

COPY

UNITED STATES GOVERNMENT

U.S. DEPARTMENT OF AGRICULTURE

Memorandum

FOREST SERVICE

WASHINGTON 25, D.C.

4210

TO : Gerald M. Kerr, BLM
U. S. Department of the Interior

DATE: January 4, 1961

FROM : Kenneth W. Parker, Director, Division of Range Management
and Wildlife Habitat Research

SUBJECT: Range and Wildlife Habitat Programs

Attached are copies of several memoranda relating to advisory assistance that Gus Hormay of our Pacific Southwest Forest and Range Experiment Station has made to people in the BLM.

If you have not received this information from your Portland office, I am sure that it will be of interest to you and your staff here in Washington.

Attachment

/s/ Ken

UNITED STATES DEPARTMENT OF AGRICULTURE - FOREST SERVICE
PERFORMANCE RATING SHEET AND NOTICE TO EMPLOYEE
(All Personnel Except District Rangers)

Name August L. Hornay Rating Period 6-12-60 To 12-31-60

Title and Grade Range Conservationist(Res), GS-12 Unit Range

A. Your rating is based on task numbers below (See your Task & Performance Requirements sheet.)

Check the following responsibilities which were considered in making this performance rating:

- (a) Organizing and training subordinates. Maintaining high morale.
- (b) Gaining the understanding, confidence, and cooperation of the community and its leaders in all aspects of the Forest Service program.
- (c) Gaining cooperation and support of fellow workers.
- (d) Practicing safety.
- (e) Observing hours of work, rules of conduct, punctuality, industry, dependability, and loyalty.
- (f) Caring for motorized and other equipment and facilities for which responsible.

Symbols = + for strong ✓ for adequate - for weak

Task	Rating	Task	Rating	Task	Rating	Task	Rating
1	✓	4	+	7	_____	10	_____
2	+	5	_____	8	_____	11	_____
3	+	6	_____	9	_____	12	_____

B. This is your rating:

- Outstanding Plus on all elements, with justification statement - for approval of Regional Forester
- Satisfactory Performance generally meets or exceeds requirements. (Weak performance compensated by strong or adequate performance in other tasks.)
- Unsatisfactory Minus on one or more underlined elements, not compensated by strong or adequate performance. (See Over)

C. Rating Discussed 1-9-61 (date)

D. Position No. _____ reviewed 1-9-61 (date) and duties statement found adequate/inadequate. (If inadequate send new statement to Personnel Management in 30 days from review date.)

August L. Hornay
Employee's signature

[Signature]
Supervisor's signature

Instructions: (see FS Manual GA-E-45.)

1. Prepare in triplicate. Original to PM - 1 to Employee - 1 to Unit File.
2. Underscore important tasks to be rated under Part A.
3. Make certain Task and Performance Requirements sheet is current and was discussed with employee.
4. Prepare rating as of December 31.
5. Talk over with employee
6. You and employee sign and date Parts C and D.

- - - - -

YOU CAN APPEAL YOUR PERFORMANCE RATING

Appeal Procedure: (see GA-E-45.8)

1. Unsatisfactory ratings may be appealed to the Administrative Board of Review (Department of Agriculture), or directly to the Statutory Board of Review (Civil Service Commission) - either directly or after an administrative appeal.
2. Appeal to a statutory board will be accepted only:
 - (a) within 30 days after receipt of rating, or
 - (b) within 30 days after receipt of decision under administrative appeal, or
 - (c) within 10 days after withdrawing request for administrative review, if 30 days have elapsed since receipt of rating.
3. Appeal to the administrative board of review must be within 15 days of receipt of rating.
4. Full information necessary to appeal under either procedure will be given upon request.
5. Satisfactory ratings may be appealed for Outstanding by either procedure but not by both, i.e. statutory and administrative.

E. J. Woolfolk

4200

January 10, 1961

A. L. Horney

Extension, Grazing Management

Following up your request, I have prepared a short roundup report of my activities during the first six months (July-December 1960) of my new assignment. I spent about half my time on extension work striving to get rest-rotation grazing understood and applied more widely and half on research mainly in the area of developing tools for practicing and checking the results of rest-rotation grazing. The most time-consuming jobs undertaken each month roughly by weekly periods are listed below:

<u>Date</u>	<u>Type of work</u>	<u>Job</u>
July 1-9	Extension	Preparation for meeting and explanation of rest-rotation grazing to northern California farm advisors at Harvey Valley.
10-16	Extension	Attended range training school at Tulalake, California for Region 2, 5, and 6 personnel. Explained rest-rotation grazing to this group at Harvey Valley.
17-23	Extension	Advised Bureau of Land Management on application of rest-rotation grazing on BLM ranges in southeastern Oregon.
24-31	Extension	Participated in Harvey Valley field day.
August 1-13	Research	Field work, Harvey Valley on method of measuring changes in range vegetation (trend in grazing capacity).
14-31	Research	Compiled and analyzed above data.

