



FAWN



FISH AND WILDLIFE NEWS

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Sikes Act Amendment Fails H.R. 3300 Dead for Now

(see story on page 2)

THE WILD SIDE

Junior D. Kerns, NMFWA President

These are exciting times for NMFWA. As you will read in this issue of the *Fish and Wildlife News*, your Board of Directors has been very busy on your behalf this summer.

We have worked almost non-stop, ensuring that the re-authorization and amendment of the Sikes Act continues on track. You should have received a special issue of the *FAWN*, one month ago to help you understand this important piece of legislation. By the time you read this column, I hope that H.R. 3300 will have passed both houses of Congress and be signed into law. Thanks to: **Marjorie McHenry, Gene Stout, Thomas Wray, & Tom Warren.**

Second, NMFWA has had its first DoD Legacy project proposal approved. **Thomas Wray** should have an article elsewhere in this issue to explain more about it. Basically, this will expand the scope of

NMFWA hosted training into resource areas beyond wildlife. I welcome this change, as well as all the foresters, agronomists, cultural resources managers, etc. that will benefit from the training and be exposed to us through it.

Charles Mayo and his staff are hosting the annual *NMFWA Natural Resources Law Enforcement Refresher Course*. **Bob Progulske** is quickly assembling the *1995 DoD Fish & Wildlife Training Session*. **Rich LeClerc**, along with his committee, is analyzing the future of our annual training sessions. **Anne DeBevec** is close to publishing a NMFWA brochure. And **Valerie Morrill**, with her Development Committee, is developing a "vision" of NMFWA's future.

Let me devote the remainder of this column to a discussion of **vision**. One of the key differences between those of us in this profession and those in many others (did I hear someone mumble "engineers"?) is vision. I doubt that there are many wildlife biologists and natural resources managers that could do

CONTENTS

Sikes Act Fails	2
NMFWA Brochure Updated	3
Communications Workshop	3
Field Notes	3
Evolution of a Program	4
Award Nominations	5
Officer Nominations	6
1995 NMFWA Meeting	7
Job Announcement	7

what we do without it. It is hard to plan resource development, calculate allowable harvest of fish, game, or timber, or rehabilitate training lands without "visualizing" the results.

There is an old truism that says: "If you do not know where you want to go, you will never get there."

NMFWA is at a crossroads. We are a dozen years old and growing comfortably in our role as the professional voice and advocate of fish and wildlife managers for DoD installations. But opportunity is knocking. Will we answer?

I have asked Valerie Morrill to look into the future of NMFWA and tell us what she sees. When we assemble in Minneapolis next March, she will tell us what that future may hold. I have asked her to look as far as the year 2045, with stops in 2000, 2005, and 2020.

What will this group look like in 25 or 50 years? Will biologists still dominate the Association or will biologists even be a significant minority of the membership? Will we have 1,000 members or 100,000? Will we be charging dues and publishing monthly magazines with glossy photos? Will we still focus on DoD lands or will we expand to other government lands? When will the first woman be President? How about the first member of a minority? We have lots of questions and the future holds all the answers. It just takes a little "vision" to see them clearly.

Sikes Act Fails *by Junior Kerns*

In the closing hours of the 103rd Congress of the United States, on 7 Oct 94, the Senate and then the House of Representatives both had to vote on H.R. 3300 before it could become law. NMFWA's Board of Directors and special Sikes Act Committee spent much of their time during the week leading up to the vote on the phone, with members of Congress, to help ensure that the Bill would pass. Unfortunately, nothing could save the Bill from the politics of the last day of the Congress, before the November election.

The fight for passage of the *Natural Resource Management on Military Lands Act of 1994* has been a long one. NMFWA members will remember back to 1991 and before, when discussions first began about passing legislation through Congress to improve natural resources management and law enforcement on DoD installations. A special NMFWA committee was formed that struggled for several years, trying to capture the concept in a proposed Bill.

Then lightning struck. In the spring of 1993, the Sikes Act came up for reauthorization. Then NMFWA President Thomas Wray appointed a special Ad-hoc Committee to spearhead the effort to prepare an effective bill. This could be the vehicle for the much needed "*Military Lands Management Act*" that the Association wanted.

In March of 1993, the committee met with the staff of the House of Representatives Committee on Merchant Marine and Fisheries to discuss concepts for the bill. Over the next

several months, the first version of the Bill took shape. It included many things, including what was referred to as "compliance teeth" and a very structured **Notice of Violation** system. It included both criminal and civil penalties for noncompliance. Natural resources management would stand equal to hazardous waste compliance and environmental cleanup programs when it came to funding.

