the aquatic vegetation in their ponds and strives to keep the ponds from becoming infested or choked with weeds. Too dense a stand of aquatic plants can make it difficult for bass to feed effectively and a heavy summertime infestation can create water quality problems such as low dissolved oxygen levels. Aquatic plants are important for feeding and cover but should be controlled. The post's fisheries personnel strive to maintain 10 to 20% of the pond shoreline acreage in healthy, native aquatic plants.

Tom Bryce, the installation's fisheries program manager, states, "As an angler, if I am going to go after big largemouth bass, I will target small 'farm ponds' that are limed and fertilized, have some aquatic vegetation present, and experience limited angler access."

Fort Stewart and Hunter Army Airfield's fish and wildlife resources have been actively managed for hunting and fishing since 1959. Quality fisheries management provides excellent outdoor recreational opportunities for military and civilian personnel as demonstrated by the high number of angler trips a year on Fort Stewart and Hunter Army Airfield. The fisheries management program is funded through the sale of fishing permits. For additional information, anglers can surf the installation's fishing web site at <http://www.stewart.army.mil/dpw/fish/>. This web site contains information on the lakes, the fish, and the management. The angler can access depth contour maps of all the ponds as well as obtaining a copy of the fishing and hunting regulations.

**8 and 15 lb
bass taken
from
Pineview
LK on Ft
Stewart,
GA**



WILDLIFE MANAGEMENT SHORT COURSE OFFERED — SPRING 2003

The Department of Fishery and Wildlife Biology at Colorado State University will again offer the annual five day short course in wildlife and fishery management during the spring of 2003. The thirty-ninth annual Wildlife Management Short Course is scheduled for March 24-28, 2003.

This popular course is designed for agency personnel and lay people with non-wildlife or fisheries training. A number of agencies and private organizations have sent commissioners, administrators, planners, I&E staff, environmental educators, legislators, and others to the short course to obtain a broad exposure to wildlife and fisheries ecology, and management principles and practices. Staff members of various citizen organizations have also attended.

This week-long short course is designed to provide an overview of principles of wildlife (including fisheries) ecology and management. Current programs and issues related to natural resources conservation will also be discussed. The short course consists of presentations by university faculty and personnel from various agencies and organizations. Field trips may involve fishery research techniques demonstrations and a visit to a raptor rehabilitation center.

Note that the Short Course is limited to 50 participants. Academic credit is available for participants pending approval.

The course is held on the Colorado State University campus. Information may be obtained by contacting: Karen Martinez at the Office of Conference Services, Wildlife Short Course, Colorado State University, Fort Collins, CO 80523; phone (970) 491-7747 or 491-3568.

NEWS OF INTEREST

North American Wetlands Conservation Act

The 2003 U.S. standard grant instructions are now available on the NAWCA web site at <http://birdhabitat.fws.gov>. Click on Wetlands Grants program and then click on U.S. Standard Grants. 2003 proposal due dates are March 7 and July 25.

For your use, fill-in-the-blank files are attached (<http://birdhabitat.fws.gov/NAWCA/USstandardgrants.html>), one in Word and one in WordPerfect. The third file is an Excel budget table, in case you want to use it rather than the budget tables in the Word or Word Perfect files. Please remember, though, that you need to read the new material on the Web site before completing a proposal. We hope next year to have a system designed to allow applicants to complete and send a proposal on-line.

Let me know if you have any questions or any problems accessing any of this material.

Bettina Sparrowe
 U.S. Standard Grant Coordinator
 bettina_sparrowe@fws.gov
 703-358-1784/1896 fax-2282
 U.S. Fish and Wildlife Service
 Division of Bird Habitat Conservation
 4401 N. Fairfax Drive - MBSP 4075
 Arlington, VA 22203

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Keep the Wild Alive (for all U.S. federally listed species) Project Offers Species Recovery Fund Grants for 2003

The National Wildlife Federation's "Keep the Wild Alive" (KWA) project is kicking off the fourth year of its very successful Species Recovery Fund (SRF). KWA is now accepting applications from local conservation and other groups with innovative ideas for helping imperiled species.

In 2003, KWA will award ten grants ranging from \$3,000 to \$7,000. Applications must be received by February 15, 2003, and grants will be awarded in April 2003. Over the past three years, SRF has awarded roughly 30 small grants to local, grassroots groups that are making a tangible contribution to species conservation. This year, SRF will support grassroots efforts that aim to improve on-the-ground conditions for any species listed under the federal Endangered Species Act (ESA). This is a significant change for SRF, which for the past three years has funded only projects benefiting one of the 25 Keep the Wild Alive species or taxonomically related species. Please help KWA spread the word about SRF by passing this information, including the new guidelines, when appropriate, to any groups or individuals you know who are working on the preservation of endangered species. Complete information for SRF can be found at www.nwf.org/wildalive and obtained from KWA coordinator, Emy Rodriguez (email erodriguez@nwf.org, - Ph: 202-797-6617). Please contact her with any questions, she loves nothing more than to answer your questions about the Species Recovery Fund!

