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Bulletin: Prepared for the Employees of the Maine Department of Conservation, November 1989

Maine Department of Conservation

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BULLETIN

Prepared for the Employees of the Maine Department of Conservation

November 1989

Commissioner's Column

Soon you will receive information about the Department's Affirmative Action Program. A series of workshops will be held in the next month to provide all supervisors with information about the Affirmative Action Plan and how it will be implemented. Information also will be available to all employees.

An analysis of the Department's workforce has been completed, and it indicates there is room for improvement. Goals for improving upon some of our employment procedures have been established. The Affirmative Action Program will not mean that Bureaus will be required to meet hiring quotas. The Plan will outline opportunities for increasing the diversity of our workforce as qualified individuals become available during the hiring process.

Cathy Ward of my staff is the Department's Affirmative Action Officer. She has provided additional information about the Plan in this issue of the *BULLETIN*.

Ed Meadows

Affirmative Action Plan Complete

The Department's Affirmative Action Plan outlining our policy regarding Equal Employment Opportunity and Affirmative Action is complete and will be distributed to management points later this month.

The plan outlines actions the Department will take towards meeting the challenges posed by historic employment trends, the rapidly changing and diversifying work force, increasing scarcity of available labor, and intensifying competition from the private sector. As a public agency and an employer, the Department has a responsibility to serve the interests of all taxpayers within the state while providing a comfortable working environment for all DOC employees. The plan outlines specific actions in the areas of recruitment, selection, training, and accommodations which DOC will implement in an effort to move toward providing a working environment with opportunities for a diversity of qualified individuals. The ultimate goal of this plan is to have a fair personnel system which facilitates the employment and advancement of all persons.

A series of meetings has been scheduled for supervisory staff on December 4, 5, and 6. During these meetings the commissioner, bureau directors, Will Harris (Personnel), and Catherine Ward (Affirmative Action Officer) will discuss in detail the Department's goals and supervisors' responsibilities. The Affirmative Action Plan will be distributed prior to the meeting so that employees' questions and concerns can be addressed.

In addition to this introductory overview of the Affirmative Action program, the Department will be developing a plan for continuing training for employees regarding equal employment opportunity. We have established a monthly segment in the Employee *BULLETIN* as part of our effort to get relevant and up to date information about this subject to employees. Additionally, a summary of the plan's contents will be published and distributed to all employees. For further information contact Catherine Ward, State House Station #22, Augusta — Extension 4900.

Norman Appointed Safety Coordinator

Don Norman has been appointed the Department of Conservation Safety Coordinator. His duties will include establishing a safety training program, setting safety policies and monitoring safety inspection results. In addition to this new responsibility, Don will continue his duties as Department of Conservation Property Officer.

Safety has always been an important issue at Conservation, and Don's long experience with the Department should prove to be a strong asset in this new assignment.

Knoll and Pratt Complete MMI

Ralph Knoll and Bill Pratt have completed the Fall 1989 session of the Maine Management Institute(MMI).

Ralph is Western Region Supervisor of the Bureau of Public Lands with responsibility for all land management activities in this 170,000-acre region.

Bill Pratt, Division of Administrative Services, is Manager of the Vehicle Rental Agency, a 45-car fleet providing long-term lease vehicles and short-term rentals to Conservation and other agencies.

MMI is designed to meet the training needs of State middle-managers. The institute is jointly sponsored by the Bureau of Human Resources' State Training and Development Program and the Bureau of Public Administration, University of Maine.

Congratulations Ralph & Bill.

Awards

At the National meeting of the National Association of State Foresters in San Antonio Texas, MFS Director John Cashwell was given the outstanding forest legislation award for the Forest Practices Act by the National Woodland Owners Association, the parent organization of the Small Woodland Owners Association of Maine.

The Insect & Disease Management Division, represented by Dick Dearborn, was recently awarded the International Society of Arboriculture's Gold Leaf Award at the Society's annual meeting. The award is in recognition of ID&M's technical advice and assistance to arboriculture and the shade tree resource.

