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Published under Appropriation No. 1236 - 7010
COMMISSIONER'S COMMENTS

Your support, interest and patience during the transition period from Austin Wilkins' retirement through my appointment has been most rewarding. The period has been rather full of demanding, time consuming meetings and non-finished items of business seemingly to the exclusion of many progressive moves relative to direct Department activities.

I am most pleased to have Temple Bowen move into the position of Deputy Forest Commissioner. He has many qualities which will be of great help in meeting the needs of this office. My only regret is that I could not advance others as well. We had a total of ten men apply for the job - all very capable and several with many years of dedicated service who should be better recognized.

Temp and I met with Regional Staffs in their own surroundings and with Divisional Staffs in Augusta. This was done in late April - early May to get a better understanding of your problems and needs.

Although the above is for better communication in the Department and improvement of operations in general you should be aware of another study. This is the cost and management study being sponsored by private industry. The industry is providing some very able men and in our case Mr. Harold Purdy of the New England Telephone and Telegraph Company from Waterville. He is already interviewing some of our people and if he comes your way please extend him every courtesy and discuss your Department problems with him frankly. He may be able to make recommendations which will come closer to fulfilling your needs.

As noted above it seems that solutions escape us too frequently. However, I want you to know that I am always available and will work with you to achieve common goals for our employees and our Department programs.
"Wish very much to thank Don Cox and Colleen for the very good party they put on for me. It was very nice of them to invite my mother and Shirley’s family. Also thanks to everyone for making it a great time. Spent my last week moving and cleaning up place. Best wishes to the Department and all those in it. The past 25 years have been the best of my life."

Ken Day, Ranger  
District 1 - Cornish  
March 8, 1973

"Monday 4/23/73 - 224 and I plowed out the road into camp. It started out like any Monday should. Although 203 brought the gas to put into the dump truck at Squaw Brook he forgot to put it in. The gas gauge was broken so we ran out of gas before we got to Rockwood. I walked into Rockwood to get gas. Meanwhile 224 while trying to get the dump truck out of the middle of the road he jackknifed the trailer with the tractor on it. He took the tractor halfway off only to find that the tractor was also out of gas. So there she sat until I got back. While trying to move the dump truck and the tractor we found that the battery was dead on the tractor. So we went back to camp with the dump truck, got gas for the tractor and booster cables. Got her going and the rest of the day went fine except my truck on the way to Greenville had a fit and had to be towed in by 202. Well at least the weather was good today!"

Charles Howe, Ranger  
Seboomook District - Rockwood  
April 23, 1973

"Margaret Kinley Lot (MFD). Marked 1.9 Mbf white pine, 2.9 Mbf hemlock, .7 Mbf ash, .2 Mbf white birch, 4 cords hardwood and 3 cords softwood pulp on 2A. Discussed recent Certificate of Appreciation that G. Tibbetts had received and found that George has received considerable comment - both pro and con. The question he asked was "how much is the government paying you to do selective cutting"? George said he didn’t dare tell them that he pays higher stumpage than they do - ha ha ha?"

Robert Leso, Service Forester  
West Farmington - April 24, 1973

"The Forest Management group met at the Holden Storehouse for their regular meeting. Car 100 and 130 also attended. I was pleased to be able to sit in on their meeting. I also enjoyed the tour to Camp Roosevelt where we looked over some selective cutting and clear cutting. There sure was a difference. Thanks again Car 190 for picking Holden for your meeting. The set up that we have in Forestry now should bring us all much closer together than ever before."

Foster Gray, Ranger  
Penobscot River District - Holden  
March 16, 1973
"Went to Caucomgomoc. Quite a trip. Brought 4x4 to Seboomook. Helped Great Northern burn a camp at Caucomgomoc. Opened up camp and found a starving trapped in my kerosene lamp chimney. Before throwing it out I seriously considered sealing up both ends and selling it to some gullible tourist as an antique, telling them I couldn't find any ships to put in bottles so I turned to the next best thing. He must have come down through the chimney and come out the damper over the stove. Don't have any theories as to why he headed back first down the lamp chimney."

Joel Cyr, Ranger
Seboomook District - Caucomgomac
April 25, 1973

"Pumped water out of gas tank, loaded boat and motor on trailer. Two news reporters came and took pictures of me and the boys at storehouse. I do want to say it's been a pleasure to serve the Maine Forest Service for 25 years - will miss everyone - Your friend Pat."

Henry Gourde, Ranger
Parlin Pond District - Moose River
April 20, 1973

"Ann Flint (MFD). Site exam for tree planting - 2,500 N. pine. Took tree order. She said she had about 100 acres in farm, with some in woodland. I offered to look it over to see if anything wrong or anything to be done with it. She said it was not necessary - the lot cut about 12 years ago. According to her story someone marked the area for selective cutting. A written agreement made to cut only what was mature and poor quality wood. Later they found out area was stripped. What she objected to most was the amount of money they paid the logging operator to do the cutting!! She has the canceled checks to prove it!! She was sure MFD had nothing to do with this."

Dave Schable, Service Forester
Edgecomb, April 23, 1973

"I found the fire simulator training Tuesday exceedingly valuable and enlightening. While patrolling I frequently pose myself a problem; a fire reported in the area, what do I have, what do I need, where's the nearest manpower, etc. What kind of check list? What makes for the most in speed, efficiency? Here we have it again with the simulator but with new dimensions added - the free interchange of ideas with men of more experience, different approaches, ways of thinking. Unexpected variables from behind the screen. Woke at midnight to turn over the ideas I'd heard, thought again about the problem, then about the few fires I've worked, sorting out the best ways and how I'd do it again. You've a good thing with the simulator; let's have it again."