<u>Date</u>	<u>Type of work</u>	<u>Job</u>
Sept. 1-10	Research	Continued compiling and analyzing data collected August 1-13.
11-17	Extension	Conducted training school on rest-rotation grazing management for Region 3, 5, and 6 personnel in Susanville and Harvey Valley.
18-24	Research	Field work, Harvey Valley on method of measuring changes in range vegetation.
25-30	Research	Compiled data collected Sept. 18-24.
Oct. 1-8	Research	Compiled data collected Sept. 18-24.
9-15	Extension	Trip to Region 6 on national forest range management problems.
16-24	Research	Field measurements on growth and reproduction of bitterbrush in livestock enclosure Blacks Mountain Experimental Forest.
25-31	Research	Annual leave.
Nov. 1-5	Extension	Annual leave.
6-12	Extension	Prepared report on ELM Oregon trip.
13-19	Extension	Field trip Sequoia and Modoc National Forests and Bureau of Land Management near Bishop to discuss range problems.
20-26	Extension	Prepared reports on Nov. 13-19 trip.
27-30	Research	Compiled bitterbrush data collected Oct. 16-24.
Dec. 1-10	Research	do do
11-17	Research	Annual leave.
18-24	Research	Compiled bitterbrush data collected Oct. 16-24.
25-31	Research- Extension.	This report and miscellaneous.

Extension program:

Upon request, I have given national forest administration and the Bureau of Land Management suggestions on setting up rest-rotation grazing management on a few selected ranges. I view these ranges mainly as pilot and demonstration areas for educating range managers in rest-rotation grazing, although they are expected to be practical, operating units. Also through lectures and trips to Harvey Valley I have attempted to explain the principles underlying rest-rotation grazing to several interested groups.

It is evident from the contacts made to date that few people have a clear idea and a good working knowledge of rest-rotation grazing--in spite of the publicity given the subject in print, lectures, and in the field. There are several reasons for this:

1. On the surface rest-rotation grazing appears similar to other grazing systems, yet is greatly different. Because of the similarity, the difference is difficult to understand.
2. Even seriously interested people fail to see the main idea of rest-rotation grazing because they view the systems in the light of past experience and training which in the main stresses degree of use as the primary factor in grazing management, whereas in rest-rotation grazing that main factor is timely resting of the range from grazing. This difference in view is perhaps the biggest obstacle to getting rest-rotation grazing accepted at least in principle.
3. The technical basis for rest-rotation grazing is not published yet nor has the pilot check of the system at Harvey Valley been carried far enough to provide the much needed evidence of the workings and effectiveness of the system.

In order to get rest-rotation grazing into practice more rapidly it will be necessary first to launch a more intensive educational program on the principles of rest-rotation grazing. As part of this program I propose to develop a lecture course on the subject for use in explaining rest-rotation grazing to training groups that visit Harvey Valley. Second, the measurement work at Harvey Valley should be broadened and speeded up. Third, the initial ranges set up for management should be carefully selected so as to give rest-rotation grazing the best possible opportunity of working and being demonstrated further.

Research:

The information and tools needed for management of a range depend considerably on the grazing system used. Many standard practices are usable in rest-rotation grazing but additional new ones are needed as well. There is urgent need right now for simple practical tools that can be used by range managers (stockmen, agency people) for setting up and checking rest-rotation grazing.

Methods and procedures are needed for the following to cite a few examples:

1. Determining grazing capacity and changes in capacity.
2. Predicting seasonal forage yield several days or weeks in advance of particular ^{plant} growth stages.
3. Determining the time and extent of the grazing season.
4. Predicting the opening date of the grazing season several weeks in advance of grazing use.
5. Determining range rest requirements.
6. Determining degree of range use.
7. Determining livestock production and condition.

There is considerable information on these and similar subjects in the files. Some can be rounded up and published without additional field work. Additional data, mainly up-to-date measurements are needed in other cases to round out reportable information. New research will be needed on many subjects.

Below I have listed some subjects on which we have information. There are more. Those having a bearing on rest-rotation grazing are marked with an asterisk.

No additional data needed:

- *1. Relationship of cattle weight gains to plant growth and development.
- *2. Number and handling of cattle for reliable weights.
- *3. Effect of moving cattle on the range on weight gains.
4. Effect of 2-4-D on control of biscuit root.
- *5. Effect of protection from cattle grazing on the vigor and reproduction of bitterbrush.
6. Germination of bitterbrush seed.
7. Number, size and shape of plots and number of samples for determining vegetation density and yield.

Additional data needed:

1. Effect of logging on grazing capacity.
2. Germination and survival of bitterbrush and pine reproduction on scarified ground.
3. Vegetation changes resulting from livestock grazing on sagebrush and grasslands in the Pine Creek Drainage in Lassen County.

Research carried out past summer:

One of the tools needed most urgently in rest-rotation grazing is a simple method of measuring change in grazing capacity. Exploration measurements on this problem were made during the summer. There is a reasonably good chance of working out a usable procedure by the end of 1961.

In addition to this work I had time to remeasure a long established bitterbrush plot on the Black Mountain Experimental Forest. The information bears on the growth and reproduction of the species and on rest-rotation grazing. A paper on this subject can be prepared by the end of March barring unforeseen interruptions.

