

A. L. Hervey, SRC

4200
June 1, 1960

E. J. Woolfolk

Transfer of Station

This will acknowledge receipt of a good deal of Harvey Valley information and material which I requested you to send to the Berkeley office sometime ago.

I also want to remind you of the scheduled date for your transfer to the Berkeley office. I believe we agreed on June 1 as a suitable target date in our last discussion but obviously you will not be moved on that schedule. There are very definite things for you to do in this office at an early date, therefore, I would like to have you in here not later than next Monday, June 6. It is imperative that at least one summer field assistant as well as Reed and I have an opportunity to go over the Harvey Valley records with you before the men go into the field about the middle of June. Also following this preparation you will need to get ready for two commitments which have already been assigned for the month of July.

I am familiar with your desire to leave your household goods and other personal effects in Susanville until adequate arrangements have been made for handling them on this end. There will be time next fiscal year to cover the transfer of these effects. Regardless of any schedule or other commitments which you may have, please be at the Berkeley office on Monday, June 6.

EJWoolfolk:mm

Memorandum**BLM**TO : District Managers - Lakeview, Burns,
Vale, Prineville

DATE:

FROM : State Supervisor

SUBJECT: Demonstration allotments - field inspection

As previously scheduled, the demonstration areas established by you as a result of our memorandum of March 3, 1960 will be inspected during the week of July 18-22. Members of my staff, and of the Area Administrator's staff, will accompany Mr. H. L. Hormay of the Southwest Forest and Range Experiment Station on this field tour along the following travel itinerary.

July 18 - Monday. Meet Mr. Hormay at the Lakeview office at 8:00 a.m. Inspect South Warner area. Travel to Burns via Hog-back road to highway 395. Lakeview, please reserve single bed room for Lea at Silver Saddle Motel for Sunday night, July 17. Burns, please reserve two twin bed units at Silver Spur Motel for night of July 18.

July 19 - Tuesday. Inspect Steens Mountain allotments, travel to Jordan Valley via highways 78 and 96. Delano return to Portland. Vale, please reserve one twin bed unit at Jordan Valley.

July 20 - Wednesday. Inspect Lodge allotment and road seeding project area. Travel to Burns via Burns junction. Burns, please reserve one twin bed unit at Silver Spur Motel.

July 21 - Thursday. Meet Prineville personnel at Hampton at 9:30 a.m. Inspect Jackson allotment. Travel to Bend.

July 22 - Friday. Return to Lakeview via Rock Rock - Silver Lake area. If convenient, meet Lakeview personnel at Rock Rock store at 9:30 a.m.

Please arrange to accompany this group with me. It is required that each demonstration area, to aid in the analysis of conditions and recommendations for management and treatment plans for each area. We should take advantage of the experienced service of Mr. Hormay by outlining definite plans for our demonstrated allotments and to strengthen planning this element in our project plan submission this fall.

State Supervisor

cc: AA

UNITED STATES GOVERNMENT

ew
Memorandum

2200

TO : Director, Pacific Southwest Forest
& Range Exp. Station

DATE: June 6, 1960

FROM : Fred H. Kennedy, Regional Forester, By

SUBJECT: Range (Training)



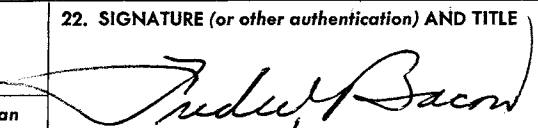
Since sending you our memorandum of May 17 regarding the proposed Arizona Supervisors' trip to Harvey Valley, we have been reminded of a conflict in dates. The International Forestry Congress in Seattle covers the same period.

Will it be possible for you to shift this trip to September 13 to 17?

M.H. Davis

13 to 15th. OK.