Warren Bennett, Ranger
Dead River District - Eustis
April 14, 1973
"Training meeting (MFS). Worked on the fine simulator. This is the second time I have done this and I think it is very valuable. It gives us as foresters a chance to see how a fire is handled and what we may have to do to help out. It gave us a chance to learn radio procedure, how to order equipment, how to organize crew and equipment, how to deploy equipment and men most effectively and how to get along with fire control personnel."

Kerry Huckins, Service Foresters
Dixfield - April 11, 1973

"Fire in Litchfield in a slash area. While they were on this fire another call came in for grass fire heading for man's house. I responded to find barn involved and called for assistance. Fire spread to fields and lawn across the road and spread rapidly towards other buildings. Helicopter made several drops in critical areas until more help arrived. Additional help was supplied by Car #2 in fixed wing aircraft to point out hotspots and spot fires."

Russ Horning, Ranger
Androscoggin District - Bowdoin
April 23, 1973

"Lincoln McRae (MFD). Owner called expressing concern about finding beetles and holes in trunk of Austrian pine. Upon examination found that owner had bound trees too tightly in an attempt to support them upon transplanting thereby restricting growth and causing bark wounds which were invaded by insects which were in turn dug out by birds causing the holes. The insects he captured were not the culprits, they were ladybugs."

Bill Snow, Service Forester
Northport - April 24, 1973

"Jacob Bemis (MFS). Dropped in to see this man about his sugar bush operation. His wife told me that he had just started to tap and was out thataway. I thought I knew about where and so drove over a road that I use frequently. Half way up a small hill the bottom dropped out and the car sat right on its undercarriage. Radios are wonderful. Called 132 and found that he wasn't too far away. He brought his four wheel drive and a chain and towed me out. Stuck again before we got to the top of the hill but Gene stuck with me and we were soon on our way. Happiness is a working radio (at least in mud season)."

Kenneth Hendrien, Service Forester
Kenduskeag - March 12, 1973

"A new chairman of the board of selectmen was elected in Woodstock. He entered the entire appropriation on the town warrant and sent us a check for it. Tuesday afternoon I took it back to him with an explanation of how it should be handled. We made a trip into his grandfather's woodlot to see what was wrong with his pines. No way to tell. There were only stumps under the snow. They had been cut."

David Stewart, Blistter Rust District Leader
Harrison - March 31, 1973
Members of the Maine Forestry Department wish to congratulate Temp Bowen on his recent promotion to Deputy Forest Commissioner. Temp has had a well rounded background in forestry and its associated fields and has dug right in to his new responsibilities. At the present time he is still acting Regional Director for the Southern Region until a replacement is named.

Temp was born in Framingham, Massachusetts and obtained his forestry training at Cornell University and the University of Maine. He received his Forestry B.S. in 1957 and Masters of Science Degree in 1962 from the University of Maine at Orono.

He was employed by the U. S. Forest Service in Oregon during 1958 and 1959 and also served three years with Saunders Brothers, Inc. of Westbrook, Maine, where he was responsible for wood procurement operations and forest land management.

Since 1965 Temp has been employed by the Maine Forestry Department. He was Campsite Coordinator until 1970 when he became Division Forest Fire Ranger for Organized Towns. In 1971 he was promoted to the newly created position of Regional Ranger, Southern Region, the position he held until his recent advancement to Deputy Commissioner.
Tree Planting: With the death of REAP (Rural Environmental Adjustment Program) tree planting this spring will be done with government cost-sharing only under the Title IV program. It is believed about 500,000 trees will be planted with Title IV funds and basically all of this will be in Aroostook County. At the March 29 State Staff meeting the Regional Foresters agreed because of the very few requests for planting received from other regions, and in order to have a viable planting program that would allow tree planting contractors to set up for the job, it would be necessary to concentrate the planting in one area of the state.

Requests for private planting only amounted to 25,000 trees as of April 9. It is hoped that this amount will increase as planting time arrives.

RC&D Time and Tide Project: Recently we met with representatives of the U. S. Forest Service to work on a forestry plan for their new proposed project. The proposal is to do this on an inter-disciplinary basis with inputs of all kinds to help in the planning. This is the first time the U. S. Forest Service has tried this approach to RC&D planning in the country. It should be interesting. No money is available for funding the project at this time.

Service Forester Richard Arbour of Augusta won the 1972 Outstanding News Article Award and is shown receiving his certificate from Forest Commissioner Fred E. Holt (then Deputy) at the Annual Departmental Staff Meeting Banquet held in Augusta in December 1972. Congratulations Dick.
Management Motifs (continued)

Joe Lupsha and Bob Laycock attended the 19th Northeastern Loggers Congress at Bedford, New Hampshire April 25-26-27.

The University of Maine School of Forest Resources and the Maine Forest Products Council are cooperating in a project aimed at controlling the white pine weevil damage to white pine leaders by interplanting the pine with cuttings of hybrid poplar. The experiment will start this spring on University owned land in Hartland.

Forestry workshops were held by Dick Morse and Bob Leso. This is one of the best ways to reach the public that we have found.

W. Robert Dinneen, Director
Forest Management

Southern Region: Foresters Floyd Farrington and Jim Trask will be moving their offices to the Alfred Headquarters sometime this spring. Dick Wagner will be moving his office into the Cornish Ranger Station as soon as the remodeling has taken place.

Eastern Region: Leo V. Leise, Service Forester Hancock County, has resigned as of March 30, 1973. Leo worked three years for the Department. His plans are indefinite at this time. He will remain in his present location.

Jack Bulger, Service Forester, Howland District, has been transferred from that district to the Hancock District. Jack will provide management assistance in both districts for the present time with emphasis on the Hancock District.