By mid-summer of 1993, it became apparent that DoD Headquarters would not support the criminal and/or civil penalties suggested by the Bill. In exchange for dropping the penalty provisions, DoD offered substitute language that would have left an NOV system in place. The U.S. Fish and Wildlife Service would have been given authority to enforce compliance with the Sikes Act.

That fall, the bill was introduced as H.R. 3300 and assigned to the Committee on Merchant Marine and Fisheries. The first hearings were held on 3 Nov 93. NMFWA President Wray represented this Association and testified in support of the Bill. **National Wildlife Federation** Chairman of the Board, Mr. Gene Stout, also testified in support of the Bill, as did the President of the **International Association of Fish and Game Agencies**.

However, just one day prior to the hearing, Sherri Wasserman-Goodman, the Deputy Undersecretary of Defense (Environmental Security), changed her testimony from being in favor of it, to being in opposition. She was convinced by her staff to oppose the very wording that her staff had helped to write.

The Bill did not move while acceptable wording (and content) was sought. At mid-summer, on 29 Jun 94, more hearings were scheduled, this time by the House of Representatives Armed Services Committee. They were considering an amendment (H.R. 2800) to the **Engle Act**, and decided to address the Sikes Act Bill as well. Once again, NMFWA was asked to testify. Due to the number of speakers at this hearing, we decided to have Mr. Stout speak on our behalf, concurrently with his testimony for the NWF. Our Association did not take a formal position on the content of H.R. 2800, which has died for this session of Congress.

This sent the Bill back to the House Committee on Merchant Marine and Fisheries for re-drafting. By 20 Jul 94, a new version of the amendment was prepared. It eliminated all oversight of DoD natural resources programs by outside agencies. In its place, DoD agreed to internal oversight and reporting to Congress on compliance with the Act. There were a few minor adjustments and word smithing, but that was essentially the version that NMFWA published in its special Sikes Act issue of the *FAWN*.

In September, the Bill was passed out of Committee and the House Armed Services Committee waived its jurisdiction over the Bill. This allowed the entire House to pass the Bill and send it on to the Senate for final approval.

We expected it would go to the Senate Armed Services Committee, which is what several Senate Armed Services Committee staffers also expected. However, it was referred to the Senate Committee on Environment and Public Works

instead. There, we were able to get the Bill passed out of Committee intact in the first week of October.

Then disaster struck. A minority (i.e. Republican) staffer on the Senate Armed Services Committee started objecting to the Bill. As much as anything, he objected to the fact that under Senate rules, his committee would not have a chance to review the Bill and modify it. He threatened to put a "hold" on the Bill, thereby preventing it from coming to the floor of the Senate for a final vote.

We negotiated with him for several days. Eventually three minor changes were inserted into the Bill. He agreed to support the Bill, but it cost us several days. Now the Bill would be required to return back to the House for another vote. But we were assured by Senate staffers that the Bill would go to the floor by Thursday evening.

When your NMFWA Board of Directors got to the office on Friday, we had messages that an unknown Republican had placed a "hold" on the Bill. We began calling every Republican Senator that could be reached (from Bob Dole on down) to free the Bill and allow the vote. As the minutes ticked away, we never got the Bill to the floor of the Senate. The *Natural Resource Management on Military Lands Act of 1994* failed to become law.

To all the members who got involved, whether by calling a Congressman or a Senator or a staffer, or by writing a letter, or by speaking out at a meeting, or simply by communicating your opinion to the NMFWA Board of Directors, I say "thank you." You are still heroes of this battle.

NMFWA Brochure Update

Anne DeBevec has prepared a prototype for a trifold brochure for the Association and has distributed it to the BOD for comments and suggestions. It includes a pie chart of the membership by service branch, a section entitled "About the Association...", and spaces for pictures of various DoD natural resources programs (Legacy, PIF, Fish and Wildlife Management, etc). Anne will be working on revising the brochure based upon the comments received (like reducing it to 8.5" X 11" to reduce mailing costs) and submitting it to Junior for final review and approval.

If you would like to see an advance copy of the brochure, or have any photographs you think may be appropriate, please contact her at DSN 466-3457 or (917) 854-3457.