NOTIFICATION OF PERSONNEL ACTION

| | | | | | | | | | | | |
|--|-------|--|--|---------------|--------------|---|---|--|--|---------------------------|--|
| 1. NAME (LAST [CAPS]—First—Middle—Mr.—Miss—Mrs.) HORMAY, August L., Mr. | | 2. DATE OF BIRTH 5-10-07 | 3. IDENTIFICATION (optional) | | | | | | | | |
| 4. THIS IS AN OFFICIAL NOTICE OF THE PERSONNEL ACTION DESCRIBED BELOW, WHICH AFFECTS YOUR EMPLOYMENT. GENERAL INFORMATION CONCERNING YOUR EMPLOYMENT APPEARS ON THE REVERSE SIDE OF THIS FORM. | | | | | | | | | | | |
| 5. NATURE OF ACTION (standard terminology must be used) Reassignment | | 6. EFFECTIVE DATE OF ACTION 6-12-60 | 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY C. S. Reg. 2.501 | | | | | | | | |
| FROM— Forester (Research (Administration) PSW-7111 GS-460-12, \$9290 pa Pacific Southwest Forest and Range Experiment Station Susanville Research Center Susanville, Calif. | | 8. POSITION TITLE AND NUMBER 9. SERIES, GRADE, SALARY 10. NAME AND LOCATION OF OFFICE BY WHICH EMPLOYED 11. DUTY STATION | TO— Range Conservationist (Research) PSW-9756 GS-454-12, \$9290 pa Division of Range Management Research Berkeley, Calif. | | | | | | | | |
| <input type="checkbox"/> Yes | | 12. APPORTIONED POSITION STATE: <input type="checkbox"/> Yes <input type="checkbox"/> Apportionment Waived <input type="checkbox"/> Proved | | | | | | | | | |
| 13. VETERAN PREFERENCE <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:25%;">No</td> <td style="width:25%;">5-pt.</td> <td style="width:25%;">10-pt. Disab.</td> <td style="width:25%;">10-pt. Other</td> </tr> <tr> <td style="text-align: center;">X</td> <td></td> <td></td> <td></td> </tr> </table> | | No | 5-pt. | 10-pt. Disab. | 10-pt. Other | X | | | | 14. TENURE GROUP I | |
| No | 5-pt. | 10-pt. Disab. | 10-pt. Other | | | | | | | | |
| X | | | | | | | | | | | |
| 16. APPROPRIATION From: To: | | 15. POSITION OCCUPIED IS IN THE: <input checked="" type="checkbox"/> Competitive Service <input type="checkbox"/> Excepted Service | | | | | | | | | |
| 17. PAYROLL DEDUCTIONS <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:33%;">CSR</td> <td style="width:33%;">FICA</td> <td style="width:33%;">FEGLI</td> </tr> <tr> <td style="text-align: center;">X</td> <td></td> <td style="text-align: center;">X</td> </tr> </table> | | CSR | FICA | FEGLI | X | | X | 18. DATE OF APPOINTMENT AFFIDAVITS (accessions only) | | | |
| CSR | FICA | FEGLI | | | | | | | | | |
| X | | X | | | | | | | | | |
| 19. REMARKS: <input type="checkbox"/> a. Subject to completion of 1 year probationary (or trial) period commencing _____ <input type="checkbox"/> b. Service counting toward career (or permanent) tenure from: _____ Separations: Show reasons below, as required. Check, if applicable: <input type="checkbox"/> c. During probation <input type="checkbox"/> d. From appointment of 6 months or less Description of duties attached to copies of fanfold with which required. | | | | | | | | | | | |
| 20. EMPLOYING DEPARTMENT OR AGENCY U. S. FOREST SERVICE PSW - Berkeley, Calif. | | 22. SIGNATURE (or other authentication) AND TITLE  Chief, Division of Station Management | | | | | | | | | |
| 21. OFFICE MAINTAINING OFFICIAL PERSONNEL FOLDER (if different than item 10, above) | | 23. DATE: 6-8-60 | | | | | | | | | |

NOTICE TO EMPLOYEE

KEEP THIS DOCUMENT FOR YOUR RECORDS. IT IS YOUR COPY OF THE OFFICIAL RECORD OF A PERSONNEL ACTION AFFECTING YOUR EMPLOYMENT. PROMPTLY CALL ANY ERROR TO THE ATTENTION OF YOUR SUPERVISOR OR YOUR PERSONNEL OFFICE..