Additional help:

The scope of work on this new assignment is broadening very rapidly and there is real need for assistance to:

1. Help compile and shape up existing information for publications, lectures, and displays.
2. Collect new data. (Without help here there will be little opportunity of carrying out studies involving systematic measurements throughout the season or measurements at specified times from one year to the next).
3. Help work up information for use on new rest-rotation grazing projects as they are developed and carried out.

~~XX~~
~~SP~~
ALH
FOREST SERVICE, WASHINGTON 25, D. C.

PSW
Station
2200

Regional Forester, Region 2

January 11, 1961

R. M. DeNio, Director, Division of Range Management

Range

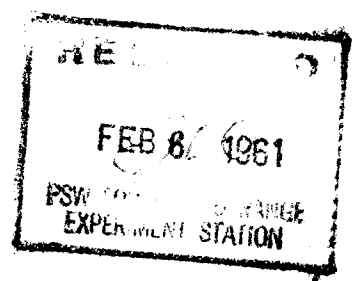
Your memorandum of December 28, 1960, requested the services of Mr. Normay during the period July 1 through September 30, 1961.

Mr. Normay will be available for extension work on national forest range management problems and a suggested date for visiting Region 2 will be submitted to you after the various requests from all regions have been considered.

cc: PSW ✓
K. W. Parker

R. M. DeNio

C
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P
Y



UNITED STATES
DEPARTMENT OF THE INTERIOR
BUREAU OF LAND MANAGEMENT
WASHINGTON 25, D.C.

In Reply Refer To:

5.04d

January 13, 1961

Platt

Mr. Kenneth W. Parker
Forest Service
U.S. Department of Agriculture
Washington 25, D.C.

Dear Ken:

We appreciate very much your memorandum of January 4 together with the attachments concerning the appraisal and recommendations by Gus Hormay regarding the adaptation of the rest-rotation system to the Bureau of Land Management lands in Oregon. We are anxious to undertake trials and studies that will lead to improved management on the Federal range.

Please extend our thanks to Mr. Hormay for his services and interest in this project.

Sincerely yours,

For the Director:

/s/ R.D. Nielson

✓ cc: Pacific Southwest Station, for information

FOREST SERVICE, WASHINGTON 25, D. C.

*Mr. Joseph Woolfolk
PSW Sta.
JME
2220*

Everett Doman, A.R.F., Region 5

January 19, 1961

R. M. DeNio, Director, Division of Range Management

Management

AIR MAIL

In working towards full and complete understanding of the responsibilities of Gus Hermy in his extension work with National Forest Administration, I believe we should get together with Joe Woolfolk during the Range meetings in Salt Lake City.

I also will want to talk over with Joe plans for use of Gus' talents in the coming fiscal year, including scheduling of visits, financing and general matters relating to coordination of supervision.

Let us plan to arrange a meeting to discuss these matters.

R. M. DeNio

cc: Woolfolk, PSW ✓
K. W. Parker (W.O.)

KF
EJW
FWB

Office Memorandum • UNITED STATES GOVERNMENT

FOREST SERVICE, WASHINGTON 25, D. C. 2200

TO : Director, Pacific Southwest Forest & Range
Experiment Station

DATE:

FROM : Richard E. McArdle, Chief By

SUBJECT: Range

In planning ahead towards utilizing Mr. Hornay's talents on consultation on national forest range problems during fiscal year 1962 there are some matters we need to consider at this time.

We are planning to set up sufficient P&M funds to cover one-half of his salary plus his extension travel for fiscal year 1962. Please provide us with your best estimate of the funds needed for the extension work. The regular range management research allotment to the Station is to provide for the remainder of Hornay's salary and expenses while performing the research phases of his work.

To facilitate initial sifting of regional requests for Mr. Hornay's services, it would be helpful if you could provide us with a tabulation of the periods in fiscal year 1962 during which you anticipate Hornay will be available for extension work. We appreciate that his research obligations may demand that certain periods during the field season be reserved.

At the present time our records show the following National Forest Administration requests for extension work:

Region 1 -- By their memorandum of September 6, 1960, they requested a visit for the first two full weeks in July, 1961.

Region 2 -- By their memorandum of December 28, 1960, they request 2 to 3-weeks' time anytime between July 1 and September 30, 1961.

Region 4 -- Their memorandum of August 30, 1960, says specific requests for calendar year 1961 will be made at a later date.

Region 5 -- Their memorandum of September 21, 1960, asked R-5 Supervisors to submit specific requests to the Regional Forester by January 10, 1961.

Region 9 Correspondence on requests on Site Stations
Please advise us of any other communications requesting Mr. Hornay's service. We are building a record of those requests for fiscal reasons. Have you already committed Mr. Hornay for any particular periods in fiscal year 1962?

We have appreciated receiving copies of Mr. Hornay's reports covering extension work he has done thus far. Please send us copies of other reports. In addition, please submit us a brief summary report by August 1, 1961, covering the various extension work Mr. Hornay will have done on his new assignment during fiscal year 1961. Although we will have available the individual reports for each trip, a summary report is needed. This report should identify areas, nature of problem, basic recommendations, time spent, need for followup, etc.