Ken Hendren and Jack Bulger are most enthusiastic with the performance of their two-way mobile radios. In addition to greatly improved field communications, both foresters feel their safety factor has been increased. Bob Gammons and Ken Hendren had forest management feature articles in the March 4 Maine Sunday Telegram Special Forestry Edition.

Ken Hendren was instrumental in the planning and execution of a forestry seminar held last fall at the University of Maine Bangor. Ken reported an average attendance of 50. With his interest in game management and special interest in raptorial birds (birds of prey) Ken has presented several papers on this subject in the Bangor area. One lecture was before the local Audubon Society. Ken has worked forest management into his talks and by doing so is reaching groups of people who have been very critical of the forestry practices here in the State of Maine.

Cooperation between divisions within the Region has been excellent. We are beginning to learn and understand some of the problems in the other divisions and they in ours. We are doing this by cooperative monthly staff meetings in which the district ranger in the area is invited to attend and to participate.

Bob Gammons and family took 12 days in April and drove to North Carolina. On the way back they stopped off at Washington, D. C. to visit the Capitol and saw some of the other historical and interesting buildings and exhibits.
Doug Stark and family took two weeks in April and drove to Sarasota, Florida for a vacation. Doug reports that this is the first extended vacation he has taken since the early 50's.

Western Region: George Tibbets, woods operator from the Farmington area, won the Franklin County Soil & Water Conservation District's "Outstanding Conservationist Award", for his work in upgrading small woodlots involving harvest cuttings, thinnings and tree planting. Hats off to Bob Leso for keeping this jobber in marked stumpage for the past two years and satisfying many small woodland owners in the area.

Kerry Huckins, District Forester in Northern Oxford County, has been working closely with Bryce Yates, woods operator from Newry, in carrying out a sizable cutting operation on Riley Plantation Public Lot. Kerry bought a house in Dixfield.

Jack Dirkman completed a semester of four courses in forest management at Pennsylvania State University this winter making the Dean's list. He has already begun sharing what he learned with others since his return. Good going Professor Dirkman! Jack has his office in the Norridgewock storehouse under the same roof with Willis Bean.

Bob Leso will be working on a joint cruise and management plan for Mt. Blue State Park with Timberlands Inc. this spring and summer. Bob was married last summer.

Robin Smith is the proud father of a boy. Already father is breaking him in on the paint gun and tally wacker.

Bob Leso and Jack Dirkman took a course in "Supervision in the Public Service" at the University of Maine at Farmington last fall.

Northern Region: The foresters throughout the region have been extremely busy. In addition to their regular work they are planning management seminars which will be scheduled throughout the region this coming season.

With the cancellation of the REAP program, tree planting this spring will be low key. Even still, they will be planting some areas under the Title IV program. Through the Southern Aroostook Forestry Association they are actively pushing a Christmas tree planting program also.

With much interest in the possibility of a Northern Maine Forest Forum the foresters have been working toward that end. They are hopeful to have an organizational meeting this spring with follow-up meetings in the fall.

Work on public lots got off at a slow start this year due to the early snows and extremely cold weather. However, work was done on Hamlin, Foxtown, Cary and other public lots.

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Through widely varying circumstances the Division suffered key losses this winter through the resignation of Austin Wilkins as Commissioner on December 31, and the death of Doc (Henry B. Peirson) on February 27. Both had much in common as innovators, builders, and believers in the role the Department should play in service to the public through publishing technical and popular educational bulletins and brochures. Doc started in 1921 as the first entomologist in the Department. Thereafter, he built a strong division of entomology/pathology. He was State Entomologist beginning in 1929 and retired in 1956. He maintained his keen interest in all forms of nature.

Austin started in 1928 (interestingly under Doc for about a year) and in February 1930 became the first supervisor of forest fire control in the Organized Towns. All are familiar with the great building job he did with that Division. In 1948 he became Deputy Forest Commissioner and in 1958 Commissioner. We miss both these fine gentlemen.

Louis Lipovsky suffered a mild heart attack in late February. After being out about a month it was fortunate that he could then return to work. Harold Bullock was also out sick for about a month.

David Struble started with us on March 20 as Northern Region Entomologist at Island Falls to replace John Coughlin. He is a forestry graduate of the University of Maine, Orono, and did his study for the Master's Degree in entomology under Dr. John Dimond at Orono. Dave worked three summers for the Oxford Paper Co.

Dr. Gary Simmons a research assistant under Dr. Dimond is currently with us for about a month on a temporary assignment to review all our spruce budworm survey methods. He is to recommend any needed changes to insure that our methods are statistically sound.

With the transfer to Doug Stark to Old Town last year Dr. Clark Granger took over supervision of the white pine blister rust program. Both Doug and Maynard Atwood sojourned in Florida for a period this winter.

The colored brochure on the spruce budworm (Circular No. 11) was revised this winter by Walter Gooley. The popular booklet Forest Trees of Maine (Bulletin 24) was also revised in detail by George LaBonte, Doug Stark and Bob Nash. New sketches of leaves and twigs of all deciduous species were made to depict features more accurately. 70,000 copies were ordered and are due from the printer the end of April. Receipt of these will just about coincide with the depletion of the last or 1968 (ninth) revision of Bulletin 24.

Spraying of 450,000 acres for spruce budworm plus some test spraying still remains in the planning stage with only some 5-6 weeks left before first probably spraying. The Legislature has not yet approved the request for funds as of this writing.

