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THE WILD SIDE

Junior D. Kerns, NMFWA President

"Some of the Luckiest People on Earth"

I hear it all the time, I have said it myself: "Wildlife biologist and natural resources managers in DoD do not get any respect. No one appreciates what we do, or why there is a requirement that we do it in the first place. We do not get paid on par with our engineer co-workers. And worst of all, we have to constantly fight our own Command staffs to fight for them."

But then at some point, reality sets in. If I feel that way about my job, why do I not just quit? Why indeed? Certainly, it is not the money. If I was motivated by money, I would have left federal service long ago. I certainly would never have pursued a career as a wildlife biologist. I remember back in college, just about every working biologist that spoke to any of my classes would start off by warning us that "...there are no jobs and there is no money in this profession."

So if it is not the money, maybe it is job security. Did I hear laughter? In these days of BRAC, "reinvention" of government, and "right sizing", job security is anything but secure. I have also been threatened with firing to get me

to change a recommendation or position on an issue (not that it has ever had any effect), so job security must not be the answer either.

Maybe it is the great people, with whom and for whom I work, that makes the difference. I do not know about you, but I have worked most of my career, with and for engineers. Engineers rank somewhere between professional wrestlers and televangelists as people with whom I find easy to get along with. To begin with, they already know everything. The only reason they keep the rest of us around is to blame when one of their decisions blows up and a scapegoat is required. I have only known a few engineers that were real human beings (the rest, I think, are aliens from Neptune or some other place where the sun does not shine very often).

So I ask again, why do any of us put up with all of this? Being a wildlife biologist or natural resources manager for the military is one of the most fulfilling careers imaginable. Where else do people get paid to do the things we do? Most of America has to take valuable leave time and spend large amounts of personal

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funds to do the things we do. The fact that many of us have volunteer programs is testament to the fact that many Americans so enjoy working outdoors, counting and observing wildlife, hunting, fishing, and working with nature, that they will do it for free. They do it for free, while we get paid. Do I hear any volunteers to work as an engineer for free? Anyone?

Our bosses may not have any idea what it is we do, but that has its up side. They generally leave us alone. My bosses generally go through a cycle, if you will. It goes something like this: At first, the new boss has no idea what I do and leaves me alone while he or she gets into other peoples' business. Then, after a little while, they absorb a little knowledge of what I do. That of course makes them dangerous. Eventually they overrule one of my recommendations, as much to exert their authority and to remind me who is the boss as anything else. (Besides, they have watched Marlin Perkins and Nature and Discovery Channel for years now and this wildlife management stuff does not look so hard.)

Then I sit back and watch the results of their decision. Then, after I am proven right, they need me to fix it. (You have never felt power, until you are in this situation.) If I am feeling benevolent, I help them out with only a minimum number of "I told you So's". After that, they not only leave me alone to do my job, but they start coming to me to help them with theirs. That is the best revenge of all.

But what about the issue of ever declining DoD budgets. I cannot speak for everyone, but I know that I have more money in each of the last couple of years than in the previous ten combined. There was a great fear when we were first rolled into the Environmental program, that we would never see any money. But even though we currently get only a tiny slice of the environmental budget, it is more than we ever received before. Then when you add in Legacy funds, ITAM money, and our self generated receipts, we do not have it too bad. Between timber sales and wildlife access fees, we are the envy of many activities that depend completely on the generosity of the Command Operating Budget.

How many people at your installation would give something to be able to work outdoors once in a while? **We do it all the time.** How many people at your installation go home at night, feeling as though they made a difference in the quality of life? **We do, all the time.**

We have a fun, well defined mission, a profession that we love, and job satisfaction. **That makes us some of the luckiest people on earth.**

MINUTES NMFWA Board of Directors Meeting 20 March 1994

The meeting was called to order by President Thomas Wray II at 1335. The minutes of the previous Board Meeting held 26 March 1993 were summarized by Secretary-Treasurer Richard Griffiths. Bob Progulske moved that the minutes be approved as summarized and as published in the May 1993 FAWN. The motion passed.

COMMITTEE REPORTS

Secretary/Treasurer: Richard Griffiths - Minutes from 1993 Board and Business Meetings were compiled and published in the FAWN. Copies are also available from Secretary/Treasurer upon request. Letters were sent to professional societies and conservation organizations informing them of the newly elected officers and Board members. All accounts receivable relating to the 1993 meeting were collected and all bills were paid.

| | |
|--|-----------|
| Income from 1993 Meeting Reg. | 13,291.00 |
| 1993 Meeting Expenses | 9,859.17 |
| 1994 Meeting Advance Reg. | 600.00 |
| 1994 Meeting Prelim. Expenses | 973.45 |
| 1993-1994 FAWN Printing and Mailing Costs | 1,482.69 |
| 1994 Nominating Committee Expenses | 162.00 |
| 1993 Law Enforcement Training income (after expenses) | 553.05 |
| Printing 1992 Transactions | 596.00 |
| Interest Earned | 211.17 |
| Awards Committee | 143.45 |
| Balance as of 20 March 1993 | 8,889.70 |

Program Committee: Junior Kerns - Things went smoothly for 1994 due to the early start and support from the people in Alaska. The business meeting was scheduled between sessions to increase attendance. The Partners in Flight workshop was an added attraction. He suggested that the 1995 Program Committee select subjects for the 1995 Training Workshop before the end of the week.

Awards Committee: Doug Lister - The Awards Committee received 7 nominations. The committee awarded 3 plaques, 2 letters, and 2 certificates. The best paper selection committee will be organized soon.

Poster Committee: Junior Kerns for Alan Richmond - Alan Richmond may not be able to attend the

conference/workshop. The posters will be taken care of by other personnel.

Newsletter Committee: Glen Wampler - The first two issues went well but they needed more input for the third newsletter. Following a brief discussion, the Board agreed that printing abstracts of the papers presented at the annual Training Workshop was worthwhile and should be continued. Slader Buck, Rich LeClerc, and several others, felt that it was not worthwhile to print the complete proceedings due to low demand. Junior Kerns reported that some presenters did not provide their papers in time for compiling and dissemination at 1994 meeting.