New Roof / Ski Trails

The group picnic shelter in Camden Hills State Park, a 1930's fieldstone and granite structure built by the Civilian Conservation Corps, received a new cedar shingle roof recently, thanks to SERVE/Maine and Bureau of Parks and Recreation crews. Five volunteers from an International Work Camp group based at Tanglewood joined BPR staff Jarvis Johnson, Gordon Bell, Steve Vondell, Brian Rolerson, Pete Carpenter, Wimpy Burnham, Scott Woodruff, and Dwayne Young in organizing and completing the three-week project.

Three new cross country ski trails built by Maine Conservation Corps teams in 1989 will be available for public use this winter. Working with Park Manager Mick Rogers and Ranger Andy Haskell, team leader Scott Wilson supervised Maine Conservation Corps teams in developing new trails Lake St. George State Park. The MCC also built cross country ski trails in cooperation with the Bureau of Public Lands at Pineland Center in Gray and with the Veterans Administration in Togus. THINK SNOW!

Conservation Notebook

John Williams of the Maine Geological Survey presented a paper at the Eastern Ground Water Issues Conference in Kitchener, Ontario. ••• Interns from Maine's "Outward Bound" program are assisting with construction of a hiking/cross-country skiing trail on BPL's Pineland Unit. ••• **Joe Wiley** and **Steve Oliveri** assisted the Cooperative Extension Service in conducting another of a series of workshops on guidelines for incorporating wildlife management practices into routine forestry activities. ••• Major road and boat launch construction projects at BPL's Seboeis and Holeb Units are underway. These projects are designed to provide greater public access. Construction began in October. ••• **Leigh Hoar** and other BPL staff will be assisting the BPR in repairing the access road and parking area at Indian Stream in the Allagash. ••• **Gail Tunstead** and **Hazel Hill**, Project Learning Tree Facilitators, trained teachers at the Holden Elementary School to use PLT in their classes. ••• BPL held a public meeting in Presque Isle on October 15 to review the final draft Management Plan for the 16,731 acre Squa Pan Unit. ••• **Del Ramey** attended the St. John River Advisory Committee Meeting at Clayton Lake in October to discuss and plan revising the St. John River 10 year Protection Plan. **Craig TenBroeck** and **Fred Todd** also attended. ••• **Gloria LeVasseur**, LURC Supervisor of Development Review, attended the Campground Advisory Committee meeting where they discussed dividing campgrounds into classes and regulating them according to size and services. ••• **David Boulter**, Director of LURC, attended the Citizen Advisory Group meeting to finalize preliminary exclusionary criteria for a radioactive waste disposal site. ••• **Fred Todd**, LURC Supervisor of Planning and Zoning, has been invited to sit on a panel at Orono to discuss Indian municipal/tribal issues. ••• **Tom Cieslinski** and **Tim Caverly's** SERVE/Maine volunteer, **Harry Zinn**, recently completed his Analysis of Campsite Use on the Allagash Wilderness Waterway. This project was the basis for Mr. Zinn's masters thesis at UMO. ••• The next Law Enforcement Academy will begin in January. Fire Control, Parks, and LURC personnel will attend. ••• Bureau of Parks and Recreation staff **Tom Cieslinski**, **Cindy Bastey**, and **Sheila McDonald** attended a recent National Park Service workshop in Boston on strategic planning, regional cooperation, and the application of geographic information systems to park planning. ••• In preparation for the upcoming snow season, BPR Snowmobile Program Supervisor **Scott Ramsay** has been meeting with several large private landowners and land managers to address concerns relating to snowmobile access, trail development, and insurance liability. ••• Ranger **Dave Parent**, assigned to BPR and BPL projects in the Eagle Lake area, recently finished a trail work project with 18 participants in the ASPIRE program. Under Dave's supervision, the group completed three and a half miles of hiking trail from Three Brooks Cove on Eagle Lake to Three Brooks Mountain Tower. ••• **Walter Gooley** is now headquartered at Bolton Hill and **Bob Leso** is headquartered with Fire Control in Norridgewock. ••• **Ancyl Thurston** attended a workshop in Randolph, Vermont on forest planning. This workshop was designed to explain Vermont's "Act 200", a program similar to Maine's Growth Management/Comprehensive Land Use Planning program. ••• **Thomas Parent** attended an executive meeting of the Northeast Forest Fire Supervisors in Charleston, West Virginia to plan for the June, 1990 Maine meeting. ••• **Russell Horning** attended a Northeastern Forest Fire Protection Commission