Overwintering spruce budworm caterpillars can be forced out of winter hibernation webs by immersing twigs in a weak sodium hydroxide solution. The method was devised in New Brunswick as a means of winter sampling of populations. Currently Maynard Atwood, Mike Devine, Dan Pratt, Doug Stark and Hub Trefts are doing this at the lab.
Contact work by our men with residents in or close to the proposed budworm spray areas and seeking out of caution areas has been going on since late March. Men involved under the direction of Hub Trefts are Norbert Dubey, Chet Gage, Bob Locke, Rex McBreairty, Bill Orcutt, Del Ramey and Lawrence St. Peter.

Attempt will be made to rear a foreign parasite species which will be tested against the spruce budworm. To do so means having a good supply of budworm pupae. Dr. Dave Leonard of the University of Maine devised an artificial food for rearing budworm caterpillars through to pupae at any time of year. Currently Dick Dearborn and Don Ouellette are perfecting best rearing methods at the lab.

Robley W. Nash, State Entomologist

Forestry Department Regional Entomologists left to right David Struble, Northern Region; George LaBonte, Southern Region; Hubbard Trefts, Western Region, and Henry Trial, Jr., Eastern Region.

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You never get a second chance to make a good first impression.
Western Region: Since last summer most of our time has been spent on budworm plans and surveys. During the winter about 80 samples were collected of overwintering larvae which were "soaked out" in lye and water after which they were collected on filter paper and counted under a microscope. This is a new means of budworm survey, but may prove a more reliable method of determining next year's budworm population.

Mike Devine worked on public lots with Brad Barrett in the Rangeley District and also helped on the winter budworm survey. Maynard Atwood spent most of the winter at the Entomology Lab in Augusta on general maintenance work. Hub Trefts, in looking after much of the state-wide budworm plans and surveys, finds himself still on the road a big part of the time.

The larch casebearer, a defoliator of Joe Lupsha's favorite tree is showing up in greater numbers in the Sangerville area, where defoliation might be expected this summer. Spot checks on about ten Christmas tree plantations indicate that the balsam twig aphid will be serious enough to warrant direct control this spring.

Eastern Region: The entomology personnel in the Eastern Region, namely Doug Stark and Dan Pratt have been quite busy this past winter.

Dan was once again involved in the Gypsy moth quarantine work last fall, working mainly with Inspector Bullock out of Gardiner; while Doug kept his hand in on new entomological and pathological procedures and attended many meetings which proved both valuable and informative.

Doug and Dan made several surveys during the winter months which included arborvitae leaf miner, Saratoga spittlebug, balsam twig aphid on Christmas tree lots, balsam wooly aphid checks, birch casebearer and of course spruce budworm using the new system for winter sampling.

Dan was also involved in the brown tail moth survey in Cumberland County along with Insect Rangers McMullen, Devine and McBrairty, from other regions.

We have had our spring fire ranger school here in Old Town which we hope proved educational and informative to all. We also have had our annual meetings with the landowners which provided us a chance to contact the representative and discuss some of the problems we all face.

Another budworm season approaches with a proposed spray project and some new techniques to be tried which may speed up the collecting and allow Doug and Dan more time in the Region.

We understand that Doug will be leaving us here in Old Town and returning to Augusta and we wish him the best. Knowing Doug he will certainly do a good job in his new position. We are sorry to see you go Doug but good luck. Your knowledge and enthusiasm will surely be missed here in Old Town.

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The fire season started early in 1973 - about three weeks early. A below normal snowfall in southern and coastal Maine during January and February coupled with a warm March resulted in over 150 fires and 750 acres burned by April 22.

The Beaver's and helicopters were put to good use in aiding in the control of these spring fires and many favorable comments were heard from fire fighters where water dropping from aircraft was used, despite the fact many of them received a dousing.

The helicopters are now all equipped with a 50 gallon drop bucket and with their ability to pick up water from small water sources, bogs and small ponds, have proved very satisfactory.

Prior to the fire season rangers have been busy on a variety of projects throughout the winter. Training, building up fire equipment and working on public lots.

A more complete report of activities of fire control personnel may be obtained from the reports of the various regions.

Albert C. Willis, Assistant Director Fire Control

Northern Region: Spring is slowly overtaking the cold of winter. As it arrives it brings increased activity throughout the Region. The ice has run the Allagash and is running the St. John. The birds are arriving and the sap is flowing.

We have made some shifts of personnel in the fire control activity. As usual we have had resignations and retirements to fill. Of major importance is the establishment of a temporary headquarters at Big Brook in the Fish River District. As a result of this we will have one man at Cross Lake this year rather than two as in the past.

We now have five airplane patrols including a new one out of Clayton Lake. This one will cover the western portion of the Region. As a result of this we have discontinued manning Priestly, Depot, Lawler and Round Pond mountain towers. This should prove to be an improvement in fire detection.

Of general interest, we conducted a rather comprehensive training program this spring. The first day we concentrated on basic items of fire control for our inexperienced men. This was followed by three days of training on subjects of interest to all our personnel.

Our radio department is actively trying to solve some of our communication problems throughout the Region. They are building remotes for the towers, installing new base stations and will be working on improvement of communication from Island Falls to Daaquam. This will be through a repeater arrangement at the Portage headquarters.
Southern Region: Our spring fire season started out in full swing the weekend of March 23-24. Most rangers were busily chasing around their areas to a succession of typical spring fires. The lack of rain, so far, has kept fire occurrence high ever since. The week of April 15-22 looks like the top week so far, caused in large part by the combination of dry weather and school vacation. Reports from the field and a check of the 10-57's received indicate that fire occurrence is well above that of last season when we had a busy spring.

Our new watchmen and roving rangers were broken in suddenly with little time for individual training. However, I have noticed that radio usage has been almost uniformly good with very little confusion or undue excitement in spite of the great number of fire related transmissions.