Nominations Committee: Slader Buck distributed copies of his committee's report. The committee was able to secure multiple nominees for the Regional and At-large Director's positions but only one each for President-elect and Vice President. Ballots and nominee information was mailed to 408 voting members. Almost 90 completed ballots were returned, a few were undeliverable due to address changes. The results were tabulated by the committee chair and verified by an independent Association member. Over 2/3 of the ballots returned in stamped envelopes, not in Government postage paid envelopes.

Resolutions Committee: no report.

Law Enforcement Committee: Mike Dunning - The 1993 course went well, thanks to the participants and staff. The course content was well received by the 46 attendees. The costs for presenting the course were higher than anticipated. The Law Enforcement Committee worked on standardizing law enforcement within DoD and Sikes Act changes. They are developing proposals for natural resources law enforcement within DoD. Plans for the 1994 course at Fort Rucker are uncertain at this time due to an abrupt change in law enforcement policy at that installation. Gene Stout recommended Mike Dunning contact Charles Mayo regarding course status and report to the Board later in the week.

Archives Committee: Gene Stout - A copy of the latest, updated version of the Association history was distributed to the Board. Copies are available from Gene or the Secretary/Treasurer.

Membership Committee: Kyle Rambo - The Association now has 682 members. A mailing list is available at the registration desk for members to check their address for revision/corrections. Persons wanting a copy of the membership can send a blank disc to Kyle. Requests for the member list by commercial vendor were discussed. The list will not be released without Board approval.

Directors Reports: Tom Poole contacted approximately 70 percent of the members in the northeast by phone and made 5 calls to President Wray, 2 of those were in regard to the Sikes Act. He informed installations about training available in their area and threatened and endangered species activities within his region. He also talked with National Wildlife Foundation and US Fish and Wildlife Service about the Sikes Act and NMFWA and mentioned the NMFWA to approximately 500 persons at various public meetings he attended.

Bob Progulske contacted members by phone, worked on the Sikes Act reauthorization and spoke at meetings about the NMFWA and the biologist's role within DoD.

Tim Burr reported that no one called Tim or Matt Klope on specific issues. He discussed the Sikes Act with Navy personnel, forwarded the letter for meeting attendance, which was early this year, to installations and recruited new members, some of whom are attending the 1994 meeting.

Jeff Bossart worked with Mike Dunning on law enforcement, wrote law enforcement standard and assisted with publication of the 1992 proceedings.

NEW BUSINESS

Sikes Act: Tom Wray announced that the Board will discuss the Sikes Act at a special Board meeting later today. He met with the House Committee on 3 November 1993. Everyone participating at the meeting was supportive of the proposed revision except DoD; DoD objected to outside enforcement for compliance. Committee representatives visited Navy bases in the NE and SE. They plan to visit some Army installations in April.

Conservation Pillar Funding: President Wray sent a letter to Ms Sherri Wassermann-Goodman, Deputy Under-Secretary of Defense (Environmental Security) in December. She replied in January. When President Wray met with her on 1 March 1994, she seemed supportive of the conservation pillar. She targeted Earth Day 1994 for a policy statement on natural resources funding (awaiting joint services policy recommendations before completing the document). President Wray suggested the possible consideration of diverting environmental restoration funding to natural resources. He indicated that NMFWA could accept a change in the enforcement process if funding could be stabilized/established.

By-laws Amendments: President Wray reported that the proposed amendments (awards, resolutions committee,

amendment procedure) published in the FAWN were approved by a mail vote.

Larry Adams Memorial Donations: There is \$150.00 in the bank account established when the first donations were received. These were not sufficient resources for establishing an endowment fund. After discussing appropriate uses of the funds, the Board voted that the money currently on hand and any that may be collected in Larry Adams' name be used to establish, design, and produce the Presidential (Larry Adams) Award; the Association would fund the award after initial funds were exhausted. The criteria for the award was discussed and approved.

The form and content of an **Association brochure** were discussed. Anne DeBevec said that she had worked with Dave Tazik on a brochure design and that he could provide cost estimates. Anne felt that the brochure should expand beyond the membership form; it should use facts, figures, and information of substance about Association activities.

Alan Dyke is working on the **Board of Directors handbook**. He will provide President Wray with a final copy.

President Wray noted that he had 175 copies of the **1992 proceedings** at his office. The 1993 proceedings were also available. The value of printing the proceedings in the face of low demand was discussed. It is good information for the commands and persons unable to attend the training workshops. Rich LeClerc suggested that we keep the proceedings in electronic format until someone requests a copy. Copies could be furnished in either disk or printed format. Anne DeBevec suggested distribution via electronic bulletin board. Phil Pierce, noting that no one in Washington sees the outcome of Association meetings, suggested that we give copies to Ms Goodman, etc. as a communications tool. Thomas Wray noted that the consensus was to send the 1992-94 proceedings to the appropriate officials on a list to be generated by Phil Pierce. The proceedings will be available upon request in both electronic and printed form from the Secretary/Treasurer.

Slader Buck announced the **1994 election results:** President-elect - Rich LeClerc; Vice President - Bob Progulske; Regional Directors East - Jeff Bossart, Tom Poole; Regional Directors West - Julie Eliason, Ester Hutchison; At-large Directors - Kim Mello, Valerie Morrill.

Junior Kerns announced that the **1995 Training Workshop** will be in Minneapolis-Saint Paul, Minnesota. The Program Committee will line up chairman for sessions and general topics this week. The Association needs to decide on

future meetings with the Wildlife Management Institute (WMI). The North American is scheduled for Tulsa, Oklahoma in 1996 and Washington, D.C. in 1997. The WMI will work with us on meeting locations within the U.S. although they would like to go to Mexico if we decide not to meet with them.

Bob Progulske noted that getting the **endorsement letters** early was very helpful. Tim Burr agreed. Rich LeClerc felt that it was a good supportive letter from the Army. Phil Pierce noted that some people at high level may not be getting the letter. Tom Poole stated that the letter does not get to him, it gets into wrong office. Phil Pierce asked if we need early command commitment? Junior Kerns recommended that the letter go to the biologist on the installation so he can work it up through the command chain. Phil Pierce suggested that the letter go to both the commander and the target attendee; send a copy of the DoD endorsement with the previous year's proceedings to commands.

President Wray announced that decisions on the **1994 Law Enforcement course** will be deferred until the meeting on Thursday. The FAWN will be sent First Class to avoid the problems with delayed delivery and non-forwarding inherent with Bulk Mail. Tom Poole offered to check on alternate postage rates. There was a general discussion of alternatives for postage. Bob Progulske moved to send the FAWN First Class. The motion passed.