Training Team Meeting in Concord, New Hampshire. ••• **Dick Bradbury** presented a talk on maple conditions and MFS activities to the Annual Meeting of the North American Maple Syrup Council. ••• All Fire Control Regional Offices now have new PC's. ••• **Clark Granger** and **Dick Bradbury** gave presentations/demonstrations at the fall meeting of the Maine Christmas Tree Association. ••• **Don Ouellette** has been in great demand to give presentations to Project Learning Tree and school groups throughout southern Maine. ••• As part of a cooperative project with the U.S. Forest Service, ID&M technicians **Everett Cram**, **Gralyn Smith** and **Michael Skinner** completed an intensive survey of forest regeneration following spruce budworm mortality in Baxter Park. ••• **Dave Struble** has been selected to be a northern New England representative to a Northeastern Area committee to develop an action plan for dealing with Hemlock Woolly Adelgid.

Allagash News

Tim Caverly, Lee Hafford, and Matt LaRoche recently hosted five staff members from Nova Scotia's Kejimikujik National Park on a three-day trip in the Allagash Wilderness Waterway. The Canadian park officials requested the trip so that they could have a first hand look at the Waterway's management of backcountry camping and oversized groups, as well as strategies for the care and maintenance of remote campsites and environmental monitoring.

Several BPR staff attended the annual Allagash Wilderness Waterway guide's day meeting in Millinocket on October 14. The meeting focused on the Bureau's policies and management of the Waterway and a discussion of the guides' concerns and needs. The meeting was attended by Steve Curtis, Ron Hunt, Craig Ten Broeck, and AWW staff Tim Caverly, Tom Coon, Lee Hafford, Brady Scott, Jon Metcalf, Larry Nadeau, Pat Reardon, and Jim Kelley.

BPR Retreat Held at Sebago

Bureau of Parks and Recreation operations and maintenance staff recently held a two-day retreat at Sebago Lake State Park. The retreat was attended by Steve Curtis, Ron Hunt, John Titus, Wimpy Burnham, Tom Skolfield, Tim Hall, Scott Woodruff, Bill Cleaves, Tim Caverly, and Ken Wiley. Topics for discussion and action included training, staffing, communications, resource needs, and the public perception of State parks and historic sites.

Geology News

The 81st Annual New England Intercollegiate Geological Conference was hosted by the University of Maine at Farmington on the weekend of Oct. 13-15. Bob Marvinney, Woody Thompson, and Tom Weddle led four trips for this field conference which attracted over 350 New England earth scientists.

Woody Thompson presented videotapes of recent mining operations and mineral discoveries in Maine at the Oct. 28-29 annual show held by the Rhode Island Mineral Hunters in Warwick, RI. Woody's daughter, Larissa, was the youngest "rockhound" at the show banquet, and thereby won a personally autographed book by speaker Peter Bancroft on the world's 100 greatest mineral localities.

HELP!

NFDRS Weather Equipment that was ordered by Leslie Wiles this summer was sent to the Harlow Building by UPS. The shipment was received and signed for by Parks personnel but was never received by Fire Control. If anyone knows the whereabouts of this equipment, please contact Leslie or Lisa at 4990. Thank you!