NATURAL RESOURCES COMMUNICATIONS WORKSHOP

by Thomas Wray II

The Association recently forged into new territory; we are now in the contracting business. As the FY came to an end, we signed a Cooperative Agreement with the Huntsville, AL office of the Army Corps of Engineers to act as the primary contractor for the administration of the Natural Resources

Communications Workshops. A sub contractor has been selected to offer these 4 1/2-day workshops to interested DoD natural and cultural resources personnel. Participants will be provided much needed hands-on experience in planning, preparing, giving, and evaluating presentations. Topics to be covered include strategies for specific audiences, preparing graphics, and dealing with equipment problems.

Details on the logistics of the workshop are sketchy at this time. Current funding is expected to cover the provisions for three regional workshops to be offered over the next year or so. Future Legacy Resource Program funding may be available to offer additional workshops if interest is high. It will be advantageous to hold the workshops on installations to keep costs down for all involved. Enrollment will be restricted to 16 participants per workshop to ensure a quality learning experience.

I will be the Project Officer for this contract. Please contact me at DSN 249-4186 or (703) 663-4186 to acknowledge your interest in this training opportunity. I also request that you pass this information on to your cultural resources counterparts.

FIELD NOTES

by Tom Poole

CAMP EDWARDS, MA - The second field season for LCTA transects is winding down. Dr. Paul Cavanaugh and his crew have finished the second year of mammal surveys and the first year of bird surveys on this National Guard installation. Herp work will start next year.

WEST POINT MILITARY ACADEMY, NY - Foresters here have been monitoring experimental plots of seedlings with tree shelters. These translucent plastic tubes provide a favorable microclimate for young oaks as well as protect them from hungry herbivores.

PITTSBURGH DISTRICT, USACOE - Mike Fowles is using a technique called "spearing" to set osprey platform poles. First you sharpen a telephone pole at one end. Then a UH-1 helicopter from the National Guard drops it pointy end down into suitable habitat. Climbers add the platform and monitor nest results.

PEASE ANGB, NH - Upland sandpipers were filmed as part of National Guard Bureau video on natural resources management. Dave Nylund tells us this is the only breeding population known in New Hampshire.

FORT DEVENS, MA - A three year study of Blanding's turtles is ending this autumn. More than 80 individuals have been captured and marked. Two dozen animals were tracked with radio telemetry, revealing favored nesting and hibernation habitats.

OUR CONTRIBUTION TO HUNTER SAFETY - The

Evolution of an Installation Natural Resources Program

by Bill Berry

military has centuries of experience in the art of camouflage and concealment. Visual deception was practiced on ancient battlefields long before Desert Storm, with its fiberglass tank decoys and DCU's. It may therefore surprise some people to learn that Fort Devens played an important role in the development and evaluation of high visibility colors for safety equipment.

In 1959, The Massachusetts Division of Fisheries and Game (now the Division of Fisheries and Wildlife) requested assistance from the installation commander, MG William A. Verbeck, to evaluate the visibility characteristics of different colors under a variety of field conditions. 1LT Jack Panjan, an optometrist with the US Army Hospital, Fort Devens, worked with a research committee to prepare a series of tests to document which color was highly visible to the human eye in a wide range of distance, lighting and background conditions. The primary purpose of the research was to recommend a color for hunting garments; a color which is least likely to be confused with a game animal, particularly the white-tailed deer.

More than 500 men from the 1st and 2nd Battalions, 2nd Infantry Brigade participated as observers or otherwise assisted the committee. The observers were tested for color blindness. Soldiers with deficient color vision were included to approximate the average 8% color blindness that exists among men in the United States. Three test courses were prepared. Each course was repeated in October (leaves in full color), November (leaves off) and January (snow covered ground). Special attention was given to periods of low light intensity (early morning / late evening and heavy cloud cover).

Course A used a 2.5 mile trail through a variety of vegetation types, such as evergreens, hardwoods, brush and fields. Observers looked for standard Army target silhouettes that were draped with colored vests and positioned at varying distances along the trail. The observers described what they saw to other soldiers recording the data. Course B featured soldiers with colored vests moving along the trail while observers watched from static locations. Course C was a live-fire exercise. "Pop-up" targets shaped like the south end of a north-bound deer were painted with different colors. Light meters measured the average luminance of the target areas. Each target was exposed for four seconds. The observers were told to fire their M-1 rifles at white "deer", but not at colored ones.

