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What's Up, Doc? Fall 1999

Maine Department of Conservation

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What's Up, DOC?

A NEWSLETTER FOR DEPARTMENT OF CONSERVATION EMPLOYEES

Fall 1999

A message from the Commissioner

DOC Does Great Work!

I believe 1999 has been a spectacularly successful year for us at DOC.

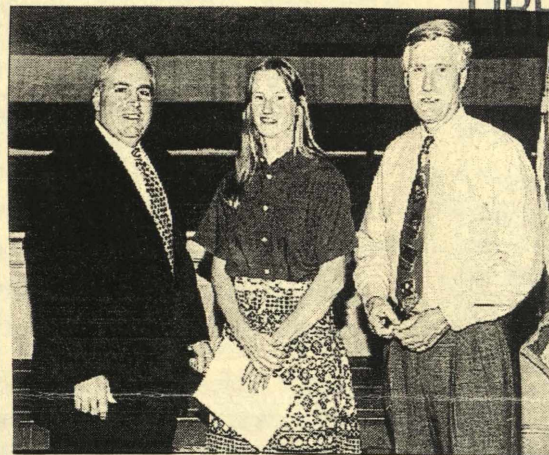
We can take pride in how we accomplished our Mission, "To benefit Maine's citizens, landowners and users of our natural resources."

The Bureau of Parks and Lands made great strides providing service and acquiring land: Scarborough Beach and 78 miles of waterfront on Moosehead, Flagstaff and West Outlet were outstanding

Continued on Page 2

Excellence Honored

LIBRARY USE ONLY



Sarah Brusila, an environmental specialist with LURC, receives the Employee of the Year Award from Commissioner Lovaglio and Governor King.

Turn to pages 4-5 for the full list of recipients.

On September 16, hundreds of state employees attended Employee Recognition Day to be recognized for their outstanding contributions to the State. Governor King and Commissioner Lovaglio acknowledged

Department of Conservation employees who excel as department leaders.

Please join Commissioner Lovaglio in recognizing this year's recipients.

Continued on Page 4

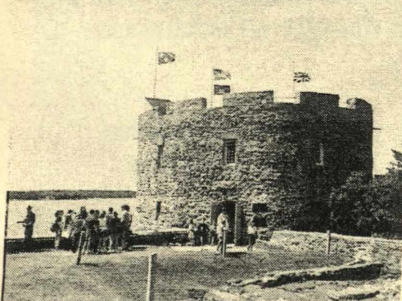
In this Issue

Commissioner's Column...2
 "Kokajo Kamper".....3
 Sportsman's Shows.....3
 Employee Recognition...4,5
 Employee News.....6, 7
 Inserts:
 Safety Bulletin
 Goals and Objectives

During the Fall of 1999

70,000

"leaf peepers" visited the Department of Conservation's Fall Foliage web site and sent more than 200 e-mails.



Colonial Pemaquid State Historic Site

Commissioner's Column

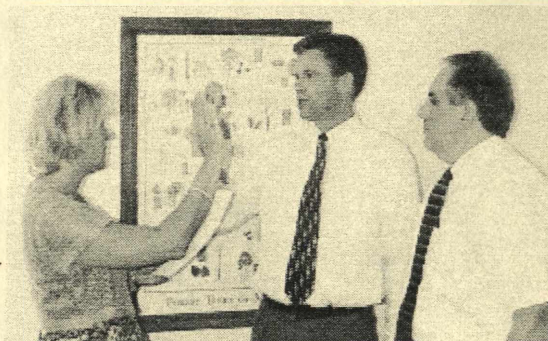
Continued from Page 1

acquisitions. Park attendance increased 10% during the three summer months and we built comfort stations with hot showers at Mount Blue, Camden, Lamoine and Aroostook state parks. Churchill Dam—built on time and within budget—was dedicated in September. The bureau funded the shore and harbor grant account for the first time with the sale of submerged lands to BIW. The Poland Spring agreement expands business, protects resources and provides significant revenue for public recreation.

Forestry made the largest change in forest practices rules since the inception of the Act in 1989. In a record drought, forest fires were only slightly above average with a less than the average amount of acres burned which represents the diligence of DOC employees.

Our LURC permit processing time dropped 50% from 1990 despite more applications and we opened a new regional office in Millinocket bringing our total to five regional facilities. We completed two major plans, the Allagash and the LURC Comprehensive Land Use Plan. The Maine Geological Survey helped change national policy on MTBE. The list goes on, and I'm very proud of what you've accomplished.

