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# Maine Department of Conservation Employee News and Information, March 1995,

Maine Department of Conservation

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# Maine Department of Conservation Employee News and Information March 1995

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## BULLETIN

Forestry

Geology

Land Use Regulation

Parks and Recreation

Public Lands

### Commissioner's Column

Editor's Note: Ron Lovaglio began his first day as the Maine Department of Conservation's sixth commissioner with a 7:30 a.m. visit to Maine Geological Survey employees. Since then, Commissioner Lovaglio has been visiting with people at work throughout the Harlow Building. The informal visits have been well received by employees. If Ron has not visited your work unit - including those in field locations - you can be sure he intends to. He spoke at the regular Monday morning directors' meeting on February 27, 1995. Here are some highlights from his comments:

**On accepting the opportunity to be conservation commissioner:** "When this opportunity was offered in December, I did some serious soul-searching to be sure I made the right decision for me and for my family. I believe it is an incredible opportunity for a natural resource professional. It is a great honor to lead the organization that cares for Maine's natural resources and the use of those resources by Maine citizens. My family supported my decision to accept the offer, and I am 100 percent committed to doing the job."

**On the department:** "I know many people in the Department of Conservation and I understand the importance of department programs. But the Department of Conservation, as a unit, tends to be 'transparent.' I can name the Department of Conservation's bureaus, but the image of the Department of Conservation as a unit is less clear. We need to create a clearer image for the Department of Conservation. Teamwork will be needed to do this. One pathway to this goal of a clearer departmental image is Total Quality Management."

**On TQM:** "I am a tremendous supporter of TQM because I have seen it do great good. I was very pleased when the state adopted quality management. When my previous employer first adopted TQM, employees said, 'that's nice, but it won't work here.' The real concern was that employees knew they were ready for the TQM process, but they were not sure management was. It did work, but not overnight. In the ten years I have worked with TQM, it has improved customer service and teamwork. When people focus on customers, they tend to think less about their own individual 'fiefdoms.' That's what teamwork is all about."

"The TQM process does require continuity to be successful. I was concerned that a lack of continuity could be a problem in state government where change is built into the system every election. Governor King's support for TQM ensures that the process will continue. TQM will make our jobs more rewarding and the Department of Conservation's stakeholders will be better served."

**On the budget:** "There are some early signals that the state's economy is improving. That will help the state's overall budget problems. The department's budgetary situation has benefited because Governor King understands the importance of natural resources to the state economy and the department's role in resource management and protection. He also knows how much we've already done. My approach to fiscal management is quite simple: 1.) plan your spending; 2.) stay within the budget, and; 3.) know your numbers. The lack of flexibility in the state budget system is a surprise to me. In the private sector, there is some degree of flexibility within budgets as long as managers achieve bottom line financial objectives."

**On teamwork:** "I respect the intellectual ability of Department of Conservation employees and I welcome honest debate and differing views. That's part of the team approach. I want to know when you think we are making a mistake or heading in the wrong direction. My door will be open and I invite you to stop in. Once we make a decision however, let's get behind the decision and work as a team."

**On a short list of the "unacceptable":** 1.) illegal conduct; 2.) unprofessional conduct; 3.) placing bureau initiatives ahead of the department's; and 4.) not working as a member of the Maine Department of Conservation team.

Commissioner Lovaglio also told the directors that he asked former Commissioner Ed Meadows to provide temporary assistance during a transition period, and that Ed had accepted this role. Ed will assist with budget, legislation, Northern Forest Lands issues, and departmental information and education initiatives.

"One final point. I have joined a great organization. I thank everyone I've met so far; the genuine sincerity and open welcome is noticeable and appreciated." *Ron Lovaglio*

### DOC People

Thomas Charles has accepted the position of Forester II in the MFS Division of Policy, Planning, & Information

### DOC TQM News

• The Bureau of Parks and Recreation's Quality Council has had its third meeting. Rolanda Klapatch and Brian Warren facilitated a discussion at the meeting of TQM theory and practice, setting the stage for work on a vision for the bureau, which the council will begin at its next meeting on March 13th.

• BPL's Quality Council met February 17. Council members continued to draft the bureau's vision statement. The council hopes to submit a draft vision to bureau staff following its March meeting.

• In February, LURC's Quality Council held its second in a series of planned monthly meetings. The council completed work on ground rules, agenda format, and operating procedures, including a method for designating a scribe and a leader in advance of each meeting. Work on a vision statement will begin at the council's meeting on March 17.

### Meadows' Fund

#### "A Classy Gesture"

#### Kennebec Journal editorial

Supporters of outdoor recreation, public access and land conservation have a new opportunity to further these causes by contributing to a fund established at the Maine Community Foundation to recognize former Commissioner Ed Meadows.

Ed suggested a fund to help Department of Conservation programs as an alternative to a recognition dinner. Interest from the fund will be used to encourage public/private partnerships (such as "friends" groups for a specific site, projects with local land trusts or nonprofit organizations, or to manage conservation easements held by the department).

The fund will be available to the department to help protect and manage some of Maine's special places such as Donnell Pond, Tunk Lake, Cobscook Bay and the Rangeley Lakes area.

Checks for any amount made payable to the "Ed Meadows Conservation Fund/Maine Community Foundation" may be sent to the Maine Community Foundation, Post Office Box 148, Ellsworth, Maine 04605. Contributions are tax deductible.

