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Maine Department of Conservation Employee News and Information Bulletin, February 1994

Maine Department of Conservation

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Maine Department of Conservation Employee News and Information February 1994

BULLETIN

FORESTRY

GEOLOGY

LAND USE REGULATION

PARKS AND RECREATION

PUBLIC LANDS

Commissioner's Column

Two questions we often hear are: "Is TQM for real? Can it actually work in state government?" I believe the answer to both questions can be yes and eventually will mean new opportunities and greater job satisfaction for us all. But the results do not come immediately.

So far, implementing TQM in Maine state government confirms that introducing the TQM process in a large organization such as state government takes time, effort and thoughtful planning. But at the same time, some benefits can be achieved quickly by identifying a few key ways in which the state currently conducts its business and seeking modifications to those procedures in order to increase productivity and save time. That is the goal behind the existing Process Action Teams, such as the one working on the open market purchase order process.

The TQM newsletter you received with your January 26 paycheck included a timetable for introducing TQM to all full time state employees and creating quality management efforts throughout all branches of state government. Department Quality Management Councils, including DOC's, are currently discussing how best to implement TQM. These plans typically involve the following:

- An initial group receives training so it can begin discussing how TQM can best begin in that organization.
- That group works on a "vision statement" which basically sets forth the broad mission and goals of the organization. That statement helps provide the general direction as the organization begins establishing the TQM implementation process.
- Plans are developed for providing training for all employees on what TQM is, how it works, and how it will be carried out.
- The department's Quality Council begins to identify the first internal operating procedures it believes could be quickly improved.

Naturally these steps take time as those involved are experiencing the "new way" of doing business and learning how to operate in a manner which is very different from the way business has been conducted in the past. This process also depends upon input from you. DOC's Quality Management Council has been meeting twice a month to work on all of the above topics in preparation for providing TQM information to all DOC employees. Information about training will be provided to you soon. The training is an opportunity to learn about this new way of doing business which is rapidly becoming the standard in government, business and the non-profit sector all over the world.

Of course, in the meantime business and operations must continue. Transition to the new culture of TQM will not occur overnight. By eventually establishing Quality Management Teams within our department, we will be well positioned to improve our own internal operations and go through this transition effectively.

With the experience and success our department has achieved through inter-bureau cooperation, we have demonstrated what can be achieved as a group that could not be accomplished individually. I am confident that over time TQM can help us capitalize on our existing working relationships and enable us to find new ways of achieving even more together.

At the end of this month Fred Bartlett, director of Engineering and Realty, will retire after 32 years of service in state government. Fred has made a career in public service helping the department develop and manage its diverse properties and facilities while balancing program needs, public expectations, building standards and codes with limited funding. I hope you will join me in wishing Fred a long and happy retirement. A March 11 retirement party is scheduled. John Picher at the Bureau of Parks and Recreation has more information.

Ed Meadows

NFLC to Release Recommendations

The Northern Forest Lands Council (NFLC) will release draft recommendations on March 3. Council members will receive written comments and host open houses (1p.m. to 5 p.m.) to familiarize people with the issues and listening sessions (7 p.m. to 10 p.m.) to receive statements about the recommendations. The schedule is:

Mar. 23, Bethel Inn, Bethel; Mar. 30, Abbot Town Hall, Abbot; Apr. 6 or 8, Location tba in the Portland area; Apr. 13, Holiday Inn, Ellsworth; and Apr. 26, Keddy's Motor Inn, Presque Isle.

For more information, contact Donald Mansius, Maine NFL Coordinator at (207) 287-4906. Draft recommendations are available from the NFLC, 54 Portsmouth Street, Concord, NH 03301; (603) 224-6590.

DOC People

Promotion

Forest Ranger Jim Downie to Forest Fire Prevention Specialist

Transfers

Forest Ranger Dan Skillin to Jefferson

Forester Steve Swatling to Farmington

New Hires

Steve Lincoln, Fire Control Radio Operator, Bolton Hill

Joel Davis, Forest Ranger, Island Falls

Retirements

Fred Bartlett, Engineering and Realty, 32 years of service

Ron Yates, Boating Facilities Division, 35 years of service

Conservation Notes

Ron Yates of the Boating Facilities Division will retire in February after 35 years of state service with twenty years in the Bureau of Parks and Recreation. Ron's most recent accomplishments were on construction inspections in Rockwood and Skowhegan this past summer.

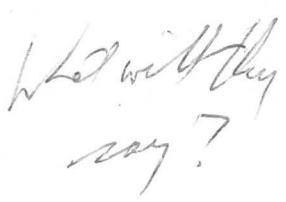
"Show your support for Maine's state parks and endangered wildlife: choose the conservation license plate" is the theme of the 1994 poster contest sponsored by the Bureau of Parks and Recreation and the Department of Inland Fisheries and Wildlife according to BPR's **Pat Bailey**. Entries in either the state parks or endangered wildlife category must be postmarked by the March 25 deadline. Twenty-four prizes will be awarded including season passes to parks, the Gray Game Farm and Swan Island; watchable wildlife books and *Maine Fish and Wildlife* magazine subscriptions.

Joe Kelley and **Steve Dickson** (MGS) are co-authors of a paper on "giant sea-bed pockmarks" in the January issue of *Geology* magazine (a monthly journal of the Geological Society of America). The article documents unusual, large crater-shaped depressions on the floor of Penobscot Bay. The pockmarks are believed to form by the release of natural gas from marine sediments.

David Boulter and **Bill Galbraith** of the Land Use Regulation Commission met with representatives of S. D. Warren Corporation to discuss land use issues related to public recreational use of company land at Spencer Bay on Moosehead Lake.