Tom Doak, Maine Forest Service Director



Tom Doak is sworn in as Maine Forest Service Director by Dedimus Justice Gale Ross on August 16. Commissioner Lovaglio witnesses the ceremony.

Tom Doak is the state forester and newly-appointed director of the Maine Forest Service. Tom is no stranger to the agency, having worked at MFS from 1989 - 1996 in various capacities including Forest Policy and Management Division director. Earlier in his career he served as a forester for the Bureau of Public

Lands. Tom holds a B.S. in Wildlife Management and Forestry from the University of Maine. As state forester he will also serve on the Baxter Park Authority, setting policies that guide the park. Tom returns to DOC from the Department of Agriculture. Please join in welcoming Tom back to DOC.

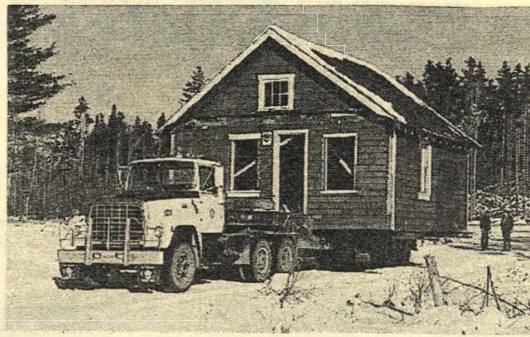
While we have much to show for our efforts, we must look ahead to a new year, new challenges, and new goals for the next four years or so. The Department has been involved in several initiatives to "formalize" our goals. Representatives from each bureau formed a working group that developed specific objectives we will use in the State's budget process. On a parallel track, the Department's Lead Team, with help from many of our senior managers and staff, developed policy goals and objectives which were shared with, and adopted by the Governor and the Administration (See insert). In the coming months, bureau directors and supervisors will talk about these goals at staff meetings, which will offer employees an opportunity to ask questions, and further participate in working to meet our objectives.

I would like to recognize the efforts of Deputy Commissioner Dawn Gallagher who spent countless hours coordinating the goals and objective efforts, as well as preparing the Government Evaluation Report that we will present to the ACF Committee in February. Thank you, Dawn!

I know we can accomplish these goals just by looking at what we've done in the past. I look forward to helping you get the resources you need to do great work.

Best wishes for the coming New Year!
Commissioner Lovaglio

"Kokajo Kamper"



Jim Lord

The Penobscot River Corridor cabin is seen en route from Kokajo to its present location at Lobster Lake.

Barry Welch knows first hand about this photograph. Barry, a park ranger with the Bureau of Parks and Lands, has called this camp home for the past 11 years. "The fact is, I'm living in it right now, and have been since 1988." According to Barry, "It (the cabin) was moved from Kokajo to a gravel pit 500 feet away from the shore of Lobster Lake."

The memories flooded back for Tim Hall, regional supervisor of the Northern Region of Parks and Lands, when he saw Jim Lord's photograph in our last newsletter.

"It was a winter early on in my career (early '80s). The Maine Forest Service was done using a building and the Bureau of Parks and Recreation was looking to create a camp for the newly-created Penobscot River Corridor. In the dead of winter, working sometimes in 30 below weather, a crew of park staffers stripped off porches, removed windows and doors, and jacked up the camp for its ride, pulled by a Maine Forest Service tractor."

Mike Wilusz of the Bureau of Parks and Lands was there, too. "When I was working up at Lily Bay, I went up to that building to take down the old chimney and parts of the screen

porch," states Mike. "The building was moved to Lobster Lake."

Barry adds that many improvements have been made since this photograph was taken including a new roof, shower room, and front porch. The camp will hold a special place for Tim Hall. "I'll always remember the camp in its form on wheels, when we called it the 'Kokajo Kamper,'" recalls Tim.

Editors note: Special thanks to Barry Welch, Tim Hall, Mike Wilusz for sharing their stories, and to Jim Lord for submitting the photograph.

2000 Sportsman's Shows

Mark your calendar! Sign up to work the show

The Department of Conservation will participate in the upcoming shows. If you are interested in working the shows, look for sign-up sheets that will be circulated to employees.