Aircraft: The helicopter at Augusta and the Beaver at Portland have been used to good advantage on many fires. The weekend of April 21-22 we had a Beaver from Old Town brought down. The plane and pilot stood by at Woodbury Pond in Litchfield, making for much shorter travel time to fires in the central areas of the Region. We will have this second Beaver available for two to three weeks. The dispatching of the Beavers has been left to Opportunity Tower. The helicopter is dispatched through Mt. Hill Tower. It was felt that by leaving the dispatching of the aircraft to one tower, less confusion would result. So far, it has worked out well. Maine Helicopter has a forestry radio which is kept in the hangar when the craft is not in use. Similar arrangements will be made at Portland Airport for the Beaver.

Training: Don Copeland, Unit Ranger in Union, has completed his first aid training instructors course. Don is now qualified to put on first aid courses for Forestry, fire departments and other groups.

Our winter training consisted primarily of the use of the fire simulator. An operating team headed by Director Russ Horning and Operator Ed Jones travelled to all districts. Some 29 sessions resulted in the training of nearly 400 fire department personnel. The sessions were interesting and informative. The entire training team has reason to be proud of their accomplishments. Rangers Dan Day, Don Copeland and Hollis Crocker held their usual number of individual training sessions in their areas. Some others fitted in a few sessions along with their simulator duties.

Temp Bowen and Lloyd Shaw completed the Safety Systems Management course given at Bolton Hill.

George Hill attended sessions on portable pump maintenance and repairs at Concord, New Hampshire. George passed along some good ideas from this course at our spring meeting.

Work Projects: Among a long list of planned projects for this season are: 1) remodeling of offices at Alfred and Cornish for the purpose of combining fire control and management. 2) shingling of roof of Union house. 3) installing door at Cornish pole barn. 4) routine painting and maintenance on many of our tower camps, ranger living quarters, tower roads, power and phone lines. 5) there are many others. It appears to shape up as a busy season.
Eastern Region: The Region ended up the 1972 fire season with a total of 142 fires, 919 acres and suppression costs of $19,922.52.

Two of the St. Croix Rangers worked on public lots in good weather and assisted 121 on a new ranger house at Lee when they were unable to work outside, 126 also helped between training sessions.

We had three men attending law enforcement school this winter and two taking a 15 week welding course one night a week.

The usual amount of training was done with fire departments this winter, plus putting all the two year forestry boys at the U of M through the simulator training course on fire organization.

We used 111 and 144 throughout the Region this winter on various jobs. They installed furnaces in Millinocket, Lee Storehouses and the new ranger house at Lee. Wired the house at Lee, rewired Old Town, Millinocket and Howland Storehouses, plus Cooper Tower and cabin.

We started the season off with a two day training session at Old Town for all field personnel in the Region. Topics included first aid, law enforcement and safety. We had speakers from management, entomology, radio and the Augusta office. We also held landowners meetings at Bucksport, Princeton, two at Old Town and plan one for the Millinocket area. Town warden meetings at Calais, Hancock, Surry, Old Town, Lincoln and Hermon with good attendance.

Very few changes in personnel this spring. Our lady watchman on Dedham Bald is back and Irvin Caverly has hired another for Ragged Mt., plus a male watchman for Harris Mt. Wayne Foss transferred back to Southern Region. Kendall Allen from Blue Hill Tower has taken over the warehouse job at Old Town.

It looks like an early spring fire season in the southern part of the Region. We had fires in Lubec and Jonesport area the last part of March.

Aircraft: We have not had any major repair job on our aircraft this winter.

The pilots have been at Old Town with Steve Parsons working on inspections and minor repairs. All aircraft are repaired and ready for the start of the fire season.

Gary Dumond has gone to the Fish and Game Department and seems to be enjoying his new job. However, he still makes frequent visits at the hangar to talk with the boys there. I don't know if he is homesick or not.

Randy Billings came to work for us last November to replace Gary. Randy had a very good record flying helicopters in Vietnam. He has been flying out of the Old Town Airport since his return from the service so is familiar with the eastern part of the state.

We expect Randy to do a good job for us as we have already had him on a couple of fires with the helicopter and bucket.

We will have three helicopters equipped with 50 gallon water buckets this season to supplement our fleet of six water dropping beaver aircraft.
Western Region: Seboomook District - Boundary Cottage, an old landmark located on the border (St. Zacharie to Pittston Farm Road) was burned and cleaned up last winter. In years past this location was used for entrance to and from Canada and many woodsmen were checked through this point of entry. District Ranger Cook spent most of the winter months working in the shop. There are no changes in personnel. Chip Howe worked at Squaw Mt. Ski Resort as ski instructor.

Moosehead District - Spencer Mountain camp burned last October. New building supplies and materials have arrived and will go to site as soon as conditions permit.

Ranger Merrill gave three lessons each to fire departments in the towns of Sebec, Monson, Milo, Sangerville and Brownville. These fire departments also had simulator training. Merrill was assisted by District Ranger Thornton, Rangers Knight and Kronholm. Merrill, Knight, Kronholm, Entomologist Trefts and District Forester Robin Smith put on a six day training program at Dover High School. This program was put on at Greenville High School by fire control, entomology, management and Fish and Game Wardens and biologists. Ranger Kronholm trained Hot Shots at Brownville with Merrill and Knight assisting. Thornton, Merrill, Knight, Kronholm, Shufelt and Witherell operated the simulator the second week in April with most of the regional people participating in the problem. All fire prevention posters were replaced in the fall with snowmobile and litter posters. Thornton, Knight, Merrill, Kronholm and Pat Gourde from Parlin Pond assisted John Smith in building lofts in the Butler building. Ranger Markey spent the winter working in the shop with John Smith. Rangers Witherell and Shufelt worked at Squaw Mountain Ski Resort. Ranger Richards worked part time at Squaw also and the rest of the winter at the new Squaw Mountain Inn complex. Watchman Clark worked for Holeb Lumber. Ranger Lambertson attended bible school in Pennsylvania. Public lot work consisted of: Little Squaw - lines being rebushed, spotted and painted; inspection on Elliotsville (Onawa Lake) lot; inspection of lines on Sebois Lot.