I. CONDITIONS PERTINENT TO ALL TYPES OF PERSONNEL ACTION

The personnel action identified on the face of this form is subject to all applicable laws, rules, and regulations governing Federal employees and may be subject to investigation and approval by the Civil Service Commission. The action may be corrected or canceled if not in accordance with all legal requirements, or if based upon your misrepresentation or fraud.

In addition, the grade of the position to which you are officially assigned may be reviewed and corrected by your agency personnel office, or by the Civil Service Commission.

Your performance rating upon entrance into a new position is "satisfactory" unless or until you are notified otherwise.

Item 17 shows the common types of payroll deductions: "CSR" for Civil Service Retirement, "FICA" for Social Security, and "FEGLI" for Federal Employees' Group Life Insurance. Additional deductions may be made for State and Federal income taxes, bonds, and other purposes authorized by law.

II. INFORMATION ABOUT APPOINTMENTS

Appointments to positions in the competitive service.—The Civil Service Act places most positions in the "competitive service." The Civil Service Commission sets qualification requirements and controls recruitment for such positions. As a general rule, persons selected from Civil Service registers to fill continuing jobs in the competitive service are given career-conditional appointments. Such appointments are secured through direct competition with other members of the general public seeking similar work in Government agencies, and permit qualified employees to be assigned without further competitive examination to other jobs in the competitive service. Career-conditional appointments become career appointments upon completion of 3 years of substantially continuous creditable service.

The first year following a nontemporary competitive appointment generally is a probationary period, during which period an appointee must demonstrate his full competence and fitness for Federal employment. Reinstatements are also subject to a probationary period unless one was previously completed. Transfers, promotions, changes to lower grade, and reassignments during a probationary period are subject to completion of probation.

Temporary appointments do not confer a civil service status and do not lead to a career or career-conditional appointment without some further examination or qualification. Limited temporary appointments are made when there is no continuing need for a person's service, regardless of the manner in which he qualified for appointment; acceptance of such appointment will not remove a person's name from a civil service register on which he may later be reached for career-conditional appointment.

Appointments to positions in the excepted service.—Excepted appointments are made to positions which are excepted from the competitive service by law or other special authority. Generally the employing agency sets qualification requirements and conducts recruitment for such positions. Such appointments do not confer a competitive civil-service status or eligibility for movement to jobs in the competitive service; they may be made without restrictions on tenure, with a conditional or indefinite limitation, or with a definite time limitation. A trial period may be required at the discretion of the employing office.

III. INFORMATION ABOUT TENURE GROUPS

Employees are ranked in tenure groups according to the nature of their appointment; those with unrestricted tenure are placed in Group I, those serving under conditional appointments which automatically lead to full tenure after a prescribed time and without further qualification are placed in Group II, and those serving under temporary or indefinite appointments not limited to an exact time or date are placed in Group III. Within each tenure group, ranking is determined by veteran preference, performance rating, and total Federal service. If it should become necessary to reduce force, employees are selected for separation or change to lower grade according to this general ranking. Employees serving under competitive appointments and those serving under excepted appointments are ranked separately for reduction in force purposes.

IV. INFORMATION ABOUT YOUR STATUS AFTER SEPARATION

If you are separated or placed in a nonpay status for an extended period, your employing agency will furnish you with Standard Form 8 explaining your rights for unemployment insurance benefits. If you were covered by the Civil Service retirement system or Federal employees' group life insurance, you have previously been furnished certificates describing those programs; you can refer to such certificates for information regarding your rights and possible benefits after separation.

If you are separated from a career or career-conditional appointment you have reinstatement eligibility and can apply directly to any Federal activity and may be employed without further competitive examination; if you are a nonveteran and you are separated from a career-conditional appointment your eligibility for reinstatement is generally limited to 3 years from the date of separation. If you are separated from a temporary or excepted appointment you have no reinstatement privileges based upon such service.