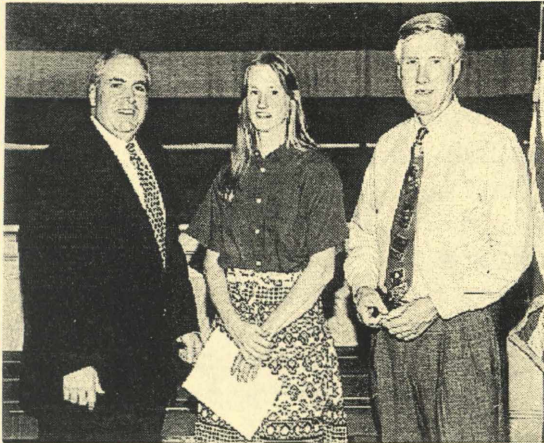
Orono Show: March 17 - 19, 2000
University of Maine Field House

Augusta Show: March 31, April 1-2, 2000
Augusta Civic Center

For more information -
Contacts: Maine Forest Service: Kevin Doran
Parks and Lands: Charlene Daniels
DOC: Susan Benson

Employee

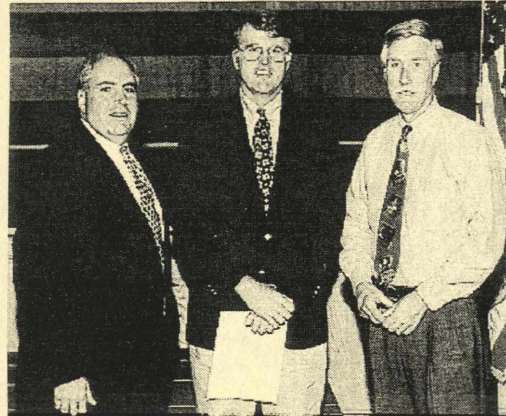
Employee of the Year Sarah Brusila



Commissioner Lovaglio and Governor King presented Sarah Brusila of LURC with the Employee of the Year Award.

Sarah Brusila, environmental specialist with the Land Use Regulation Commission, is DOC's Employee of the Year. Sarah's progress on permitting issues, and her outstanding attitude coupled with a professional work ethic make her the ideal recipient for this award.

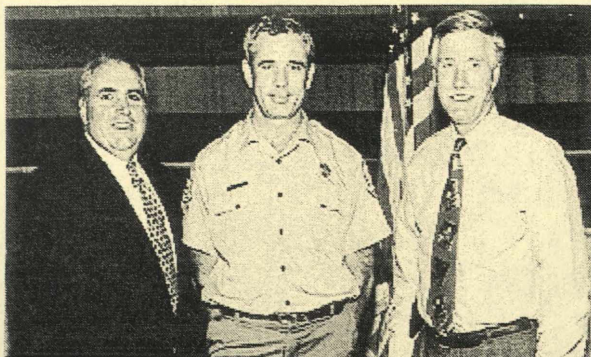
Manager of the Year Robert Tucker



Robert Tucker, of the Maine Geological Survey received the William Twarog Memorial Manager of the Year Award.

Robert Tucker, director of earth resources information with the Maine Geological Survey, received the Manager of the Year Award. Through Robert's efforts, modern cartographic and information services have been enhanced to provide high quality earth resources information, maps and reports to the public.

Governor's Safety Award Mick Rogers



Mick Rogers, park manager at Bradbury Mountain State Park, was awarded the Governor's Safety Award.

As a member of the Department's Safety committee, Mick Rogers puts into practice the concepts discussed at meetings. As park manager at Bradbury Mountain State Park, no injuries have occurred at the park since 1992. Through both his words and actions, Mick promotes a safe workplace which is a model for other employees to follow.



Department of Conservation

Goals and Objectives

1999-2003

Department of Conservation Goals:

- I. To lead activities designed to protect natural resources, prevent unproductive and harmful destruction, and promote beneficial recreational and economic use.
- II. Improve internal and external communications and cooperative efforts that promote a common Department identity to five bureaus who each have different, but complimentary roles.
- III. Continue and enhance the oversight role of the Commissioner's Office.
- IV. Create and maintain a healthy and safe work environment for Department of Conservation Employee and the public we serve.

1. **Objective:** Continue to promote sustainable outcome based forest policy through MFS benchmarks and informed decisions about forest practices by developing and implementing forest education, outreach, protection, monitoring and planning programs and reporting results and analysis. *(Maine Forest Service)*

I. Goal:

Lead activities designed to protect natural resources, prevent unproductive and harmful destruction, and promote beneficial recreational and economic use.