In addition to regular maintenance of all vehicles the shop has completed a 1,000 gallon tank and slip on unit and installed it on a Reo 6x6 for new tank truck for Arnold Trail District, Organized Towns.

Parlin Pond District - Late last fall we cleared the lot for the new house at West Forks and dug a shallow well for water. We made 400 backboards for Smokey Bear posters, two hundred were painted white and the rest brown. We spotted and painted about 4 miles on the West Forks public lot and also checked the cutting of The Forks public lot. On fire training we gave the town of Bingham the complete course and some training to the town of Jackman. We made contact with some of the wood operators on litter around their camps. We helped with the construction of the Norridgewock storehouse. Smokey visited all the schools in Parlin Pond District and gave talks on fire prevention.

Pat Gourde retired from state service as of April 28th after 25 years of loyal service. We'll miss Pat. David Wight of Old Town will be filling in behind Pat.

Dead River District - Duluth Wing and Tom LeMont are our snowmobile experts and they keep us in business during the winter repairing our machines, among other things.
When Tom Jones transfers to New Sharon in June, Bruce Goodrow who was on Bigelow Mountain last season will fill in behind him. Richard Marble, one of John Parson's proteges at Mt. Blue High School, will be taking over as watchman on Bigelow Mountain.

Arnold Trail District - A new storehouse was built at Norridgewock (36'x60'). It is not quite completed inside yet but will have office space for the district forester as well as the district ranger. Holman and Prescott conducted winter training in ten towns and also gave the same lessons to the Forestry class at Mt. Blue High School. Mt. Zircon tower was phased out last fall and will be replaced by air patrol. A new pole barn will be built at New Sharon this summer. Lewis Prescott replaced Bob Cobbett at Weld last August. Ed Holman is being transferred to District 3, Southern Region. Tom Jones from Dead River District is to replace him. Prescott's wife, Beverly, graduated from Skowhegan Business School last January and is presently employed at Register of Deeds in Farmington.

Rangeley District - A heliport on West Kennebago was cleared at the camp. Al Roberts gave No. 5 lesson to Rangeley and Oquossoc Fire Departments. Snowmobile and litter signs were posted.

Winter work in this district consisted primarily of public lots. Trudel, Barrett, Devine and Roberts worked on several lots. Both lots on Andover North Surplus were brushed, respotted and painted. Also, the following public lots received line work: Magalloway Plantation - both lots were brushed and layed out and camp lots and control lines run. Lincoln Plantation - Lot 1 and 2 exterior lines brushed, spotted and painted. Letter E Township - Long Pond exterior line brushed, spotted and painted. Camp lots respotted and painted on Round Pond. Side lines on Long Pond and Camp lot leases respotted and painted. Rangeley Plantation - control line run on exterior lines, brushed, respotted and painted. Sandy River Plantation - exterior line brushed, respotted and painted.

Our lady watchman, Ginny Heustis, will not be returning this season, but a young couple from Squaw Mountain have been hired to replace Ginny. They are Nick and Susan Preston. They have been working as ski instructors at Squaw Mountain.

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Rangers Asa Markey and Galen Cook of the Western Region were discussing how to repair a tractor when somebody disrupted their train of thought. A little mechanical knowledge goes a long way in the Fire Control Division which utilizes much Federal excess property. Keep up the good work boys.
ODS TO A BOOT

I can wiggle my toes
And I felt little pain:
As this here boot saved
my day!

Luther Snell
Northern Region

POWER MOWERS ARE NOT TOYS

The boot shown in the picture tells a story which happens all too frequently during the summer. However, Luther Snell can attest to the value of wearing safety boots while mowing the lawn. It seems that Luther's self-propelled machine got away and in an effort to catch it he somehow managed to put his foot underneath it. They say experience is the best teacher and Luther is really experienced now.

Here are a few tips for you barefoot contessa's and sneaker lovers when mowing the lawn - THE PAIN CAN BE EXCRUCIATING!

1) Wear steel toed safety boots.
2) Mow the lawn when grass is dry.
3) Don't pull the mower up a hill. You may slip and pull the mower onto your feet.
4) Use a safety shield on the rear of your mower.
5) Keep small children away from mower.

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Good luck happens only to people who do things, not to those who sit wringing their hands in the hope that somebody or something else will take the need to decide away from them.

-Harry A. Bullis
Anybody who is anybody is striving to obtain something. Athletes win gold medals, golfers vie for money, truck drivers win safe driving awards. Foresters are also in the same ballpark as they are striving to promote the field of forest conservation, each according to his abilities. Few awards are given for a job well done in forestry and self satisfaction is usually the foresters compensation. However, the Distinguished Service Award presented each year by the New England Section, Society of American Foresters is looked upon as "the" award for a forester in New England.

During 1973 the award was presented to Bob Dinneen at the 53rd annual section meeting held at Portland, Maine March 7-9.

Dinneen, who has been a member of the Society of American Foresters since 1952, has an outstanding record of excellence in the field of forest management. Dinneen attended the University of Connecticut and received his BS Forestry Degree from the University of Maine in 1937. His forestry career began in Massachusetts in 1937-38 where he was in charge of education and training programs for the Civilian Conservation Corp (CCC). During this time he also held positions with the Connecticut Fish and Game and Forestry Departments.

