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Bulletin, March 1996

Maine Department of Conservation

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What's Up, DOC?

Issue 3

Department of Conservation

March 1996

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Commissioner's Column

Dear Fellow Employees,

I thoroughly enjoyed meeting with you around the state this month at the **Employee Meetings**. This was a good step in **direct communication** about several issues important to you and the DOC. From Presque Isle to Sebago Lake, employees had basically the same concerns and questions with most of them centering around the productivity task force and future plans for DOC. Regarding the communication network within the DOC, **Susan Benson** will be coordinating efforts with Bureau Directors and employees to work out the black holes within our DOC communication universe. And as I stated at those meetings, your ideas and suggestions are important to me. You can either call me at 287-4900 or cc:Mail me with your idea(s).

The **Quality** process is underway with the reconvening of the **Quality Council**. **Ship Bright** is heading this effort to bring life back into the quality process. I believe we'll have more ownership in it as we remake it into our own process. An issue that we are looking at is the make up and function of the Council and we will report back to you the ideas we have on this issue.

Safety is another issue we are working on here at DOC. Please read the article from **Ellen Blair** regarding the data now being examined. It is my goal to decrease the safety-related injuries by **50 percent in three years**. A departmental **Safety Council** is being formed with representatives from each bureau. They will be looking at ways we can improve our safety behavior and environment, and tracking our monthly safety data against our 50% reduction goal. The information will be reported to you.

Just think, only two weeks until Spring!

Ronald B. Lovaglio

Newsletter Winners

Congratulations to **Carol DiBello**, **Will Johnston** and **Judy Tyler** for coming up with the newsletter name, "What's Up, DOC?" I asked Carol, Will and Judy where the idea came from (no, this wasn't planned). Carol, who has been with Parks and Lands since 1981, had heard the suggestion years ago. Long before coming to LURC, Will was a copy editor at the Portland Press Herald where he worked under two-minute deadlines to come up with a headline. And Judy, who has been at MFS since 1981, commented, "I wanted to create a name that would reflect the entire department."



Contest winners Carol DiBello, Will Johnston and Judy Tyler.

For all the statisticians in the audience, here is how the contest broke out:

Total entries:	71
Total votes:	50
What's Up, DOC?	27
All Others	23

The other entries receiving votes were: All Outdoors, Conservation Communicator, Conservation Courier, Conservation Messenger, Conservation Notes, De-Bark-er, DOC Azimuth, DOC Compass, DOC Observer, DOC Talk, DOC Times, InfoDOC, Maine-ly Conservation, Prose & Cons, Reaching for the Sky, and finally, Woods/Water.DOC.

Steve Barden wrote, "There were several excellent choices and selecting one was difficult. My congratulations to all who submitted names." And I second that!

On the same subject, I'd like to design a logo that incorporates the new title, and I need the help of a graphic designer. If you are interested in working on this, please call me, Susan Benson, at 287-4909 or send me a cc:Mail. Let's talk!

Thanks!

Susan ❖



Computer Chat:

The Lotus Suite and
Your Home Computer

Lotus SmartSuite 96



Last month **Computer Chat** focused on buying a computer through the State's home computer purchase program. According to Governor King, over 400 state employees have taken advantage of the low interest rates and payroll deductions. Since last month's Bulletin, there have been many questions regarding the Lotus Suite, who can get it and how to install. Tom Driscoll answered some questions typically asked by employees.

Q: What's in the Lotus package?

A: The Lotus SmartSuite is:

- ✓ WordPro, the team word processor
- ✓ 1-2-3, spreadsheet program
- ✓ Freelance Graphics, graphics package
- ✓ Organizer, personal information manager
- ✓ cc:Mail

Q: Can I load Lotus SmartSuite on my home computer?

A: Yes. Two things have to happen:

Number One: According to the agreement, the Contractor, Lotus, authorizes State Employees the use of the Lotus Suite of Products for installation at home provided that the employee's computer in the work environment utilizes a valid Lotus license and the software is used on only one computer at a time.

Number Two: At work, you must have a valid Lotus License in your name. Please note that you do not have to purchase a computer through the state's program in order to be eligible.