- Complete a publicly credible sustainability benchmarking process
- Actively participate and provide positive direction to improve forest taxation policy
- Track long-term investment in forest infrastructure
- Consolidate and improve forestry water quality regulation at MFS
- Implement more effective ways to reach and influence small non-industrial forest landowners
- Implement pilot program for alternative regulatory oversight of timber lands
- Meet performance measures in the strategic plan on tracking, reporting and number of on-site reviews of forestry activities; and meeting forest fire and disease control measures.
- P&L: Lead by example with 3rd Party Audit of Forest Practices on Public Reserved Lands.
- LURC/DEP Cooperative effort: Examine implementing one-statewide forestry standard.
- Hold Governor's Conference on Forestry (Summer 2000)

2. *Objective:* On a parallel track with the administration's broad examination of tax policies and "smart growth," begin laying the groundwork for developing A) an improved system of forest taxation, and B) prospective zoning in LURC jurisdiction.

A) *Forest Taxation (Maine Forest Service)*

- Perform a credible, balanced study to address Tree Growth, Commercial Forestry Excise Tax, ad valorem, Real Estate Transfer Tax, possibly others;
- Examine public and private costs and benefits of current structure vs. alternative structures such as incentive-based plans

B) *Zoning and Development (Land Use Regulation Commission)*

- Changing ownership: Assess ongoing shift in ownership of large tracts of land from industrial owners to investor owners and consequences for the rate and character of development.
- Conservation easements: Consider impact increasing popularity and scope of easements as voluntary conservation tool has on LURC decision about location and character of development
- Subdivision exemptions: How to encourage appropriate scale and location of development via incentives given current exemptions for 40-acre lots, and 2-in-5 lots, and large land divisions.
- Smart Growth: Ensure LURC's current work on prospective zoning and designating areas appropriate for growth dovetails with Administration's initiative on sprawl.

3. *Objective:* Coordinate development of statewide policy to protect water quality affected by forest activities by developing statewide water quality and use policies that take advantage of sound economic opportunities and conservation values.

A) *Irrigation and Water Withdrawal (Land Use Regulation Commission)*

- Participate in broader efforts to develop statewide irrigation standards (summit)
- In 2000, using MGS data, develop joint irrigation and water withdrawal regs with DEP/Ag.
- Include innovative economic opportunities such as P&L's Poland Spring agreement.

B) *Protect water quality affected by forest activities (Maine Forest Service)*

- Lead cooperative effort involving Natural Resources agencies and LWRC.
- Implement recommendations from MFS's January 1999 non point source pollution report.

4. *Objective:* Position Maine as the leader in harnessing modern technology by improving and using our natural resources information base for sound planning, preparedness, and making the most of recreational, societal, and economic opportunities our natural resources provide. (Maine Geological Survey)

- Focus on preparedness and reducing "avoided costs" by completing mapping, monitoring and response programs for ground water, gravel aquifer, ecosystems, and coastal zone, and develop GIS system to provide information for external use.
- Complete ecoregional analysis via cooperative effort and leveraging public/private funds.
- Improve coastal zone management—develop natural resources database; implement Coastal Stakeholders Group recommendations; continue beach profile and map soft erodable coast.
- Complete needs assessment, develop preliminary system design, and implement integrated mapping/computer system showing current recreation areas, forests, GIS system for land base, LURC permits, etc. to enhance efficiency and planning efforts.

5. **Objective:** Undertake new comprehensive planning initiatives for conservation lands and staffing needs, and the effective use of special funds necessary to maintain the present, and provide for, additional recreational opportunities, and the protection of state parks and lands. (*Bureau of Parks and Lands*)

A. Parks and Lands Assessment: Undertake a comprehensive needs and opportunities initiative for Conservation Lands, to ensure lands managed by the bureau cover the broad spectrum of public desires and benefit from advantages of public/private partnerships.

- Assess and report recommendations on:
 - a) existing recreation opportunities: how they are provided, the extent needs are being met, and the cost of providing existing needs;
 - b) future opportunities: how to best provide them--what is the right mix and balance of funds spent on improving existing facilities or adding new services, acquiring new lands, and overseeing opportunities on private lands; and
 - c) how we currently fund operations and how to best fill the gap recognizing the value of public/private partnerships and the limited resources available.
- Continue efforts to meet Administration's goal of increasing public fee/easement land ownership by 100,000 acres over 1994 levels.
 - a) Develop new creative funding mechanisms and partnerships
 - b) Secure source of funds to pay pre-acquisition costs; identify management costs and secure funding for responsibilities on newly-acquired property.