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For researchers: Satellite Transmitters

North Star Science and Technology, LLC has teamed with American Bird Conservancy to initiate a new grant program that will award a total of six satellite transmitters (Argos Platform Transmitter Terminals (PTTs)), to one or two recipients (6 PTTs to one project or 3 PTTs to each of two projects). PTTs are powerful, cutting-edge tools for the study of bird migration that greatly extend the range over which individual birds can be tracked. Studies using PTTs can teach us much about avian biology and contribute invaluable data for bird conservation. North Star is providing the PTTs in the spirit of giving something back to the research community they serve, with the condition that the resulting data are available for use in an educational program entitled, "Eye of the Falcon," which uses satellite tracking data to teach young people about bird migration and conservation. American Bird Conservancy (www.abcbirds.org <<http://www.abcbirds.org/>>)

will handle the proposal submission process and convene a panel of experts to review proposals and select the winning projects.

Please see www.northstarst.com for more information and proposal guidelines. Deadline for proposals is February 15, 2003. Any further questions about the program can be directed to George E. Wallace, American Bird Conservancy, gwallace@abcbirds.org, Tel: 540-253-5780 Fax: 540-253-5782.

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Species of Concern (SOC) on Department of Defense Installations

The final Species of Concern Report, jointly prepared by Department of Defense and U.S. Fish and Wildlife Service, is available at: https://www.denix.osd.mil/denix/Public/ES-Programs/Conservation/species_of_concern_DoD-USFWS.pdf

Stephanie Lamb (Stephanie.Lamb@osd.mil)

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U.S. Fish and Wildlife Service T&E Talking Points

Mr. Gary Frazier is the USFWS Threatened and Endangered Species representative who was supposed to talk at the 2002 NMFVA Annual Training Session, but got stuck in an airport en route. Because he was not able to attend, he has provided us with his talking points. Please go to **2002 Meeting Highlights** on NMFVA.org.

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Semipalmated Plover Request

Please keep an eye out for Semipalmated Plovers which might pass through your observation areas.

These birds have been banded on the breeding grounds in Churchill, Manitoba, Akimiski Island, Nunavut (in James Bay), and on the south shore of the St. Lawrence Estuary in eastern Quebec (by Y. Turcotte). Each bird wears a metal band plus some combination of color-bands. Birds from Quebec have a white flag above the tarsal joint.

As with the Pluvialis plovers, Semipalmated Plovers are distinguished by the order of bands including whether color band is above or below metal band. Birds from Akimiski Island have no color bands on the leg with the metal band. We thank you in advance for reports of any color-banded individuals.

Please send information to: Erica Nol (enol@trentu.ca) and/or Cheri Gratto-Trevor (Cheri.gratto-trevor@ec.gc.ca).

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Piping Plover. USFWS photo by C. Perez



WSMR release site was intentionally delayed in route to coincide with the completion of a military mission on the Range and the delivery of results of disease screening of blood collected from captured sheep. Collected blood in Arizona was flown by NMDGF fixed-winged aircraft to the New Mexico Veterinarian Diagnostic Laboratory for analysis while sheep were in route to the release site.

Brigadier General William Engle, WSMR Commander, and Thomas A. Ladd, Director, Environment and Safety Directorate, were on hand to assist with the first release. The Commander admitted his excitement at watching the release and understood the importance of the action to the state and the Army. Thirty-three additional sheep were released over the next two days. All released sheep were equipped with either a VHF radio telemetry or satellite transmitters on neck collars to allow for monitoring of sheep movements mortalities. No mortalities were recorded up to three weeks post release.

The SAMs sheep population now stands at 60 animals and represents the second largest free-roaming population of desert bighorn in New Mexico. The SAMs population, prior to this release, consisted of just nine animals; one ewe, seven rams, and one lamb. Historically, the population fluctuated to lows of below 50 to a recorded high of 270 sheep in 1967. A virulent scabies (*Psoroptes ovis*) outbreak, documented in 1978, is attributed as the primary cause for the

dramatic decline of the population to below 50 animals by the mid 1980's, despite early recovery efforts by the SANWR, the NMDGF, and WSMR. Predation by mountain lions (*Puma concolor*) contributed to the further decrease in the population in the late nineties, and was associated with a concurrent drastic decline of the resident mule deer (*Odocoileus hemionus*) population. The sheep population was reduced to a single ewe by 1997. This lone ewe, now estimated at 13-14 years old, remains an important component of the population, and even produced the most recent lamb. The 7 rams that occupied the SAMs prior to the recent release were transplanted from the New Mexico Red Rock breeding facility for the primary purpose of monitoring scabies mite control efforts and for detecting extant sheep previously not detected. Once mite control efforts were deemed successful, final planning by the state and federal agencies for this recent capture and release effort were initiated and completed.

Over the next five years, the SAMs will continue to be supplemented with Arizona and Red Rock sheep with the intent of providing this population with the best possibility for success and viability. The interagency management team is committed to the recovery of desert bighorn sheep in the State. The Army will continue to play an important role in recovery efforts by providing professional personnel to participate in long range planning efforts, by continuing to support regional conservation initiatives, and by providing quality habitat on Army lands critical to statewide sheep restoration efforts.

Patrick Morrow (morrowp@wsmr.army.mil)



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