Thomas Wray mentioned **The Wildlife Society Annual Meeting** and asked the Board members to think about Association attendance, etc. Rich LeClerc noted that the timing of the meeting may change in later years, possibly to summer.

President Wray informed the Board that 5500.7R Section 3 - delineates **employee activity in professional organization business**. We should get approval/concurrence of our supervisor formalized. Tom Warren suggested contacting the installation ethics officer.

President Wray distributed proposed wording for the Presidential Award criteria. The ensuing discussion resulted in changes in spelling and sentence organization. Slader Buck moved to accept the corrected version. The motion passed.

Presidential Award: this award has been established as the Association's highest award to recognize outstanding leadership, commitment and ethics by a DoD employee. It will be presented primarily for actions well beyond the normal duties expected of Defense natural resources leaders. It will give credit to good biopolitical actions,

especially those where the results are outstanding and some personal risk was involved. It will not normally be given for "good programs" in and of themselves. It will emphasize individual accomplishments over team accomplishments, but it is not intended to "put down" teamwork. It may be given for short- or long-term accomplishments.

Bob Kull noted that the proposed **Wildlife Refuge Organic Act** gives managers control of the air space above their refuges and asked if the Association should be concerned. Phil Pierce informed us that DoD and the Fish and Wildlife Service think legislation is not required. The mechanism now in place for coordination on overflights is adequate. They want FAA to have authority not the manager. Managers may lack scientific evidence for decision making.

Meeting adjourned.

Sikes Act Forum 21 March 1994

President Thomas Wray opened the forum by describing the purposes of the Sikes Act. Originally passed in 1960, it promoted fishing and hunting and cooperation between the state wildlife resources agency and the installation. The 1986 revision excluded professional managers from contracting out. In March 1993, the NMFWA proposed revising the Act to strengthen it by requiring an Integrated Natural Resources Management Plan and adding wetland conservation, goals and timetables, no net loss of training lands, professional law enforcement personnel, assigning law enforcement authority to Secretary of Defense and compliance enforcement by the U.S. Fish and Wildlife Service, fund retention by installations, and other provisions. NMFWA testified on 3 November 1993 with other conservation organizations, DoD opposed the external enforcement provision; it proposed alternate funding on as needed basis. Currently, an installation must be out of compliance and cited by an enforcement agency to get class 1 funding to fix the problem.

President Wray met with Ms Sherri Wassermann-Goodman, Deputy Under-Secretary of Defense (Environmental Security), on 1 March 1994 to discuss funding and problems with 1383 process. She stated that DoD would issue a funding policy statement on Earth Day. President Wray recommended that NMFWA: 1) request that DoD establish firm funding for natural resources to meet Sikes Act requirements within 1383 including Integrated Natural Resources Plans, habitat projects, range rehabilitation, and wetlands 2) request that 5 percent of class 1 funding be earmarked for natural resources. He

informed the members that the Board of Directors has recommended that NMFWA stand firm on the compliance provision until a satisfactory funding policy is issued.

Valerie Morrill - What is unacceptable policy on Earth Day? **President Wray** - The Association will need to make a decision. **Gene Stout** - We don't want enforcement for enforcement's sake, we want funding; if enforcement falls through, we should go for a 2-3 year reauthorization but the Act will not be much good without funding.

President Wray - DoD will develop meaningful oversight; right now the bill is sitting in committee. **Doug Pomeroy** - Internal audits; it is hard to find class 1 violations - China Lake has lost people needed to run their program - need fenced money to maintain program - need training on annual budget cycles.

Diane Driggot - Promotion budget awareness - make officers aware of Association and problems when there is no Integrated Natural Resources Plan. **Gene Stout** - where will the money come from? If it is not in class 1, no money is available. If we can get 5 percent of existing funds (no new money) we can fund programs. Unless Congress requires funding, we won't get it - we don't like outside enforcement, but don't see other options.

Bill Fisher - As an installation biologist I had to seek state and USFWS support to get anything done - you need a more professional program that can make long-range plans - I think you need outside support until you are stronger - need outside enforcement. **Perry Reynolds** - If you want a program to work, you need teeth in it - until we have funding we won't have a quality program.

Stuart Cannon - If Sikes Act funds stay on the installation, do they become non-appropriated funds? **Gene Stout** - No. What about user fees? **Gene Stout** - Permit income generates 10-12 percent of total budget within DoD for natural resources.

Diane Driggot - What can NMFWA do to work with other organizations to promote the Sikes Act? Is this permissible? **Gene Stout** - Only Don Young and Gerry Stubbs can help now, but they don't want to buck DoD to get it out of Merchant Marine and Fisheries Committee.

Tom Poole - Where is dissension from the members on this bill? No one contacts me about their positions - 3 years ago Fort Devens got 13 notices of violation; we went from 3 to 31 people overnight by shuffling engineers to environmental positions - natural resources got ignored - high turnover of

personnel is a problem - now I must go through the 1383 process to get my operating budget - I do plug NMFWA and DoD natural resources management at public meetings.

Bill Fisher - I have a problem with some USFWS Field Offices - I see problems if people like this (Ecological Services at Carlsbad) have oversight over our programs - these are USFWS enforcement people, not managers - we want to develop a relationship that will help us with our problems and solve them.

Jerry Boggs - We need to resolve ignorance of decision makers, improve their knowledge. **Rich Clewell** - I am bothered by the statement that natural resources must be compliance driven - conservation is not a discrete pillar - people with integrated natural resource management plans may not be using them - don't sell out good conservation in order to get dollars (through compliance).

In concluding the forum, President Wray announced that a committee will prepare an Action Alert for the NMFWA members.

MINUTES
NMFWA Business Meeting
24 March 1994

Junior Kerns announced that door prizes would be distributed throughout the meeting as an incentive for attendance.

The meeting was called to order by President Thomas Wray at 1410.

Secretary/Treasurer Richard Griffiths reported that the minutes of the 1993 general membership meeting were published in the June 1993 FAWN. The Treasurer's report (see 20 March 1994 Board Meeting minutes) was read. Gene Stout moved to accept Secretary/Treasurer's reports; the motion passed.