Q: How do I load Lotus SmartSuite on my computer?

A: Right now we are getting CD ROMs and diskettes to be sent out to employees for the installation process. Contact Tom through cc:Mail and request a copy. Please realize that you may wait for a period of time due to the number of requests. Tom will coordinate the distribution of the installation diskettes throughout the field.

Q: Where do I learn how to use Lotus SmartSuite?

A: Your training will occur at work. The manuals will be on the CD ROM. If you run into a problem at home, feel free to ask that questions once you get to work.

Q: What happens if something goes wrong at home?

A: Ask the question at work. Either talk to a member of the Computer Department or call the State's Help Desk at 287-4800 during office hours. ♦

Safety Pays, Safety Saves

- Ellen Blair

Did you know that the State of Maine in the fiscal year 1995 paid out \$11,240,850.00 in worker compensation costs?

And did you know that for fiscal year '95, the Department of Conservation paid \$392,166.00? In fact, in December of 1995, the State paid \$34,000 to cover costs related to DOC employee injuries. Wow.

The Department of Conservation is beginning to track OSHA recordables using the Maine Bureau of Labor standards. OSHA recordable injuries represent the vast majority of serious injuries; however, there are a number of worker compensation cases filed with the department that are not recordable. The Safety Committee will focus on safety issues as a whole and address ways of reducing the number of accidents and injuries occurring in our workplace.

Next month: TIR and LWCR - what do they mean? ♦

DOC Safety Committee

ACE Service Center	Ellen Blair
General Services	Deb Phillips
LURC	Bob McKee
Maine Forest Service	Jim Downie
NRI&MC	Craig Neil
Parks & Lands	Leigh Hoar

Jones Tree Farm:

1996 Tree Farmer of the Year

It was a balmy 14 degrees on Valentine's Day when I toured the **Jones Tree Farm** in Vassalboro with Maine Forest Service Forester, **Jim McMullen** and the 1996 Tree Farmer of the Year, Carleton Jones. As the three of us hiked the grounds, rabbit, squirrel, deer, and fox tracks peppered the packed snow, and at one point the trampled ground resembled a freeway. "See, they're sleeping over there," said Carleton pointing to the small knoll, "and they're eating down over here," waving to the area where he had just finished pruning a stand of pine. After spending the morning with Jim and Carleton, I learned about the relationship between a forester and a landowner. I also developed a snapshot of Carleton's symbiotic relationship with nature, and easily understood why he was bestowed this honor.

"When landowners own this much land, it's a forester's job to make recommendations and help them concentrate their efforts."

Carleton's first introduction to the Department of Conservation occurred in 1972. "I heard you could get help from the state with building a

pond," stated Carleton. The forester to answer Mr. Jones' call was **Dick Arbour**. Dick mapped the property, making several recommendations, one of which included taking advantage of the state's tree planting program.

"It's the carrot and stick approach to getting forest management done," stated Jim. This federal cost-share program picks up 75% of the total cost. In the case of tree planting, the landowner buys 1,000 trees for \$200 and pays \$125 to plant them resulting in a total cost of \$325. The landowner is reimbursed 75% of the cost by the cost-share program. For 12 years, Carleton, and his son Steve planted away, and today the original seven has grown into 54 acres.

"Basically, it's a government investment to grow valuable forest species on idle land. No financial return will be realized until the first thinning some 30 years later," commented Jim. That's where foresters like Jim come into the picture. His area of responsibility encompasses four counties, or as he simply put it, "From Bath to Belfast." Jim and his seven co-workers offer forest management advice to landowners statewide. He makes three to five site visits a week, but tries to answer many questions over the phone.

Working with Carleton is an obvious joy. "With Carleton, my problem is not getting him to *work*, but getting him to *stop* working." Jim advises him on how to prune a certain stand by

marking the trees and teaching Carleton the technique.

"When landowners own this much land, it's a forester's job to make recommendations and help them concentrate their efforts," commented Jim. In fact, he encouraged Carleton to apply for Tree Farmer of the Year. According to Jim, there is one characteristic that plays a big role in becoming tree farmer. "Diversification is a key," commented Jim. "The woodlot and nursery business go hand in hand, along with a real interest in wildlife." Carleton's affection for wildlife is clearly demonstrated by the strategically planted trees offering tasty morsels for deer and cover for owls, and the bird feeders hanging from the porch which his cat, Daisy, enjoys watching from the sun porch's sliding glass door.