Three College Conservation Corps teams have wrapped up service projects. A team led by **Rich Bouchard** and assisted by Rangers **Kim Lynch** and **Jim Kelly** maintained Allagash Wilderness Waterway boundary lines. A crew led by **Allison Hramiec** cleared trails, cut firewood and constructed bridges and trail side benches at Camp Pondicherry in Bridgton and at the Maine Conservation School in Woodstock. The third team led by **Tom Bradbury** did timber stand improvement and trail rehabilitation with the Maryland Conservation Corps. The team joined Coordinator **Dave Gerkens** in Washington, D.C. to discuss national service legislation and service programs with representatives of Senators Cohen and Mitchell. A Maryland Corps crew will visit Maine in May to complete the exchange.

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The CCCM is working with BPR Central Region Asst. Supervisor **Mike Leighton** on indoor winter work projects at Lake St. George State Park and Camden Hills State Park. Corpsmembers will be constructing park picnic tables and benches, signs and recycling bins.

Woody Thompson (MGS) is this year's executive secretary of the Maine Mineral Symposium Association. The 5th annual symposium is being organized for the weekend of May 6-8 in Augusta. This educational event features a speaker program, exhibits of Maine minerals, dealers, and field trips. Contact Woody for details.

The MCC needs summer team leaders to lead young people age 14-21 in conservation related work projects. Team leaders are required to have supervisory or leadership experience, a drivers license and be certified in first aid. They should be interested in outdoor work, have knowledge of natural resources, be able to communicate effectively, motivate and direct workers, work cooperatively with agency staff and have an outstanding work ethic and attitude.

Most positions are for nine weeks and begin in mid-June. If you know of anyone interested in becoming an MCC team leader, contact **Ken Spalding** at 287-4931.

Boating Facilities Division personnel are planning the development and improvement of sites during the coming construction season following the completion of field surveys at twenty-four sites this fall. This past season, planning, design, and construction efforts resulted in new or improved boat access sites at Rockwood, Moosehead Lake; Milford, Penobscot River; Princeton, Long Lake; Baileyville, St. Croix River; Skowhegan, Lake George; Washburn, Aroostook River; Fryeburg, Saco River; Freedom, Sandy Pond; Eastbrook, Molasses Pond. In addition to this work, the Songo River was improved for navigation.

The Maine Conservation Corps in a cooperative effort with the Jobs Training Administrative Office (JTAO) and Aroostook County Action Program (ACAP), successfully competed for a \$2 million grant from the federal Corporation for National and Community Service. The grant will establish a Youth Community Action Project to assist communities affected by closure of Loring Air Force Base. Of the five corps teams, two teams will work on conservation and outdoor recreation related projects. The major project will be to assist in a rails to trails conversion. **Ken Spalding** will administer the grant and the College Conservation Corps will assist in team leader and corpsmember training.

BPR regional and park staff will be offering "Parks in the Schools" and "Earth Day Every Day" programs once again this year to schools throughout the state according to **Pat Bailey**. New this year is an activity to teach appropriate behavior around animals, especially since the mid-Atlantic rabies epizootic (epidemic in animals) is expected to reach Maine this spring. This activity will also be shared with the state epidemiologist and other agencies in the Rabies Work Group to assist in their public education activities.

Jim Mangin spoke on the snowmobile trail grants program to regional meetings of the Maine Snowmobile Association in Brewer and Greene, and in Lamoine to a group of more than 100 landowners and snowmobile club members. Showing his familiarity with aquatic as well as snow-related motorized recreation, Jim is also teaching an adult education course this winter in Gardiner on basic boating navigation and safety.

Steve Spencer spoke to CCCM students who will design and develop the trail network on BPL's Cutler Unit.

David Allender, Sara Brusila and **Bob McKee** traveled to Monhegan Island where they participated in site visits and a local public meeting regarding Maine Land Use Regulation Commission development permit activity on Monhegan Island.

Forest Ranger **Dan Skillin** of Jefferson has investigated nearly two dozen timber trespass complaints during the past few months. Dan urges landowners to mark property lines clearly and always have a written contract before logging begins. Landowners made nearly 600 complaints of timber trespass last year.

Ranger Pilot Supervisor **John Knight** of Old Town recently attended senior level aviation management training in Marana, Arizona. Safety, personnel performance, human behavior, procurement and disposal of aircraft were among the subjects covered during the valuable week of training.

A video tape of **Bill Conway's** January 5 briefing session in Augusta on Total Quality Management is available. Contact **Gale Ross** at 287-4900.

Scott Ramsay, Jim Mangin, and **Sue Roderick** of BPR's Off-Road Vehicle Division have been busy approving and processing grants for the maintenance and development of snowmobile trails. Approved grants this year have reached record numbers, with 225 snowmobile club grants and more than 90 grants to municipalities.

Nearly two dozen forest rangers and fire personnel from neighboring states attended the federally certified fire suppression tactics course at Bolton Hill in January.

Former IF&W Property Officer **Dwain McKenney** is the new manager of the Central Fleet Management Agency.

Steve Oliveri of BPL attended a workshop on the proposed Memorandum of Agreement with the federal government on natural resource damage (oil spill) assessment.

BPL's Eastern Region Manager **Robin Smith** is working with BPR's Off-Road Vehicle Division Supervisor **Scott Ramsay** to establish a new north/south route for ten miles of snowmobile trail on the Duck Lake Unit in Hancock County. Local snowmobile clubs, other landowners and the Maine Snowmobile Association are also cooperating in the project that will improve safety by relocating the trail away from established logging roads.