B. Parks and Lands Staffing: Ensure bureau staffing is adequate to properly plan and care for the resources under the bureau's jurisdiction by completing a study of the level of staffing, position classifications, use of overtime, and length of seasonal positions, and by including identified staffing needs in budget.

C. Parks and Lands Use of Funds: Develop and implement plans to ensure that existing and new special revenue funds are used effectively to advance the bureau's goals and that necessary funds are secured to support increasing demands.

6. **Objective:** Continue efficiency initiatives focusing on moving from command and control regs. and remediation, to education, proper planning, and prospective zoning. (*Land Use Regulation Commission*)

- Complete efforts to eliminate redundant permitting between LURC and DEP.
- Further improve permitting efficiency and accuracy by reducing processing time and inventory.
- Rewrite and reorganize Land Use Districts and Standards in plain language.
- Complete the move to regionalize offices to provide local and timely customer service.
- Implement prospective zoning program in at least two regions of the jurisdiction by 2001
- Consider voluntary "no development" zones, prospective zoning, and long-range plans for large single land holdings; use conservation easements to limit development in sensitive or sprawl areas; and begin community assistance program to channel existing state resources and programs for areas not traditionally served by economic and community development efforts.

II. Goal:

Improve internal and external communications and cooperative efforts that promote a common Department identity to five bureaus who each have different, but complimentary roles.

- Continue regular Lead Team meetings and annual retreats to foster good communications, develop policies, assess past performance and chart future.
- Continue reporting highlights and holding policy meetings with Administration.
- Share performance results and support staff by continuing quarterly staff "What's up DOC" newsletter, field visits, annual picnics, and other initiatives that build good communications.
- Actively participate in interagency efforts such as Salmon Plan Subcommittee, LWRC, NR Subcabinet, Outdoor Heritage, LMF Board, etc. to develop and implement key policies.
- Foster positive working relationships with public, industry and environmental groups.

III. Goal:

Continue and enhance the oversight role of the Commissioner's office.

- Coordinate the regulatory and legislative liaison programs to ensure mandates are met and to provide broad and consistent perspectives that reflect Department goals and views. *(Deputy Commissioner)*
- Manage Departmental effort to meet goals by developing methods that measure actual performance against objectives, and implementing corrective actions. *(Deputy Commissioner)*
- Promote the Department's people and programs to increase public awareness of programs and services available. *(Information Director)*
- Meet the executive management, financial, human resources, information services and communications needs of the department. *(General Services)*
- Training: Create and develop a comprehensive staff training and development program/unit.
- Human Resources: Develop, update, and implement personnel policies, and monitor timeliness and accuracy of personnel actions. *(General Services)*

IV. Goal:

Create and maintain a healthy and safe work environment for Department of Conservation Employees and the public we serve.

- Safety Program. Fully implement safety program with goal of cutting workplace injuries in half by providing employees information, training, equipment and infrastructure improvements to improve their health and safety. *(Assistant to the Commissioner)*
- Facilities: Finish assessment of Harlow and headquarters offices facilities; develop action plan designed to provide a safe and healthy work environment; secure funding by July 2000; and complete action plan by December 2001. *(General Services)*
- Information Services: Improve existing services with objective of providing same level of information services to all employees regardless of location. *(General Services)*



Safety is No Accident, It's a Behavior

Volume 1 Edition 3

Department of Conservation Labor Management Health & Safety Committee Bulletin
Fall 1999

Committee Members

David Allen

Jim Downie

Deb Everett

John Hinckley

Ginger Jordan-Hillier

Peter Lammert

John Leavitt

Craig Neil

Debra Phillips

Mick Rogers

Pete Smith

Les Thornton

John Williams

Scott Woodruff

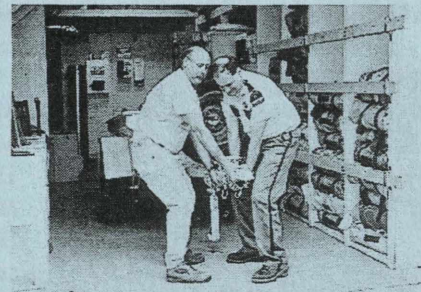
Back injuries most frequent DOC employee injury

When lifting an object that is too heavy for your current physical condition,

ASK FOR HELP!

The exact weight a person can safely lift depends on many factors including body build, conditioning, load size and shape, how frequently the load will be lifted and how high or low you are lifting the load. How your body feels is the best indication of whether the load is too heavy for you. The extra time and effort involved to plan a lift and sometimes seek mechanical or people assistance is a wise and effective use of time compared to your lowered productivity when you are suffering from back pain and injury. Most back injuries are the result of repeated unsafe lifts and not a single event.