The application process is quite involved. A Tree Farm member fills out the application, and the forester documents the active management techniques. Another criterion requires that the applicant must be actively involved in managing the woodlot. In this case, outside of the first seven acres, everything was done by Carleton and Steve. Judging is performed by the Tree Farm committee which is made up of state, industrial, and private consulting foresters and previously-named Tree Farmers of the Year.

"It's been a great experience!" exclaimed Carleton on being named tree farmer of the year. This spring he will host the annual statewide Tree Farm meeting, inviting tree farmers to walk the grounds and witness the model of good silviculture being practiced at the Jones Tree Farm in Vassalboro.

"Basically, it's a government investment to grow valuable forest species on idle land. No financial return will be realized until the first thinning some 30 years later."

So what started out as a simple project of building a pond out of a large crater-like indentation turned into a 24-year relationship with DOC and an award-winning business.

What does the future hold? Well, Carleton's plans include possibly starting a third business making maple syrup from the sugar bush which Dick Arbour mapped out in the '70s, and planting a variety of specimen trees to be used as an educational living display representing the trees that flourish in the harsh Maine environment. As far as Jim is concerned, he will continue advising landowners, including his favorite client, and welcome the opportunity to spread information about forest management. It's easy to see why this particular match of state forester and landowner works so well together. ❖

Highlights Are Here!

You want to the latest news about other DOC bureaus, but don't know where to find it. I have an answer. The weekly report, *Highlights*, which is written for Governor King from Commissioner Lovaglio, is being distributed to all DOC employees. *Highlights* is just that, a brief overview of the major projects or policy issues facing bureaus.

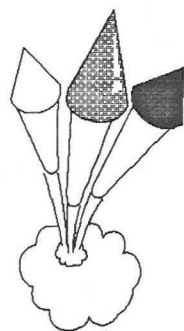
Information is gathered by:



Highlight Reporters

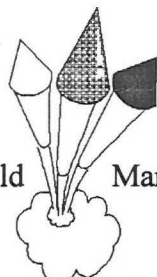
Commissioner's Office	Ship Bright
General Services	Will Harris
LURC	John Williams
	Dave Mercier
Maine Forest Service	Chuck Gadzik
	Jim Downie
NRI&MC	Chris Palmer
Parks & Lands	Herb Hartman

This weekly, one-page report is delivered to the Governor's office each Friday and to bureaus on paper the same day for internal distribution. You'll find it on your bureau's main bulletin boards. If you have not seen this report, please ask your supervisor for a copy. ♦



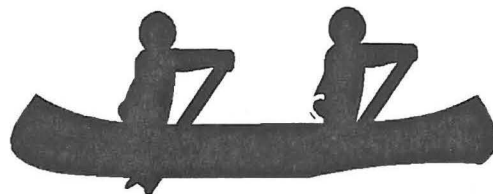
25 YEARS
Rodney Littlefield

Anniversaries



20 YEARS
Willard R. Harris, Jr. March 10, 1976
Peter R. Lammert January 12, 1976

15 YEARS
Albert C. Turner March 29, 1981
Jean L. Colfer March 13, 1981
Susan L. Starrett January 12, 1981
Stephen W. Spenser January 12, 1981



Sportsman's Shows

March Madness is here at the DOC as the Trade Show Committee prepares for the upcoming season of Vacationland visitors. Here are the upcoming shows:



March 15-17

Penobscot County Conservation Association Show
University of Maine Field house in Orono
Booths #102 and #103

March 22-24

The State of Maine Sportsman's Show
Augusta Civic Center
Booths #161 and #162
Wherever you live, come visit!
Brought to you by:



Trade Show Committee

LURC	Tom Holz
Maine Forest Service	Jim Downie
	Lisa Sirois
NRI&MC	John B. Poisson
Parks & Lands	Patricia Bailey
	Craig TenBroek

See you there! ♦

Happy St. Patrick's Day!



Send story ideas to:

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