Program Committee Report - Junior Kerns - There has been general approval of this year's program from membership. There are approximately 225 persons participating to date; he expects up to 250. He asked for comments on the program. There were none received. Tom Glueck asked if the DoD sessions will be beneficial. Bob Progulske suggested that be discussed under new business for the 1995 meeting.

Awards Committee Chair Doug Lister, Poster Chair Alan Richmond and Membership Chair Kyle Rambo were absent; no

reports were given (see 20 March Board meeting minutes).

Newsletter Committee Report - Glen Wampler - Three newsletters were published during the past year. They sent out 550 of the first issue and 650 of the last issue. The Association will change to first class postage in 1994 to speed delivery and enable forwarding. He requested input for the FAWN from installation personnel.

Nominations Committee Report - Slader Buck - Of the 408 ballots mailed out, 89 were returned. One-third of these were mailed at government expense, the rest came in stamped envelopes. Slader asked the members to help the new chair, Thomas Wray, with the nominations for next year.

Law Enforcement Committee Report - Mike Dunning - The 1993 course at Fort Carson was attended by a diverse group of 46 personnel from several installations. The course netted approximately \$550.00 after expenses. The committee paid for first class quality training. The critiques they received were favorable and have been passed to the 1994 committee for use in developing this year's program. The committee looked at standardizing law enforcement training with DoD and feels that the Association should work toward this. Ten videos of the course content/classes are available upon request.

William Fisher revisited the question of Association liability for actions of personnel who have attended the law enforcement course. He reported that counsel at Southwestern Division (Navy) had advised him that Association liability is not likely to be a problem.

Archives Committee Report - Gene Stout - The Association history has been updated through February 1994. Copies are available from Gene Stout.

Regional Directors Reports - Tom Poole (Northeast states) - There are fewer installations in the northeast. Tom contact 70 percent of the members in his region; four called him. He commented that nobody ever calls their regional directors and requested that the members contact him more often. **Bob Progulske** (Southeast states) - Bob reviewed the proposed Sikes Act revision, contacted members in the southeast and spread the word on the NMFWA and natural resources managers within DoD. **Tim Burr** (Western states) - Tim reminded the members that the directors are here to communicate and address their concerns and interests. He received no direct calls from members. He passed information on 1994 meeting and the Association to members and people he knew, worked on DoD natural resources managers meeting in November 1993 and the Sikes Act revision. **Jeff Bossart** (At-large) - Carried out assignments from President Wray, worked with Mike Dunning on law enforcement standard,

arranged printing of the 1992 Proceedings, and worked on the Sikes Act revision. He received low input from the Association members. Directors Matt Klope and Bill Gossweiler were absent; no reports available.

President Wray - On 3 November 1993, testimony on the Sikes Act (HR 3300) was received from Ms Sherri Wassermann-Goodman (DoD), Gene Stout (National Wildlife Federation), Mr Taylor (International Association), and USFWS. All were in favor except DoD objected to external enforcement. (DoD proposed alternate funding for non-recurring projects). President Wray sent a letter to Ms Goodman in December 1993; they met on 1 March 1994. A DoD funding policy statement is due on Earth Day. The Association has asked for class 1 funding starting in FY 1995 and designation of 5 percent of IR funding for natural resources. The Association will drop its stand on external enforcement if the funding policy is favorable. The Association should consider asking Congress to declare Sikes Act activities as (A106) class 1 for funding. The House committee staff is waiting on the findings from their visits to the bases. On Sunday (20 March 1994), the Board voted to stand firm until the (favorable) policy is issued. An Action Alert encouraging members to contact the House committee has been prepared. It was passed to the meeting attendees.

Gene Stout responded to several questions regarding the Act: Junior Kerns can furnish copies of the Act. We need to push for passage in 1994. Anything we do will help to move the Committee. Think about what the Act means to installations. Our goal is \$150 million. Let's get letters to the Committee. What do plan to do when Legacy ends? The Wildlife Society has been asked to provide support. DoD wanted a year to decide where plans were needed and then draft them after that - all penalties were deleted, notice of violation inserted as compromise per DoD request. **President Wray** - DoD is looking at a 2-3 year schedule for plan development; current plans do not meet integrated requirement. Some people are afraid USFWS would eventually take over our programs. The Association has pushed external enforcement only to address funding. **Tom Poole** - Want the whole public to address plans. We are moving toward NEPA requirements - getting away from cooperative agreement approach.

In response to questions about where copies of the bill (HR3300) could be obtained, Junior Kerns asked how many had read the Sikes Act. Approximately 1/3 of the members had seen the Act but many were not familiar with the proposed revision. There were numerous requests for a copy of the existing Sikes Act as well as the revision. It was suggested that it could be published in the FAWN, or made available on

DENET. Gene Stout requested a summary of the proposed changes. Tome Poole suggested that existing Sikes Act is available from JAG.

Junior Kerns moved that copies of the Act be reproduced and distributed to the members within 30 days of Board version of HR 3300. In response to requests for copies now, he decided to get copies made for distribution Friday morning and mail copies to members not attending the Workshop. The motion was withdrawn.

The past history of the Act was reviewed. Regarding other agency participation, the USFWS seemed most acceptable for enforcement of the Act. **Questions** raised were: Where is money for enforcement to come from? Who will reimburse the USFWS? When did NMFWA decide to support the Act? Would it make sense to publish it in the FAWN? The Sikes Act expired 1 October 1993 - did just the Act expire or did funding expire also?

Answers - There is no stipulation that DoD will pay the USFWS to do its job. The response Carl Lahser received from the USFWS and National Park Service when he asked them for coordination was that they had no resources available to help. Rich LeClerc noted that the issue had been raised in the FAWN and there was no response from the members. Only the funding expired; it was funded for five years from 1986. **Carl Lahser** - COL Walsh decided to fund preparation of plans as Class I. **Bob Progulske** - That is a local command decision.

Junior Kerns reminded everyone that the members elected the Board to deal with this question and they have spent many hours on the issue. Comment - "The Board of Directors put a lot of time on this and their recommendations are adequate for me". Tome Poole reminded everyone that **letter writing** is every members option. President Wray advised that the Association must make its decision within the month. Junior Kerns emphasized that the time for action is getting short.

Jim Bailey informed the members that Aberdeen Proving Ground was required to develop an **environmental compliance plan** for each area of compliance concern to provide for 1383 funding as pilot projects.