From 1939 to 1942 Dinneen was employed by the Northeastern Timber Salvage Administration, U. S. Forest Service which was formed to salvage the vast areas of timber blown down resulting from the 1938 hurricane. During this period he held positions in Connecticut, Vermont and New Hampshire as log scaler,
lumber grader and later as unit camp supervisor and Assistant District Supervisor for Maine and Massachusetts.

During the period 1942-1948 Dinneen served as farm forester for the U. S. Forest Service in the promotion of forest management on private woodlands in Maine. In 1948 he became service forester for the Maine Forestry Department and in 1950 he was promoted to the position of Supervisor, Forest Management Division.

Dinneen was the first service forester employed by the Maine Forestry Department and over the years the Division has grown to its present complement of 26 service foresters and support personnel. Under Dinneen's direction the Forest Management Division developed and continues to conduct an active woodlot management program for Maine's 100,000 small woodlot owners. During the years of the Federal Soil Bank Program as many as 7,500,000 forest seedlings were planted in a single year on marginal field land. Over a 55 year period over 54 million seedlings have been planted most of them since the formation of the Forest Management Division. Other active programs include timber stand improvement, improved harvest cutting, utilization and marketing assistance for forest industries and woods operators, the development of state forests throughout Maine, Christmas tree management, public forestry workshops, and forest management education for teachers at the Bryant Pond Conservation Workshop.

The Maine Forestry Department congratulates Bob for his achievement.

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FORESTRY AT PINELAND HOSPITAL

Woodlot operator Harry Richardson and Service Forester George Ruopp discuss the spring 1973 harvest cutting operation at Pineland Hospital at Pownal. A total of 100Mbf and 85 cords were removed from 25 acres. George did the marking and supervised the cutting operation which left an excellent residual stand for future growth. Pineland Hospital expanded its forest management program in 1966 and since that time has carried out many forest improvements including weeding, thinning, pruning, tree planting, and harvest cutting.
The most striking fact of forests in southern Finland is the neatness of appearance. The stands appear to be manicured and they are. For in a country which in 1969 had an allowable cut of 49.8 million cubic meters* and a drain of 49.6 million cubic meters all possible forestland must be put to good use. Also noticeable are the stand boundaries. The stands are managed as biological units. Each stand is treated as is necessary for its particular case. One operation we visited was a clearcut of approximately 60 hectares** of old growth spruce. However, within this area were stands of 3-4 hectares of younger Scotch pine. These were thinned, but not clear-cut, as the pine was not of rotation age.

Care of a stand begins while it is still young. One sees stands with a height of 6'-12' (estimated age: 10-15 years) which had been cleaned for species, quality, and spacing. (There are three commercial species: Scotch pine, Norway spruce and common birch). This work is generally done with a machete, at a cost of $16-$17/acre. When questioned as to why chemicals were not used, the guide replied that not enough was known about the effects of continued use of chemicals. However, chemicals are used in some instances.

The next thinning is done at age thirty. This is a commercial operation. Thinnings are still carried out by a man with a chainsaw. Although the engineers are working on machines to make this obsolete, nothing suitable has yet been developed. The foresters are extremely concerned about damage to the residual stand. For this reason, the wood is stump-cut (usually 2-3m) and some form of forwarder is used to transport the wood to the yard. On small ownerships, the most commonly used machine is a farm tractor (sometimes equipped with half-tracks) with a hydraulic loader and a trailer (some also with half-tracks). The tree length system of skidding was once used extensively. This method was discontinued because of extensive damage to the residual stand and soil.

Normally in the U. S. a stand would be pruned at age thirty. However, in Finland trees are not pruned. The guides admitted that they "were foolish" and practiced pruning during the 1950's. Today pruning is discouraged as a needless investment. Needless, because the trees self-prune extremely well.

After this first commercial thinning, the stands are ordinarily thinned on a 10 year schedule or as needed. Basal area is used as a guide.

Throughout most of the area we covered a rotation age of 80 years was being used. At this time the stands are generally clearcut, and quite often replanted. Some textbook examples of shelterwood and seed tree systems were seen. Clearcutting is being used extensively because of economics. (Labor is a problem). More and more, processing machines are being used. One prototype, which appears promising, uses a circular saw to sever the tree from the stump (shears cause too much damage to the butt). This machine then delims the bole and cuts it to the required length. The lengths are then yarded by means of a forwarder, some carrying 5-7 cords.

Because Finland is forest oriented, the government encourages owners to manage their forest land. It does this by cost-sharing in practices which

* one cubic meter = .276 cords
** one hectare = 2.47 acres
increases the forest land base, such as planting an old field or draining a peat bog. For improvement work in an existing forest stand, such as pre-commercial thinning, construction of a forest road, or fertilization, the government makes available low interest rate (3%) loans, in the amount of the cost of such work. Upon receiving a loan, the landowner has a 2-3 year grace period. At the end of this, 20% of the principle is due. The remainder is payable over a 7-8 year period (10 years in all).

Forest land is taxed by site according to botanical features of lesser vegetation, regardless of the production of merchantable wood. At the end of the rotation, a permit is required from the government to clearcut. If natural reproduction is not present, the owner will have to plant. The land is then tax exempt for 15 years.

The government encourages drainage of peat bogs to increase the productive forest land base. Drainage is usually by a system of ditches. Today, the ditches are most often made by a backhoe mounted on a farm or construction tractor. The spacing of the ditches varies, but the goal is to lower the water level about 1 foot. To accomplish this requires an average of 200-300 m of ditch per hectare. After drainage fertilizing is necessary.