You will be given any lump sum payment that may be due you for annual leave at the time of separation. Refund of an appropriate portion of this payment will be required if you are reemployed in a Federal agency in a position under the same leave system during the period covered by such payment.

V. AVAILABILITY OF FURTHER INFORMATION

Consult your supervisor if you have questions about the above statements, or about other matters concerning your employment. This is particularly important on questions involving granting of leave, assignment of duties, and hours of work, which are generally under his control. If your questions are technical, he may refer you to your personnel office. It will have copies of controlling civil-service regulations, as well as your individual records, and so can best explain how they apply in your case.

RANGE CONSERVATIONIST (RESEARCH) GS-454-12I. NATURE AND PURPOSE OF THE WORKA. Introduction

As an assistant to the Chief of Range Management and Wildlife Habitat Research participates in evaluating and extending into application results from the technical research program involving the management and improvement of forest and related rangelands grazed by livestock and big game throughout California, Hawaii and other western range states.

The range management and wildlife habitat research program includes (1) taxonomy, ecology, physiology, and other fundamental aspects, requirements, and characteristics of range vegetation that are basic in the development of grazing systems, rates of stocking, and other aspects of improved range management, (2) sound, efficient range mensuration, sampling, and evaluation techniques, (3) livestock grazing practices, stocking rates, seasons of use, and other practices such as prescribed burning for increasing range production and improving range utilization, and standards of range conditions and criteria for detecting improvement and deterioration of livestock range, (4) improvement of wildlife habitat through management of big game grazing, artificial revegetation, burning for plant removal or control, and other practices, (5) determination of range-use relationships, e.g., grazing-timber production, big game-livestock, grazing-watershed, and others pertinent to multiple-use management, and (6) effects of rodents, diseases, and insects on livestock range productivity and wildlife habitat in relation to management practices and other factors. The division's research program also includes the biological aspects of outdoor recreation.

B. Duties

1. Participates in the evaluation and interpretation of broad research developments such as grazing practices and type conversion procedures.
2. Participates in the extension and application of major developments, such as grazing systems and type conversion procedures, to wildlands administered by either organizations or individuals.
3. Assists in the development and maintenance of cooperative and collaborative relations with Federal and State agencies, regional and local groups, universities and individuals, to facilitate application of results from the station's range management and wildlife habitat program.

4. Participates in the development and execution of within service training programs designed to promote the use and application of research results in administration of wildlands.

II. SCOPE AND EFFECT OF WORK

Scope of work includes evaluation, interpretation, and extension of results from assigned range management and wildlife habitat research projects throughout California, Hawaii and other western range states. Range management and wildlife habitat research results are important and can show what practices and treatments are most likely to sustain high-level production from rangelands with full consideration for other uses and demands under prevailing trends. Great weight is attached to these research findings by land administrators, technicians, professors, and by ranchers and private landowners.

III. SUPERVISION AND GUIDANCE RECEIVED

Duties are performed under the direction of the Chief of the Division of Range Management and Wildlife Habitat Research in conformance with established policies and programs of the Forest Service and the Department in relation to work and line projects of the Division approved by the Forest Service and the Department of Agriculture, and other general guidelines as may be provided.

IV. MENTAL DEMANDS

High-level competence in range management is required. A good understanding of the field of forestry is necessary, including a thorough knowledge of biological sciences basic to range management such as plant ecology, taxonomy, physiology; a good working knowledge of forest, watershed, and wildlife management, animal husbandry and nutrition, and soils, and of basic principles and practices involved in type conversion using fire and chemicals, range plant control, browse seeding, grazing management, and range-pest relations.

V. PERSONAL WORK CONTACTS

Contacts and cooperative relations are developed and maintained with research personnel at the station and in other State and Federal agencies. Represents the Chief of the Division in attendance at meetings of technical and related groups concerned with range improvement and management and in the production of livestock and wildlife. Meets in conference with local and regional groups concerning management of rangelands and integration of range use with other natural resource uses.