FOR SAFE LIFTING: keep head, back & hips in straight line, test the weight, move close to the load, bend knees, keep feet slightly spread for balance & stability, rise from a crouch, get a good grip, lift slowly using leg muscles, use mechanical or people assistance with heavy loads.



Jonesboro employees **Charlie Corliss (LURC)** and **Paul Perry (MFS)** figure out a safe way to lift

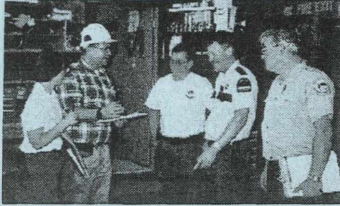
(photos by Rick Henion Chair of MFS Bureau Safety Committee)

Look up OSHA Regulations on the Internet: Go to www.OSHA.gov or the State of Maine page and access the OSHA link through the Bureau of Labor Standards site. Once at the OSHA site follow this path: Regulations-29CFR -1910. 1910 will have a Table of Contents to guide you. The *search* option at the top of page will be the easiest way to locate information on specific subjects. The search will produce a list containing references to 1910 and other sections. Ignore references that are not from the 1910 section. Click on the 1910 references and print if desirable. Once printed use a highlighter to mark relevant sections for quicker reference and reading.

Attention employees without internet access: The Department is working to identify key employees who will be trained to provide internet accessible OSHA information as requested by our employees without Internet access.

Why the Internet instead of hard copy books? The hard copy two volume set is 3 inches plus thick, tiny print, outdated within the year, difficult to photocopy and cannot be purchased locally. OSHA information from the Internet is up to date, easy to reproduce, larger print and more accessible.

PUBLIC SECTOR SAFETY & HEALTH INITIATIVE (PSSHI) In 1998 DOC began participation in PSSHI. We agreed to work with representatives from the Bureau of Labor Standards(BLS) through 1999 to improve our compliance with OSHA standards. A major focus of this initiative is to visit a cross-section of DOC worksites. Site visits to field locations began in the Spring of 1999 and were completed in Fall '99. The visiting team included a BLS inspector, DOC Health & Safety Committee labor representative, Assistant to the Commissioner, and local employees. BLS produces a detailed report from each visit that provides the department with information on conditions that do not meet OSHA standards. Visits have occurred in Ashland, Presque Isle, Old Town, Searsport, Cobscook Bay, Jonesboro, Lamoine, Georgetown, Rangeley, Cupsuptic, Farmington and Benton. Work to correct



conditions that do not meet OSHA standards begins immediately after the visit. Many conditions have already been corrected and work continues. Once all site visits are completed a master list of problem conditions will be compiled. This list will be used to identify problem conditions that can be corrected at the bureau level and those that will require department wide solutions or special technical assistance. This information will also assist Bureau Safety Committees in developing site specific safety checklists. In addition to finding problem conditions that need to be fixed we have also observed many areas where

Left to Right: Ginger, Jay D. Warren, an excellent job was being done to maintain healthy and safe worksites. **Bob Irvine, Les Thornton, John McCormick** Thank you the many employees who have rearranged schedules, taken time from daily responsibilities to participate in visits and worked to correct problems. Our workplace is already safer due to your efforts. Copies of the BLS reports are available to any interested employee.

(Photo by Jim Downie MFS)

Congratulations

Randy Wood, Galen Sanborn and Roger Stanley work on adapting Federal Excess Property especially 2 ½ and 5 ton trucks for use by the Maine Forest Service and Organized Fire Departments. Their shop has worked 430 consecutive work days without a lost time injury. Additionally they have earned the praise of their supervisors for many hours of work to bring their shop into compliance with OSHA regulations



Randy Wood, Galen Sanborn, Roger Stanley
Old Town Forestry

(Photo by Jim Downie MFS)

Mick Rogers, Park Manager at Bradbury Mountain State Park is the recipient of the 1999 DOC Governor's Safety Award. Mick has played a leadership role on the DOC Safety Committee and his bureau safety committee. He has been a valued regional resource for information on safety features for park equipment and First Aid/CPR training.

BACK SCHOOL

The DOC Health & Safety Committee is planning to provide Back School for our employees. Back School will provide information and strategies for safe lifting in a variety of situations. A special focus on strategies for safely lifting awkward objects such as canoes and snowmobiles will be part of the Back School. Lifting awkward objects has been the most frequent cause of back/lifting injuries in DOC. More details available in upcoming months.