Phil Pierce asked if anyone could provide insight on the Committee's visit to Naval installations. According to President Wray the Committee staff visited 5-7 Naval installations. He did not receive a report on their visit to his installation. Sandra Maynard informed him that four people visited Naval Air Station Jacksonville, Florida and asked questions about rules; she received no final report. Phil Pierce

suggested trying to get the Committee's schedule in advance and notifying the installations involved. President Wray announced that copies of HR 3300 would be available Friday morning (next day).

President Wray summarized the **Bylaws changes** published in the September 1993 FAWN which were approved by the voting membership and went into effect 31 December 1993.

Richard Griffiths announced that the **1992 transactions** have been printed and are available upon request from Thomas Wray. The 1993 and 1994 transactions will be available in hardcopy or on disc in Word Perfect or ASCII format. Requests should be made to him.

Anne DeBevec requested input regarding the **Association brochure** - status - what it should look like - content, color, shape, photos, etc. It could be a good public relations tool for the Association. Dave Tazik suggested an 8 x 11 inch trifold. Four to six hundred could be printed for about \$1,000.00. It could also be larger and use information from the Association poster. They would like a decision on what the brochure will be and how to proceed with it. Anne will pursue development of the brochure.

Junior Kerns announced that the **1995 workshop** will be held in Minneapolis-Saint Paul, Minnesota with the North American. Bob Progulske will chair the program. Bob asked for input/comments on the format followed in 1994 and suggestions for changes in 1995. Junior Kerns informed the members that other natural resources people/groups that don't have their own meetings have expressed and interest in meeting with us. He would like the session chairs selected soon.

In past years we have invited other Wildlife Management Institute and The Wildlife Society people to attend our sessions and some have participated. Anne DeBevec asked about holding a concurrent session on Wednesday morning. Bob Progulske informed her that DoD personnel had objected to holding our meetings at times that conflicted with the North American sessions.

President Wray announced that the Association will work with WMI to help plan the 1995 North American meeting. Suggested session topics were offered: Anne DeBevec - research on DoD lands of interest to the North American attendees; we may be able to fill the gap left by reduced TWS participation. Tom Glueck - expand the poster session. Matt Nowak - human dimensions. Tim Burr - projects on DoD lands. Junior Kerns - concur. NMFWA will be on the North American program session. There will be a meeting next month to plan for 1995 workshop. The North American will

be Tulsa, Oklahoma in 1996, Washington, DC in 1997, and Orlando, Florida in 1998.

Junior Kerns moved that the Association hold the **annual meeting in 1996** with the North American in Tulsa. Bob Progulske - The Wildlife Society left the North American because the members wanted to get more field people to attend than go to NA and not present papers at NA because it precluded publication in journals - the timing of meeting may be changed. We need to commit to WMI soon about next year but two years planning is desirable. Comment - We could also plan for two years ahead for the TWS meeting in Portland. Heidi Hirsh - which is to our advantage? Slader Buck - the North American is policy oriented, the TWS meeting will be very technical. Thomas Wray - late September is an unacceptable time of year. Junior Kerns - I will have the Program Committee work on meeting issues. Tom Warren - we don't know about TWS - it is good to look two years ahead. The motion passed. Matt Nowak suggested that NMFWA members attend the North American banquet for visibility and public relations.

Mike Dunning reported for Charles Mayo that the **1994 law enforcement course** is scheduled 15-19 August at Fort Rucker, Alabama. It will be announced in the FAWN. Phone number at Fort Rucker is (205)255-2416/9363. The following topics are planned; tort cases, defense tactics and officer survival, laws and enforcement techniques, surveillance techniques, animal damage control law enforcement prospective, hunter safety, and history of law enforcement. Lodging will be available at the BOQ. Cost of the course has not been set.

Tom Glueck said that the Corps of Engineers has advised him that **even-aged timber management**, including salvage operations, would be prohibited on military installations in a proposed bill. President Wray contacted TWS about this but no response was received. Comment - It seems to be a dead issue. Question - What is the bill number?

In relation to natural resources meetings, it was noted that the **Hunting Symposium** last year was worth attending; there will be a **Riparian habitat Restoration Conference** in Montana in June; these meetings could be noted in the FAWN; TWS gives credit for continuing education; training certificates could be given for attendance.

The Board will decide about purchasing more of the Association pins.

Slader Buck announced the new officers (see Board meeting minutes for 20 March 1994).

MINUTES
NMFWA Board of Directors Meeting
24 March 1994

The minutes of the 20 March 1994 meeting were read by Secretary/Treasurer Richard Griffiths. Rich LeClerc moved that the minutes be accepted as read. The motion passed. President Junior Kerns noted that we had already heard Treasurer's report during the just concluded business meeting.

OLD BUSINESS

Tom Poole reported that the **Awards Committee** will rate the Workshop presentations before the Banquet tonight. President Kerns asked about the level of competition. Tom Poole informed the Board there has been a tremendous increase in quality; LTC Schnabel's presentation was the most improved. Thomas Wray suggested that the Association President write to LTC Schnabel expressing appreciation for the quality and manner of his presentation. President Kerns indicated that he was willing to send such a letter to all of the participants.

Rich LeClerc stated that he would like provisions to be made to get **award nominees** to the meeting if they win. He moved that the decision for awards to be known to the nominator in order to arrange for winners to attend the meeting and Awards Banquet. The motion passed.

Committee Chairs were announced by President Kerns:
Program - Bob Progulsk
Resolutions - contact President Kerns if interested
FAWN - Glen Wampler
Law Enforcement - Charles Mayo
Poster - Tom Glueck
Archives - Gene Stout
Membership - Kyle Rambo

Rich LeClerc noted that NMFWA members working for the Corps of Engineers can vote if they want to. Tom Poole stated that CRREL, WES, and CERL natural resources personnel qualify due to type of work they do.

The Sikes Act Committee will continue. Junior Kerns will chair at present. There will be no change in members.

Julie Eliason stated that she looked forward to serving on the Board. Bob Progulsk requested that Board members provide their current phone numbers and FAX numbers to the President and other Board members.

Valerie Morrill asked about the status of natural resources personnel within DoD attending college courses. It is a dead issue at present.