Chief, Forest Service
Attn: R. M. DeNio, K. W. Parker

4200
June 10, 1960

Keith Arnold, Director, By

Range Management and Wildlife Habitat Research

With the approach of the new fiscal year it is necessary that we be informed as to the details of your suggested procedure in handling Hormay's salary. It is our understanding that half of the salary and all of the travel outside of Region 5 will be provided by Range and Wildlife Management and Range Management Research.

Please verify this understanding at the earliest possible date and inform us as to the desired procedure in handling these items.

EJWoolfolk:mm

Ja

ESW

Regional Forester, R-3

2200 (4200)
June 15, 1960

Keith Arnold, Director, By

Range (Training)

Reference is made to your memo of June 6 regarding the proposed Arizona Supervisors' trip to Harvey Valley and the shifting of the date to September 13 to 17.

Mr. Woolfolk will be able to meet with the group September 13 to 15.

202 - *Public*

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1 -

NAME OF AGENCY

REGIONAL FORESTER,
U.S. FOREST SERVICE
Federal Bldg. Albuquerque, New Mex.

ACCOUNTING CLASSIFICATION

Forest Service

PRECEDENCE

ACTION:

INFO.:

TYPE OF MESSAGE

SINGLE

BOOK

MULTI-ADDRESS

SECURITY CLASSIFICATION

STANDARD FORM 14 REV. MARCH 15, 1957
GSA REGULATION 2-IX-203.04

TELEGRAPHIC MESSAGE

OFFICIAL BUSINESS
U. S. GOVERNMENT

THIS BLOCK FOR USE OF COMMUNICATIONS UNIT

MESSAGE TO BE TRANSMITTED (Use double spacing and all capital letters)

THIS COL. FOR AGENCY USE

REFERENCE YOUR 2200 REQUEST OF JUNE 6 AND OUR ANSWER OF JUNE 15.
HORMAY WILL BE AVAILABLE AT HARVEY VALLEY FROM SEPTEMBER 13
TO 15. WOOLFOLK SUGGESTS THREE DAYS AS ADEQUATE FOR THE HARVEY
VALLEY AREA. YOU MAY WISH TO WORK OUT MORE DETAILED PLANS
WITH HIM.

Keith Arnold

START MESSAGE ADDRESS HERE

DO NOT TYPE MESSAGE BEYOND THIS LINE

PAGE NO.

NO. OF PAGES

NAME AND TITLE OF ORIGINATOR (Type)

KEITH ARNOLD, KA

ORIGINATOR'S TEL. NO.

TH 1-5121, 228

DATE AND TIME PREPARED

June 23, 1960, 4:00 PM

SECURITY CLASSIFICATION

I certify that this message is official business, is not personal, and is in the interest of the Government.

(Signature)

UNITED STATES GOVERNMENT

Memorandum

TO : Apache, Coconino, Coronado, Kaibab,
Prescott, Sitgreaves, Tonto

DATE: 2200 (4200)
June 21, 1960

FROM : Fred H. Kennedy, Regional Forester, By

SUBJECT: Range (Training)

Reference is made to my memorandum to the Pacific Southwest Experiment Station of May 17. Since writing this memorandum, it was called to my attention that the dates of September 6 to September 10 interfered with the Forestry Congress being held in Seattle. Three of the Arizona supervisors or staff will be attending the Forestry Congress. We again wrote the Experiment Station and have a firm date for the meeting in Harvey Valley on September 13 to 15. This will permit the three men who are going to the Forestry Congress to meet the group in Susanville, California on the evening of September 12.