Fall Safety Suggestions

Vehicles & Snowmobiles: schedule winter maintenance, check vehicle supplies [shovel, jumper cables, flashlights, first aid kits]

Is snowmobile loading, unloading a risk factor for your back? Problem solve before you injure your back. Do your winter weather driving skills need to be updated with a CFM driving course? **Fall Cleaning:** dispose of unused chemicals, frayed and cut extension cords, older power tools that are neither double insulated or grounded, chainsaw chaps with unrepairable cuts, chains with worn links, unnecessary clutter.

Recognition

Governor's Teamwork Award Forest Practices Act Education and Outreach Team



Members of the Forest Practices Act Education and Outreach Team developed and implemented policies, procedures and training programs for the revised Forest Practices Act Rules.

Team members are:

Russ Beauchemin, regional ranger

Andrew Mendes, regional ranger

Dick Morse, FPA enforcement coordinator

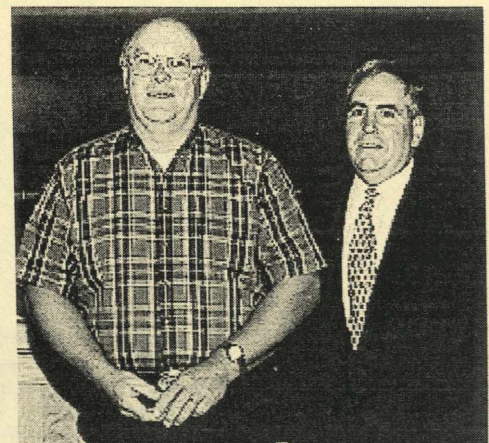
Jim McMullen, regional enforcement coordinator

Their cooperation and problem solving abilities created a superlative program.

Service Awards



Darcy Labbe and Rudy Davis of the Maine Forest Service receive their 25 Year Service Awards.



Jarvis Johnson of the Bureau of Parks and Lands receives his 30 Year Service Award from Commissioner Lovaglio and Governor King (not shown).

Photographs taken by Maine Audio Visual Service

DOC Employees Do Great Work!

119th Legislature
Senate of Maine
Senate District 17

October 19, 1999

John S. Williams, Director
Land Use Regulation Commission
Department of Conservation
22 State House Station
Augusta, Maine, 04333-0022

Dear John,

Question: What singular happening is most apt to make a Maine Legislator smile?
Answer: Contented constituents!

As I write this letter, I'm all smiles. Two days ago, contented constituents shared the reason for their satisfaction with me. I need to share it with you, because it involves a positive person in LURC, who continues to expend good government efforts, here in Western Maine.

John, it's Mike Demerest, again!

As you know, LURC was involved with construction of the parking site, in Sandy River Plantation, connected with the Cascade Stream Trail. Mike was involved with that permitting process. My constituents, residing in the area of that project, were understandably concerned with water runoff, connected with the project. So far, their concerns have been addressed, and the future looks good, on that score.

Recently, Mike Demerest paid a visit to some of those constituents, to receive their input regarding this project; and they are most appreciative of his effort.

John, "when Augusta comes to the local level", like that, it's admirable! Please do me a favor. I'm not writing for the purpose of cloning Mike; that's asking for too much. Just give him a pat on the back when you next see him. Tell him you know a smiling politician.

Respectfully,



Governor Angus S. King, Jr.; Comm. Ronald B. Lovaglio;
Mike Demerest

Senator John W. Benoit
3 State House Station
Augusta, ME 04333-0003
(207) 287-1505

PO Box 890
Rangeley, ME 04970
(207) 864-5332

RECEIVED

OCT 19 1999

DEPT. OF CONSERVATION
COMMISSIONER'S OFFICE

Windham Sweetser
210 Windham Center road
Windham, Maine

Dear Park Rangers,

On the morning of October 6th, our small special education program set off for a three day camping trip to your beautiful backyard, the Camden Hills State Park. Having taken many such trips in the past to far more remote locations, the largest real concern we had was the possibility of having a few rabid raccoons attempt a late night raid on our ample smores supplies.