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## Conservation Notes

BPR's **Scott Ramsay** spent a couple of days recently with **Bill Greene** of Channel 6 news making TV spots for the "Warming Hut" and the evening news. WCSH-TV has given air time for snowmobile news, including tourism benefits, as well as safety messages, and general information about club volunteers and local projects.

The DOC/BPR snowmobile trail program will also be featured in Ursus Productions cable and public television outdoor programs. Ursus invited the department to propose story ideas in February and quickly accepted the BPR snowmobile proposal. Other bureaus are working on similar proposals.

The MFS Management & Utilization Division held a two-day quarterly staff meeting in Farmington. The second day was a tour of the harvest area at Mt. Blue State Park in Weld lead by **Bob Leso**, MFS forester, Park Manager **Bruce Farnham** & Timberlands Chief Forester **Bob Weirich**.

Partnerships with private organizations continue to be important assets to the Bureau of Parks and Recreation. The Friends of Montpelier have entered into an agreement with the bureau that will provide important repairs to the Thomaston museum's plaster walls and ceilings. Funding for this project will be entirely underwritten by the Friends and the State of Maine DAR with BPR staff support from **Sheila McDonald**, **Tim Hall**, **Mike Wilusz** and other Central Region field staff.

**Woody Thompson** was invited by the Mt. Washington Observatory to lead one of their fund-raising "Edutrips" on the weekend of Feb. 25-26. A small group of science teachers and other participants traveled by snowcat to the top of Mt. Washington, where Woody gave a series of talks on glaciers and climate change.

The weather was certainly glacial on the trip up the mountain (temperature -20, wind 70-90 m.p.h.). After three hours in blowing snow, the group was rewarded by warm hospitality from the summit crew, and a 100-mile view on Sunday, allowing some great photo opportunities.

In February, Governor **Angus King** stopped by state offices in Farmington where BPL's Western Region office is located. BPL staff introduced themselves to the governor and chatted about the BPL facility.

The Bureau of Public Lands held its winter timber harvest prescription review session on February 15 in Old Town. Regional and Augusta staff conducted inter-disciplinary discussions of multiple-use management opportunities on Public Lands in Holeb and Deboullie Townships.

**Daniel and Lyn Lerner**, a Pennsylvania couple who own property in Maine, have donated to the state fifteen acres of land adjacent to Public Land at Dodge Point in Newcastle. Dodge Point was acquired in 1989 through the Land For Maine's Future Program. This generous contribution complements the Dodge Point property by extending public ownership at Dodge Point along the River Road, and eliminating further development.

Forest Rangers **Joel Davis**, **Matthew Gomes**, **Christopher Cloutier**, **Shane Nichols** and **Joseph Mints** are the first graduates of the Basic Combined Law Enforcement Academy according to MFS Training Officer **Leslie Wiles**.

**Ann Bills**, **Craig TenBroeck**, **Lin Gosslin**, **Jim Downie**, **Steve Curtis**, **Gloria Allen**, **Mike Foley** and **Marshall Wiebe** are making a departmental display for the 1995 Maine Sportman's Show in Augusta, March 24-26. BPL Eastern Region staff will participate in the 57th Annual Eastern Maine Sportsman's Show in Orono, March 17-19.

BPL conducted its annual calendar year planning meeting in February to set priorities for the upcoming year, adjust planned expenditures to balance projected revenues, and set goals for implementing management activities.

**Ted Bradstreet** attended the meeting of the Belfast Board of Appeals to gain a clearer understanding of the local perspective on submerged land issues relating to the Belfast Boatyard. Concerns about navigation, safety, and location of the channel were clarified and the bureau was able to complete its preliminary findings, granting a lease to the boatyard for expanded marine operations.

MFS Excess Property Screener **Bill Getchell** recently obtained a bulldozer from Brunswick Naval Air Station. Last year, Bill obtained more than \$750,000 worth of gear on free loan through the Excess Property program for the state and towns.

The Maine State Employees Association thirty day open enrollment period began March 6, 1995. This open enrollment period provides employees with an opportunity to change their status with respect to the options set forth in the union security article of the collective bargaining agreements. **Mary Ann Sargent**, 7-4928, will be happy to answer questions.

Representatives of landowners, professional fire fighter organizations and the Maine Forest Service, Fire Control Division, are considering the formation of a wildfire arson reward committee. According to State Fire Control Supervisor **Tom Parent**, money for rewards would come entirely from private organizations. Escaped debris burns and arson are the 1st and 2nd most common causes, respectively, of wildlife during the last five years according to Fire Prevention Specialist **Jim Downie**. The MFS has an 800-987-0257 number to report arson.

**Tim Caverly**, BPR Allagash regional supervisor and chairman of the Katahdin Chapter of Ducks Unlimited, recently received the Ducks Unlimited Chairman of the Year Award. Ducks Unlimited is an international conservation organization with 25 chapters throughout the state. Tim was in his first year as his chapter's chairman and received the award in recognition of outstanding leadership and achievement for 1994. The award is not given each year, but only when merited, so this recognition of Tim's work was a special honor. In addition to his award, Tim's chapter received four awards for efficiency and net return for projects.

The Bureau of Parks and Recreation received word from the National Park Service recently that funding has been received for the bureau's project to survey state parks and historic sites for needed improvements to provide access for people with disabilities. The project, funded by the Land and Water Conservation Fund with matching funds from the bureau's repair budget, will employ the services of a consultant to conduct the survey, set priorities and costs for improvements, and provide training and information to staff. The project is set to begin this summer.

**Steve Oliveri** presented a workshop on determining the value of publicly-owned submerged lands to the Maine Appraisal Institute in Portland.