We are planning on taking three station wagons from Albuquerque so that we will have adequate space for luggage. We will leave Albuquerque on Sunday morning, September 11, in time to arrive in Las Vegas that evening. The group will pick up Spaulding, Olson, and Sahlin at Holbrook, Houaley at Flagstaff, and Hodgins, Bohning, Crawford, and Price at Williams. Weeden, Ames, and Courtney should advise us where we will meet them on Highway 66; whether at Kingman, Williams, or Seligman. Fleishman, Thompson, and Cravens are the three who will be going to the Forestry Congress and should meet the group at Susanville. McDuff, Murray, Wallace, and Gashwiler will be attending from the regional office. Cravens, Thompson, and Fleishman can ride back in the station wagons with the group from Susanville. We will write directly to the forest supervisor at Susanville requesting him to make reservations for the group for the night of September 12. It is anticipated that we will return to Albuquerque by the evening of September 16 or 17. If there is any reason why this schedule cannot work, please let us know immediately. We have planned it so it will not interfere with any GI inspections. We have the Coconino Range Management Training schedule set for September 19, but will endeavor to defer this one week and start on September 26.

We all realize that with several people and forests involved, it will be difficult to meet the personal desire of everyone. We are very much interested in having all of the forest supervisors and grazing staffmen make this trip because it will be a tremendous advantage to us in our Range Management training work. We have much to learn about range management in this region and we can learn a lot at Harvey Valley where, I understand, good management is being done on a practical basis.

If this trip is successful, we plan to take the New Mexico supervisors and their assistants next year.

UNITED STATES GOVERNMENT

Memorandum

TO : Director, Pacific Southwest Forest
& Range Experiment Station

FROM : Fred H. Kennedy, Regional Forester, By

SUBJECT: Range (Training)

2200
DATE: June 21, 1960

RECEIVED

JUN 27 1960

PSW FOREST AND RANGE
EXPERIMENT STATION

Thank you very much for your memoranda of June 1 and June 15.

We are planning for the group to leave Albuquerque on September 11 and arrive in Susanville on the night of September 12. Three of the men will be attending the Forestry Congress in Seattle which terminates on September 10. We will plan to have them meet us at Susanville on the night of September 12. I will write directly to the forest supervisor at Susanville requesting him to make reservations for the group. We are expecting to have the seven forest supervisors and their grazing staffmen from Arizona plus four members from the regional office in the group.

I am assuming that we will be staying in Susanville during the entire trip. If this is not the case and we will be needing bedrolls, it will be appreciated if you will let us know.

Thank you for your efforts on our behalf.

Attachment

Fred H. Kennedy

June 29 - [1960]

Dear Gus:

Thank you for writing to me last April - It isn't that I haven't had time to reply - it is simply a case of not knowing what to say nor how to advise you. Frankly I thought that a little time would help straighten the situation out - it usually does. Then in May I went on a three week trip to the Rocky Mt. Station territory. Almost phoned you on the trip but didn't -

Your new assignment - half time "extension" and half time research - is as I understand it - the same as you discussed with Ray and me while you were in here. It was our distinct impression that you wanted to try this out for a year - and I was sure of it after talking to you alone on the day that you left. So your letters sort of puzzled me a bit - and I have

wondered if part of the trouble was your sudden realization that you would have to draw away from the field work in which you have so long - and for so many years had such an intense interest.

Also the way the shift might have been brought about - or was being brought about - I know that there were ^{both} problems with me when I undertook the condition- and trend study. After being in one location a long time - one usually gets pretty firmly rooted -

Actually - yes - I think the new assignment is a good one - both for you and for the Forest Service - It will be a real challenge - and since you will be working with National Forest Administration you should have your headquarters in Berkeley - I don't know of any one better qualified to sell this net-rotation system better than you.

We have just completed typing

your manuscript - It now goes to the editor office for final editing - it will at that time be given to other agencies for review but the latter is usually perfunctory.

Kittie, Linda and I are all getting ready for our trip to Europe - It is possible Kittie and I will be through the Bay area in early September - we will look forward to seeing you then. We all surely enjoyed having you here on the visit - and appreciated your "liquor spirits" - long since gone! Best regards - and forgive me for not writing before this -

Sincerely -

Ken -

[KEN W. PARKER]