Slader Buck - The proposed DoD tracking system for natural resources positions status was submitted as a Legacy proposal. It was not funded. Tom Poole - Contacted Kyle for data to generate a chart on distribution of positions within DoD. Work with Tom Glueck on updating photos and data for the NMFWA poster.

NEW BUSINESS

Junior Kerns noted that NMFWA needs a **host area chair** for the 1995 meeting. He will look for someone within travel distance to work with the conference hotel. The pre-registrations were very helpful for planning and in getting materials organized before the workshop. An ad-hoc committee, chaired by Rich LeClerc, will provide recommendations to the Board and general membership regarding future meetings with WMI and TWS.

Rich LeClerc informed the Board that The Wildlife Society (via Sandra Staples Bortner) has stated that they want their meeting to stay in the fall. Tom Wray noted that Army has been contacted The Wildlife Society regarding their meeting and Army indicated that they would stay with NMFWA.

Rich LeClerc moved the Board approve publishing up to 2000 copies of the **Association brochures** at cost not to exceed \$2,000.00. The Board is to review the draft before printing. The motion passed.

Valerie Morrill asked about a timetable for the brochure. Dave Tazik suggested early June. President Kerns suggested the end of June with printing by December. Dave Tazik asked the poster chair to coordinate with them.

President Kerns will appoint a **development committee** to chart the future of NMFWA. It will address the issues of membership, scope of the organization, where we will be in 20 and 50 years, COE participation, and expansion to include other natural resources professionals. Valerie Morrill will be chair.

Rich LeClerc moved that the Board draft a transmittal letter, to accompany the proceedings, that addresses the lack of attendance by command personnel and state our disappointment at the absence of higher level personnel. Tim Burr expressed thanks for the letter supporting meeting

attendance, many personnel benefitted greatly from the early endorsement.

The NMFWA poster should be shipped at the expense of the Association, not at government expense.

Jeff Bossart recommended that the Board consider standardizing a **law enforcement course** for export that would correspond with FLETC. Jeff will pursue this with Charles Mayo.

Mike Dunning - two changes from previous courses. Charles Mayo wants to charge \$150 per person and would like a \$1500 advance to cover initial costs. Mike Dunning moved the Board provide \$1500 advance for the 1994 law enforcement course. The motion passed. He also moved that \$150.00 per person be approved for registration fee; there was no second. President Kerns commented that with attendance limited, we may need to increase the registration fee. Rich LeClerc responded that we should not try to make a profit. President Kerns informed him that we do not intend to spend all our money this year. Tim Burr recommended that the Law Enforcement Committee consider the optimum course enrollment and budget that will keep the course solvent. President Kerns will direct the Law Enforcement Committee to provide a quality course without overcharging in order to make a large profit. The course budget should cover the course costs.

Tim Burr asked if more Association pins would be produced. Matt Nowak noted that if we expand the scope of the Association, we will need to consider changing the name. Kim Mello commented that the Sikes Act connection to 1383 funding and Fish and Wildlife plans is not clear.

The meeting adjourned at 1730.

View From ODS

Peter Boice

I would like to publicly express my deep regret and dismay for the unexpected and unwanted last minute cancellation which kept me from giving these remarks in person.

The past year has been one of both frustrations and small victories for those of us who live and breath conservation. Although I feel that on the whole this has been the most successful year for DoD's Conservation program since I have been at OSD, I believe we can accomplish even more in the coming year.

I would like to focus on five areas in today's remarks:

- changes in OSD's internal organization
- the *Legacy* program
- volunteer and partnership efforts
- the Sikes Act
- ecosystem management

Changes in OSD Organization

We have a completely new organization in place since I spoke to you last year. On the plus side, our new Environmental Security organization has been elevated internally, and has additional staff to reflect that change, including an increase in Conservation staffing. On the negative side, Conservation remains an unequal part of the Environmental Security equation. Mr. Milnes is the only Assistant Deputy with a "dual hat", conservation and installations.

We also have a brand new internal governance structure of committees, boards, and councils. At the top is the DoD Environmental Security Council. The Council is designed to discuss only those issues which cannot be resolved at lower levels. Two Boards support the Council, one of which is the Environment, Safety, and Occupational Health Board, chaired by Mr. Vest, with Deputy Assistant Secretaries representing the Military Departments. This Board reviews and resolves most Conservation-related policy questions. Supporting this Board is the Conservation Committee, chaired by Mr. Milnes, with senior staff representation from the Services and OSD. The Committee reviews and forwards to the Board comments on conservation issues.

Legacy Resource Management Program

I would like to shift gears for a moment and talk about my favorite political program. *Legacy* mirrors the larger Conservation program in that both good and not-so-good things have been happening to it lately.

One clear plus is that we again received a Congressional plus up that maintained our budget at last year's level of \$50 million. Another is that we were far more successful this year in getting funding to the field. We were able to release \$35 million in late January, almost all of which will be used for installation-level projects.

On the down side, Round 2 funding to the field will

probably be very limited with one major exception. It is likely that \$8 million of the remaining \$15 million will be allocated to technology-related Legacy products. We have worked very hard to reduce this internally set target, but with limited success. I believe we have been more successful in ensuring that these funds will be spent on products that will be of benefit to you - our ultimate users.

Where will the remaining funds go? Primarily to DoD-wide initiatives to support the entire Conservation program. Some such as the Pacific Environmental Leadership Effort (PELE), the Native Americans Task Area, and an East-West Cold War Working Group are legislatively driven. Other modest amounts will go to program administration, and to several public awareness initiatives, including a Legacy conference. Additionally, other funds will go towards supporting proposals with Administration interest, including a "Values of Biodiversity" study, the training of Natural Resources management and military personnel from the Former Soviet Union, and the White House's Ecosystem Management Initiative. We expect to announce most remaining FY 1994 Legacy funding decisions within the next month.

What can you expect in FY 1995? As always, future funding for Legacy is uncertain. Ms. Goodman tried unsuccessfully to increase our line item from FY's 1995 through 1999 from its current base of \$10 million.

Being optimists, we have just about completed our *Submittal Guidelines for FY 1995 Legacy Proposals*. The Guidelines should be available from your Headquarters or Command within two to three weeks. By moving up the submittal timeline, we expect to have all FY 1995 proposals in our office by October 1. I suggest you pay close attention to our FY 1995 themes and objectives. In particular, ecosystem management and technology-related proposals are likely to be in demand.