The results of the test program included a recommendation to adopt a specific color which would be recognized by most deer hunters under a wide variety of light conditions. This daytime fluorescent orange, popularly known as blaze or hunter orange, is defined as having a dominant wavelength between 595 and 605nm, a luminance factor of not less than 50% and an excitation purity of not less than 90%. In 1962, Massachusetts passed legislation requiring mandatory use of this color by deer hunters. Other safety items, such as traffic cones and vests for highway workers incorporate lessons learned from research projects like the one conducted at Fort Devens 35 years ago.

I am a staff research associate with California Polytechnic (Cal Poly) State University in San Luis Obispo California. I provide endangered species assistance and expertise to the California Army National Guard (CA ARNG) at Camp Roberts Army National Guard training site. When asked to write an article for the FAWN, I chose to write about the development of the Camp Roberts environmental and natural resources program because I watched it (and helped it) grow from a hunting program administered by our state fish and game agency to a multi-disciplined program using state of the art technology.

I first visited Camp Roberts in 1986 to conduct surveys for the endangered San Joaquin kit fox. I was working for a government contracting firm named EG&G Energy Measurements (EG&G/EM). My natural resources contact on the installation was a Chief Warrant Officer in the Directorate of Facilities Engineering. He was responsible for coordinating wildlife activities as well as supervising the heavy equipment operations for the entire installation. Over the next 18 months I periodically surveyed for kit fox on Camp Roberts. I found the fox to be abundant on the installation including the cantonment area where they lived underneath the barracks.

The National Guard Bureau (NGB) and CA ARNG realized they did not have sufficient data to properly address the kit fox at Camp Roberts and to enter into formal consultation with the U.S. Fish and Wildlife Service (USFWS) in compliance with the Endangered Species Act. Therefore in 1988, NGB contracted the services of EG&G/EM, through the Department of Energy, to conduct an in depth, 3 year study of the kit fox on the installation. The data collected were used to prepare a comprehensive biological assessment of the effects of military-authorized activities on kit fox and other species of concern. An endangered species study of this size (in terms of time and cost) was unprecedented with the National Guard at that time.

Concurrently, CA ARNG had hired an environmental planner for Camp Roberts. He and I worked together to develop an endangered species conservation program. At this time, CA ARNG began conducting preactivity surveys prior to training activities and construction projects that could harm foxes. The purposes of the surveys were to identify and eliminate or minimize any threats to foxes or their habitat. Based upon the information contained in the biological assessment, USFWS issued a nonjeopardy biological opinion which stated that activities might impact individual foxes but did not pose a threat to the existence of the subspecies. Incidental take was allowed provided that NGB and CA ARNG implement certain terms and conditions designed to minimize the possibility of take.

The EG&G/EM study of kit fox was continued for an additional year. During the final year of the kit fox study, CA ARNG hired a wildlife biologist for Camp Roberts. Camp Roberts now had its own staff member to coordinate the kit

fox programs, the hunting program and other wildlife and natural resources issues. The Army Integrated Training Area Management (ITAM) and Land Condition Trend Analysis (LCTA) programs were also initiated at Camp Roberts in 1992.

It was apparent to the National Guard that their endangered species program at Camp Roberts required more than one biologist to protect natural resources and continue mechanized training. Therefore, in April 1993, CA ARNG established an agreement with Cal Poly University to provide endangered species support on the installation. I was fortunate enough to get hired by the University to work on this project. Upon my return to Camp Roberts, I found that the environmental staff had moved out of the Facilities Engineering building and into their own office complete with computers and lots of field equipment.

The installation wildlife biologist, a staff of Cal Poly students, and I spend our time conducting preactivity surveys, monitoring the kit fox population and their prey and predator species populations, and providing additional natural resources support. I have watched the ITAM and LCTA programs grow to include an LCTA program manager and Geographical Information System (GIS) operator. The goal is to fully implement the programs and address natural resources concerns associated with the installation, particularly the livestock grazing program.

CA ARNG also recently began a survey for candidate and other sensitive species. Several sensitive species other than kit fox are known to occur on the installation and more have the potential to occur. In the future, CA ARNG also plans to prepare an integrated natural resources management plan for the installation.

The natural resources program at Camp Roberts has definitely changed since its infancy in 1986. The National Guard should be proud of the advancements it has made in the formation of an integrated natural resources program.