While hiking down Megunticook, two of our hikers did the unexpected and became disoriented and then in fact lost. Neither hiker was properly prepared to handle what became a very chilly evening and at dark, the staff reluctantly made the decision to call the Camden Police. While expecting maybe one officer to show up and help the staff search the area, what eventually occurred amazed and impressed us beyond words. Within an hour and a half, the Camden Hills State park ranger station became a scene out of the "Fugitive". We would like to extend our most sincere appreciation to the men and women who showed up to search for our missing student and staff member. The good will and professionalism demonstrated by all of you was remarkable. Realizing that many of you were already sound asleep or glued to the Red Sox attempting unsuccessfully to shake the CURSE, makes your efforts even more noteworthy. Your presence, not to mention the sound of a helicopter overhead and even the bloodhounds, drives home the importance of human life and the bright side of the human spirit. Though the missing duo were found rather quickly, we can assure you that what was in reality five hours time, seemed more like five days to the missing party involved. Both were very cold, very scared and very very happy when found.

It was an experience neither will ever forget and while many lessons can be learned about being prepared when entering the woods anywhere, even the otherwise friendly Camden Hills, you guys made the lesson more about what good people are willing to do when the safety of others, even strangers, are at peril. We would just like you to know that your efforts were greatly appreciated and will never be forgotten by our school program, nor our students. In the good will of reciprocity, we would like to assure all of you that if you ever enter the Windham Mall and become disoriented, you can call our school anytime between 8:00 A.M. and 3:30 P.M., Monday thru Friday and we will come find you and lead you safely out to your car. Being a non profit organization we have little to offer you other than our positive thoughts and sincere appreciation. Thankyou very much.

Read on ...

dear Camdin Game wardins . Fire department . Camdin police, camdin park ragers
licoinville fire depart ment . this is Paulberg the boy how was lost up in the
moantin with staff. I just wanted to thank you all for looking for me and finding me at
some point . so thank you very much if it wasnot for all of you I would porboly never
would of been found

senserliy. Paul Berg

Department of Conservation Employee News

Transitions

Andrew Fisk, formerly LURC's Resource Administrator replaced Martin Womer who resigned in September as Senior Planner.

New Hires

General Services

Clerk Typist II
Nicole Wentworth

Management Analyst
Karen Ryder

Land Use Regulation Commission

Environmental Specialist II
Agnieszka Borkowska
Jeff Senterman
Jared Stanely

Maine Forest Service

Entomology Technician
Jeff Martin

Forest Rangers

Justin Carney
Pat Cormier
Mike Daigle
Mark Rousseaul

Natural Science Educator
Kevin Doran

Laborers

Timothy Dunton
Charles Willette

Radio Operator
Mary Casey

Natural Resource Information & Mapping

GIS Coordinator
Susan Tolman

DOC Anniversaries

30 Years:

Jarvis Johnson

25 Years:

George Bourassa
Rudy Davis
Leland Griffin
Herb Hartman
Brian Murray
Gary Sweetser

20 Years:

Marc Albert
Stephen Barden
Joyce Elliot
John Polackwich
Tom Morrison
Tom O'Keefe
Paul Perry
John Poisson
Woody Thompson

15 Years:

Cindy Bastey
Shirley Clark
Valerie Fossett
Andy Haskell

10 Years:

Marlene Atheam
Maryann Griffin
Rick Henion
Glenda Kelly
John Mayo
George Ritz
Keith Smith

Retirees

Dick Arbour
Information Systems Manager

Sally Bell
Park Receptionist

Otis Gray
Ranger Pilot

Joseph Hurley
Assistant Park Ranger

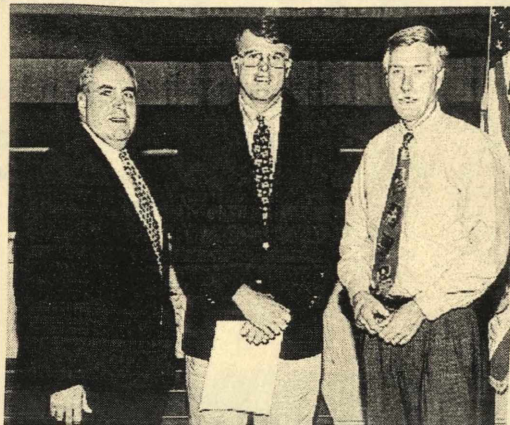
Gary Morse
Forester II

Heber Umphrey
Forest Ranger I

1999 Employee Recognition:

Department of Conservation
employees are recognized for
outstanding service.

Turn to pages 4 and 5 for the story.



Director of Earth Resources Information Robert Tucker of the Maine Geological Survey, receives the Manager of the Year Award from Governor King and Commissioner Lovaglio.

Send in your story idea for the next issue of "What's Up, DOC?"

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This newsletter is published for employees of the
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