This current fiscal year, we received more than 1600 proposals for funding. Consequently, we have had the luxury of selecting good submittals and dismissing bad ones out of hand. What is the difference? Often, it is not the merit of your idea, but how you present it. Is the proposal complete? Is it well written and well organized? Does it have clearly stated objectives and methodologies? Have you submitted a detailed budget? Have you included partners, and is it clear just what they are contributing? Are the projects benefits clear? Have you included supporting documents as appropriate?

Now a word for those flush in Legacy projects. We know

you are doing good work. In particular, we urge you to send us your newspaper clippings, copies of your slides, and any other materials that can easily be converted into success stories.

Finally, a few words on what else to expect from Legacy this year. We are currently finalizing a *Legacy Strategy* which we hope will be included in our next Report to Congress. Our Biodiversity Initiative, a long-awaited effort with The Nature Conservancy and the Keystone Center, is now underway. We have transferred the lead on this Initiative to the Air Force. In addition, we are also developing several public awareness initiatives. We plan to hold an *East Coast Regional Legacy Conference* the week of September 12 in the Norfolk, Virginia area. We plan to update our current Legacy brochure and develop a DoD-wide Natural Resources brochure in time for the conference.

Volunteer and Partnership Programs

As DoD continues to downsize, and as we continue to experience difficulties in obtaining enough resources and people, the importance of our volunteer and partnership programs continues to grow.

One of our recent successes was Ms. Goodman's issuance of interim guidance for these programs. Your Headquarters should have distributed to you copies of the "DoD Resource Manager's Guide to Volunteer and Partnership Programs." If you need additional copies, please contact Jackie Howard in our office at (703) 604-6735.

One particular initiative that you should watch out for is the National Civilian Community Corps. This new initiative is establishing "campuses" of 200-250 young people, working in teams of ten, at three to five regional sites this year. Each campus will be located on a closing or downsizing military installation. This could be of particular benefit for those of you located near the northern Chesapeake Bay, on the southeastern coastal plain, in the mid-Rocky Mountains, or in southern California. We will provide each of the Services with project application as soon as we receive them.

Sikes Act

As some of you know, our failure to come to final resolution on the Sikes Act has been one of my biggest frustrations this year. This is particularly true because we are all in agreement on almost all significant issues. The

exception of course, is a major one - ensuring that Conservation work can compete on an equal footing with all other environmental requirements.

We have not heard from the House Subcommittee members recently. I would expect further action on H.R. 3300 later this spring.

Ecosystem Management

Ecosystem management has been a very hot issue ever since Vice President Gore's National Performance Review recommended to develop a "Proactive economy and a sustainable environment through ecosystem management." The goal of ecosystem management is to restore and maintain the health, sustainability, and biological diversity of ecosystems while supporting sustainable economies and communities. For the Department of Defense, this means protecting the wealth and diversity of species and habitats found on DoD lands while at the same time managing these lands to ensure our continued ability to conduct our military mission.

By far, the most important result to date from DoD's perspective is a decision that the Department will lead an Ecosystem Management Team for the Mojave Desert. This new initiative is intended to promote increased cooperation, planning, and communications among various agencies, organizations, and individuals in a region of prime importance for our current and future mission needs.

This means that some Legacy funds will be allocated to support this effort. This could be through personnel to support a regional Ecosystem Management Team. It could also be through identifying additional on-the-ground efforts that promote sound ecosystem management.

See you all next year in Minneapolis, if not sooner. (If anyone would like the full text of Peter Boice's remarks, please contact Jacquelyn Howard at (703) 604-6735 or Fax (703) 604-5934).

Workshop on Resource Management Partnerships

Jacquelyn M. Howard, ODUSD (ES)/CI

More than 40 conference attendees crowded into a small meeting room for a lively Sunday morning discussion on how to find and use partners for resource management projects. As part of a *Legacy Resource Management Program* project, Dr. Sarah Bishop, President of Partners in Parks, led the workshop

which she had tailored to address the interests and needs of resource managers who work on military installations. Almost everyone thought the workshop was worthwhile and that it should be made available to other resource managers. However, a nearly universal complaint was that there was insufficient time to complete a partnership planning exercise.

The workshop agenda identified a long list of project areas suitable for volunteers and partners, noting what type of people and groups would make suitable partners and where to find them, describing how to attract and keep partners working on installation projects, and discussing how to overcome barriers to partnership building.

Although Partners in Parks' primary mission is to establish partnership projects in national parks, Dr. Bishop is committed to encouraging and assisting other types of land managers to find and use partners, particularly from the private sector, for resource management projects. She has prepared a handbook and the workshop, *Partners for Research and Resource Management on Military Installations*, which she hopes will be made available to all resource managers on military installations. She is also willing to consult with base personnel on how to build partnerships to meet their specific needs.

For further information on the Partners in Parks program for resource managers on military bases, please call Dr. Sarah Bishop at (202) 364-7244 or Fax (202) 364-7246.

Watchable Wildlife Video Available

The Department of Defense *Legacy Resource Management Program* has produced a video about the Watchable Wildlife Program in the DoD. The presentation includes a brief overview of DoD conservation issues as well as a sampling of Watchable Wildlife sites representing each Service. The video is in VHS format and the running time is approximately 15 minutes.

To place an order for a free copy of this video, please contact Mr. Eric Seaborn at the Army *Legacy Office*, (703) 604-4796 or Fax (703) 604-5664.

NOMINATIONS COMMITTEE

This represents an early reminder that the Board of Directors elections are a short 10 months away. Interested individuals will be sought for all elected positions.

The committee is comprised of the Immediate Past President (Chair), President, Secretary/Treasurer, and two Directors. Translated into English, it includes Thomas Wray, Junior Kerns, Rick Griffiths, Tom Poole, and Ester Hutchison.

Please consider getting involved by contacting one of the above individuals. Some of you have already been targeted and will be hearing from us.

ATTENTION MEMBERSHIP

Please contact our Membership Chairperson, Kyle Rambo, with address changes. Each mailing of the Fawn typically results in 15 to 20 returned issues for which we have to pay double postage. So spend 29 cents and save us the expense!

BEAR MEETING

The 10th International Conference on Bear Research and Management - 16-20 July 95, Fairbanks, AK and 11-14 Sep 95, Mora, Sweden.