AWARDS NOMINATIONS NEEDED

by Doug Lister

I have the great pleasure of being this year's Awards Committee Chairperson, again. Of the various functions I have inherited, the biggest is recognizing individuals that support the natural resources programs at each installation. Unfortunately, I'm still not clairvoyant and don't know all the wonderful people doing wonderful things for DoD natural resources. Therefore, I am asking each of you to supply me with information on persons within the following awards categories:

PRESIDENTIAL AWARD: This category 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 is not intended to "put down" team work. It may be given for short or long term accomplishment(s).

SUPPORT: For persons who indirectly assist natural resources.

Military Support of Natural Resources. For military personnel who, through their position, have given support to natural resources programs above the norm.

Civilian Support of Natural Resources. For civilians who have supported natural resources above the norm. Individuals may be employed by DoD or a supporting agency.

VOLUNTEER: For a group or an individual assisting in natural resources programs.

Education. To recognize efforts in natural resources education. Includes interpretation, hunter education, troop training by individuals, groups or interagency cooperation.

Management. Recognizes volunteer efforts on installations 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.

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

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

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

Technical. Recognizes people who are critical to natural resources 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.

Please note that one to two pages of documentation is **ALL** that is needed for the nominations package. Awards nominations containing more than two supporting pages will be ineligible.

Please take a few moments to review these nominations categories. There are many unsung heroes doing good work for our programs. Let's all give them the recognition they deserve.

If you have any questions concerning the nominations process, or would like a nominations form, please contact Doug Lister at COM (301) 826-3670 or DSN 326-3670.

**NMFWA 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 | Presidential |

Send the application to:

Commanding Officer
Public Works Dept., Code 862-DL
Naval Air Station
Patuxent River, MD 20670-5409

ATTENTION BOARD OF DIRECTORS

Members of the Board serving on the Nominations Committee are requested to aggressively recruit Association members interested in elected positions of the BOD. Also, each Board member, if appropriate, must decide if they wish to repeat their performances at their current position or seek loftier levels. Please contact the Nominations Committee Chair, Thomas Wray, with news of prospective nominees and your future intentions. This all must happen by 15 Dec 94. Happy Hunting.

BOARD OF DIRECTORS NOMINATIONS

It's that time of year again. The desire to participate in Association affairs, especially as a member of the Board of Directors, should be coursing through your veins just about now. A sure remedy is to step forward and become involved.

Completion of the harmless nominee application below

will set you on course for a rewarding experience. You too could ultimately become President of our prestigious organization. Even I did it!

NMFWA ASSOCIATION OFFICER NOMINATION

NAME OF NOMINEE: .

CANDIDATE FOR: (circle one)

- | | | |
|-------------------|---------------------------|---------------------------|
| President-Elect | Vice President | Secretary/Treasurer |
| At-Large Director | Regional Director
East | Regional Director
West |

NOTE: The east-west boundary is the Mississippi River, except that Wisconsin is included in the Western Region. Two Regional Directors from each region and two At Large Directors will be elected. An individual can be a candidate for only one position.

PERSONAL INFORMATION: (include or omit whatever you wish, but members need to know for whom they are voting)

INSTALLATION/LOCATION:

POSITION OR JOB TITLE:

PAST POSITIONS:

EXPERIENCE/BACKGROUND/EDUCATION:

PROFESSIONAL ORGANIZATION AFFILIATIONS:

LEADERSHIP CAPABILITIES:

NOMINEE'S POSITION STATEMENT:

**PLEASE RETURN BY 15 DEC TO:
THOMAS WRAY II
12428 PINECREST LANE
NEWBURG, MD 20664**

Tom Wray
703-663-4016

NMFWA ANNUAL MEETING ANNOUNCEMENT
MARK YOUR CALENDARS NOW!!!

The NMFWA Annual Meeting and DoD Fish/Wildlife Training Workshop will be held in conjunction with the 60th North American Wildlife and Natural Resources Conference, 26-31 March 1995 in Minneapolis, Minnesota. (Why can't they find a warm location?) The conference hotel will be the Minneapolis Hilton Towers (Reservation Phone Number 612/397-4999). The NMFWA/DoD training format will be similar to past years, with four technical sessions, a DoD/Service policy session, annual NMFWA business meeting, and banquet. More specific information will be sent to the members soon. Please contact Bob Progulski (DSN: 968-7119, Com. (813) 452-4119) for more information.

The DoD technical sessions will be held 29-30 March 1995. Each session will have 4-5 20min. presentations. Each session chair has final say over who makes presentations in his/her sessions. Chairs for the various sessions are listed below. Please contact them as soon as possible but no later than 28 November 1994 if you are interested in presenting a paper at a specific session.