Although there are a number of small mills scattered throughout the country, the visits we made were to, what appeared to me, large complexes. Involved at a complex were at least one pulp mill (which we didn't tour), a sawmill, and a veneer or blockboard mill. Technologically, the sawmills seemed to be about equal to some of the larger mills in the State of Maine.

I found amazing that the price paid for pulpwood and logs is very close. One landowner informed us that during periods of wood shortage, pulp mills may pay more for wood than sawmills.

Volume of small-wood and fiber products is increasing, and the foresters are apparently busy researching ways in which to increase the amount of available fiber. We visited an area from which the stumps had been harvested. According to Dr. Pentii Hakkila, researcher in charge of this operation, the use of stumps as a fiber source is realized; this project was to develop a harvesting system. Stump and root wood over 5 cubic meters in diameter totaled 79 solid cubic meters per hectare, and 51 solid cubic meters per hectare on two different areas. This was on organic soil; on stony, mineral soil, rocks are a problem, and must be cleaned from the root system before chipping.

In summary, forestry in Finland is much more intensive than presently practiced in the State of Maine. This is undoubtedly due to the narrow margin between annual drain and allowable cut.

The Finnish foresters seem to have a more concerned outlook biologically for the forest. Although economics are a factor in their management program, the biological aspects are also given strong consideration.

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SAFETY

A two day Safety Systems Management Course was conducted by Richard Obyc of the U. S. Forest Service in February 1973. The course was designed to "sell top management" on benefits of safety to the employee and Department. The course was attended by division directors, regional directors, rangers and safety officers, chief pilot, nursery, radio and entomology lab supervisors. The course received very favorable comments from those attending.

A policy statement has been drawn up stating the Department policy and objectives in safety. This was discussed at the various spring training schools and will soon be out in written form to all employees.

Richard DeLong, radio technician, has been named to the State Safety Committee, replacing John Coughlin. One of the functions of the committee this season will be to set up the monthly safety topics and to conduct safety inspections in each of the regions.

Part of the group attending the safety course included the four regional safety officers. They include left to right Dick Delong, Northern Region; Clif Foster, Southern Region; Richard Obyc, Instructor, U.S. Forest Service; Bill Adams, Eastern Region; and Ron Locke, Western Region.
The State of Maine Compensation Plan is made up of five steps A to E plus two longevity steps X and Y.

Upon entering employment for the state a new employee is started in Step A and is on probation for six months. At the end of their probationary period a Work Performance Evaluation Form 32-A is completed by their supervisor rating them for this period. Your supervisor is required to go over this rating form with the employee explaining his rating and giving advice on what improvements can be made. The employee is required to sign the Form 32-A which is returned to the office for processing. Upon completing a satisfactory probation period the employee is in a permanent status and an increase in salary may be granted to Step B.

Probationary period can be extended for an additional six months or less if it is recommended by your supervisor. A rating form 32-A is required to be completed and shown to the employee with the supervisor giving the reason for the extension of probation and how the employee can improve himself to be taken off probation. The employee must sign this form 32-A and it is returned to this office for processing.

The Work Performance Evaluation Form 32-A must be received by the Personnel Department prior to the completion of probation. Any probation evaluation not received by them will result in holding the employee's check.

When the employee does not agree with his supervisor's rating they may do so either by writing a letter and attaching it to the Form 32-A or stating under line 10 of this form that they do not agree with the above rating.

If an extended probation indicates the employee performance is unsatisfactory this will be cause for dismissal.

Increases are effective the first Monday following the completion of probation. This also establishes the anniversary date for yearly increases.

The State Compensation Plan provides merit increases to Step E. I will explain later how the merit system could also include Step X and Y.

It should be noted that no merit increase is automatic and that on each anniversary date or until they reach the top of their bracket the employee is again rated on a Form 32-A and a satisfactory rating (good) will be needed to advance to the next higher step.

Longevity steps are designated as X and Y and increases occur only on the third Monday of the month. These increases do not need a rating form and are given to the employee when they have completed 8 years for the state providing the last 5 years have been continuous and at 15 years providing the last 10 years have been continuous.

State service time for longevity does not have to be in the same department but does have to be continuous with one or more departments.

Promotion: The law provides that an employee shall be advanced one step in the Compensation Plan and placed in the range and step that the classification
provides. The employee is again on probation for a six months period.

The exception to one step advance on promotion could come about when the employee has one or two longevity steps.

The employee with longevity on promotion if he has 8 years service can be started no lower than Step B and if they have 15 years can be started no lower than Step C in their range.

Longevity Step X and Y now become a part of the merit increase system. An employee in Step X at the time of promotion has merit raises to Step X and if in between merit increases obtain 15 years longevity they would then have merit increase to Step Y.

This is only a brief description of how our State Merit and Longevity System is designed by law. I hope it will give our employee a better understanding of the state merit and longevity system.

Henry Trial Sr.
Personnel Officer

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IN MEMORIAM
Dr. Henry B. Peirson
State Entomologist 1929-1956

The Maine Forestry Department lost a true friend and dedicated worker with the passing of Dr. Henry B. Peirson on February 27, 1973.

Doc, as he preferred to be called, graduated from the University of Massachusetts and Harvard University and joined the Department in 1921 as its first entomologist. Under his direction the Department's Entomology Division grew into the strong effective tool it is today in protecting Maine forests from forest insects and disease.

Doc was a founder of the northeastern Forest Pest Council and was its chairman for the first eight years. He was a writer of many scientific articles and a member of many scientific organizations, including the Society of American Foresters.

Entomology in Maine and the United States developed tremendously during the years Doc was active and this development was because of men like Dr. Henry B. Peirson. The Maine Forestry Department regrets his passing.
AUSTIN H. WILKINS
FOREST COMMISSIONER
1958-1972
Four seasons for Me.