Ms Goodman Speaks at Fort Sill

On April 22, 1994 (Earth Day) Ms Sherry Wassermann-Goodman (Deputy Under-Secretary of Defense for Environmental Security) visited Fort Sill and announced that it's **Environmental Training Center** was being designated as the DoD Environmental Training Center for "hands on" training. She announced this as part of a new initiative, the DoD Environmental School System. The system will consolidate the training and education requirements of all the military departments into several centers of excellence across the country.

While she was at Sill she took part in a ribbon cutting ceremony that opened a new exhibit building in the Conservation Education Center. Within the building are exhibits on land management projects, fish and wildlife happenings and equipment, and several terrariums and a large aquarium with native species.

Sorry folks, no statements about CONSERVATION FUNDING here!! Not even with a little prodding.

WINNERS OF NATURAL RESOURCE AWARDS

Charleston Naval Weapons Station won the big award for the Department of Navy, while Eglin Air Force Base took home the award for the Air Force and Quantico Marine Corps Base took the award for the Marines. Fort Sill won the top honor in the Army competition.

Eglin Air Force Base took top honors DoD wide and Rick McWhite (Eglin Air Force Base) took the top honors with DoD Conservationist of the Year.

DoD Wildlife Conservation Action in Zimbabwe *Joe Dudley, Hwange National Park*

The Department of Defense has an ongoing program (FY91 - present) of wildlife conservation assistance to the government of Zimbabwe in southern Africa. Zimbabwe has some of Africa's largest remaining populations of elephant and rhino. Nevertheless, the country has been hard hit by rhino poaching in the last few years with rhinos virtually wiped out in some areas and badly decimated in most others. Hwange National Park, Zimbabwe's premier wildlife area, lost 80 of its 82 known white rhinos to poachers during a six month period in 1993. Elephant poaching was formerly uncommon but is becoming more serious as rhino populations are depleted; at least 21 elephants are known to have been killed in Hwange National Park during the past year.

Rhino and elephant poaching are law enforcement and national security issues for Zimbabwe because poachers and rhino horn/ivory dealers are usually based in the neighboring country of Zambia. Firearms used by poachers include automatic rifles such as the AK-47. Fire-fights between poachers and anti-poaching forces have resulted in a number of casualties from both sides in recent years.

DoD funding assists the Zimbabwe government in;

- * Anti-poaching actions
 - * Removal of land-mines from National Park lands
- FY91 funding totaled US\$1.1 million and a further US\$1.1 million was committed in FY93. DoD is assisting a coordinated anti-poaching effort by the Zimbabwe Defense Forces, Police (ZRP), and Department of National Parks and Wildlife Management. DoD is providing training and equipment (two 0-2A Cessna 335 surveillance aircraft and mine clearing equipment) to promote the Zimbabwe government's efforts at protecting its rich wildlife resources. DoD support complements other wildlife-related activities funded by the US Agency for International Development and

the US Fish and Wildlife Service.

JOB ANNOUNCEMENT

Gene Stout and Associates is looking for a full-time Natural Resources Project Leader. The job will begin mid-summer '94. Prefer a natural resources professional with military installation experience. Must be willing to relocate (perhaps again in '95). Essential is a willingness to travel extensively, an ability to write clearly and efficiently, an ability to communicate well with a variety of installation personnel, and an ability to integrate a wide range of natural resources needs into an integrated plan. Hands-on field work not a significant part of duties. Must be able to work independently. Good pay... challenging Defense assignments... interesting work environment.

Contact Gene Stout at (405) 248-2543 or 3101 NE Kingsbriar Circle, Lawton, OK 73507.

1994 NMFVA GAME LAW ENFORCEMENT REFRESHER COURSE

This years course will be hosted by the United States Army Aviation Center and Fort Rucker, Alabama. The course is scheduled for 12-16 Sept. Fort Rucker is located in southeastern Alabama, near Dothan, Alabama. Weather at this time of year will be warm (highs in the 80's, low's in the 60's) and humid, so dress accordingly. Billeting is available on post so no statements of nonavailability will be issued.

Scheduled topics include: animal damage control, importance of hunter education, dealing with borderline conservation law enforcement offenses, reorganizing signs of wildlife violations, and wildlife forensics. Instructors will be from the U.S. Fish and Wildlife Service, National Park Service, Alabama Department of Conservation and Natural Resources, and DoD Natural Resources Personnel.

This course is designed as a refresher training for game law enforcement officers and is not a "basic course". Personnel applying for this course should already have their basic law enforcement training.

Prospective applicants should fill out the registration form and send it to the specified address. Preregistration forms are necessary for billeting and transportation arrangements, and should be sent in no later than 15 July 94. In late July a complete application packet will be sent to personnel who have preregistered. The cost of the course will be \$175.00. Please

note that since this is not an official DoD school, no 1556's will be accepted.

We expect this to be a good course and look forward to seeing you in September!

1994 NMFVA GAME LAW ENFORCEMENT REFRESHER TRAINING PREREGISTRATION FORM

NAME _____

SSN _____

GRADE/RANK _____

ORGANIZATION _____

TELEPHONE _____

YOUR ADDRESS:

Please send completed form to:

Directorate of Public Works
Environmental and Natural Resources Division
Fish and Wildlife/Game Law Enforcement Section
Attn: Charles Mayo
Fort Rucker, AI 36362-5000

Phone COM (205) 255-2416/9363
DSN 558-2416/9363

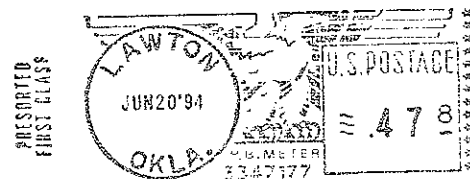
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Poster: Tom Glueck, Fort Leonard Wood, MO (COM 314/596-0871, DSN 581-0871, FAX -6516)
Program: Bob Progulske, Avon Park, FL (COM 813/452-4119 ext. 119, DSN 968-1110)
Resolutions:
Sikes Act: Marjorie McHenry, Orchard Training Area, ID (COM 208/389-5285, DSN 941-5285, FAX -2084)

NMFWA
12428 Pinecrest Lane
Newburg, MD 20664



MR. CHESTER D. MARTIN
113 ESTELLE DR
VICKSBURG, MS 39180

Address Correction Requested

39180-9799 12