DoD Technical Session 1 Topic: Integrating Natural Resources Programs

Session Chair: Thomas Wray II
Natural Resources Office DSN: 249-4186
Code C287 COM: 703/663-4186
Naval Surface Warfare Center FAX: -4016
Dahlgren, VA 22448

DoD Technical Session 2 Topic: Endangered Species Management on DoD Lands

Session Chair: Tim Beaty
DPW, ENRD, DSN 870-7261
Fish and Wildlife Branch COM: 912/767-7261
AFZP-DEV-W FAX: -2255
Ft. Stewart, GA 31374-5000

DoD Technical Session 3 Topic: Outdoor Recreation Programs on DoD Lands

Session Chair: Pat Walsh
Det. 1, 6 SG/CEN DSN: 968-7119
29 South Blvd. COM: 813/452-4119
Avon Park AF Range FAX: -7161
Avon Park, FL 33825-5700

Bill Fisher (CODE 231WF)
SW DIVISION, DSN: 522-1488
NAVFACENCOM COM: 619/532-1488
1220 Pacific Highway FAX: -3782
San Diego, CA 92132-5190

DoD Technical Session 4 Topic: Using Predator Control for Endangered Species Management

Session Chair: Tim Burr (CODE 231TB)
SW DIVISION, DSN: 522-3745
NAVFACENCOM COM: 619/532-3745
1220 Pacific Highway FAX: -3782
San Diego, CA 92132-5178

The DoD policy sessions and service break-out sessions will be held Friday 31 March 1995. The Chairs for those sessions are listed below:

DoD Policy Session Chair:
Peter Boice DSN: 664-5707, COM: 703/604-5707

Army Policy Session Chair:
Phil Pierce DSN: 226-8816, COM: 703/696-8816

Air Force Policy Session Chair:
HQ Air Force (Ltc Tom Lillie and/or Doug Ripley) DSN:
225-6118, COM: 703/695-6118

Navy Policy Session Chair:
HQ Navy (Tom Egeland and/or Merrily Severance) DSN:
221-0427, COM: 703/325-0427

Marine Corps Policy Session Chair:
Jim Omans DSN: 226-0865, COM: 703/696-0865

Corps of Engineers Policy Session Chair:
To be announced

JOB ANNOUNCEMENT

GS-401 Natural Resources Specialist
Full Performance Level GS-11

Location: Naval Air Station, Patuxent River, Maryland

Description: Interdisciplinary natural resources position. Looking for a well-rounded individual for work in fish and wildlife management, land management, some forestry, outdoor recreation and conservation education.

Qualifications: Open only to current DOD civilian employees. Presently restricted to hiring within the Naval Air Warfare Center, but will be expanding the search for qualified applicants as necessary.

To Apply: All interested persons should call Kyle Rambo at DSN 326-3670 or commercial (301) 826-3670/5456 or send resume or SF-171 to: Commanding Officer, Public Works Dept. (Code 862), Naval Air Station, Patuxent River, MD 20670-5409.

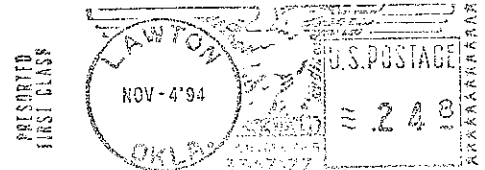
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 Ester Hutchison, Twentynine Palms, CA (COM 619/368-5719, DSN 957-5719, FAX -5718)
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 Jim Gallagher, Fort Sill, OK (COM 405/442-3314, DSN 639-3314, FAX -7207)

NMFWA COMMITTEE CHAIRS

Archives: Gene Stout, Lawton, OK (COM 405/248-2543)
Awards: Doug Lister, Patuxent River NAS, MD (COM 301/826-3670, DSN 326-3670, FAX -3141)
Law Enforcement: Charles Mayo, Fort Rucker, AL (COM 205/255-2416, DSN 558-2416,)
Membership: Kyle Rambo, Patuxent River NAS, MD (COM 301/826-3670, DSN 326-3670, FAX -3141)
Nominations: Thomas Wray II, NAVSURWARCENDIV, Dahlgren, VA (COM 703/663-4186, DSN 249-4186, FAX 4016)
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. 306, DSN 968-7119, FAX: DSN 7161, COM 4161)
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