

File please.

Cloudercroft, New Mexico

March 1, 1972

Plat  
March 9/72

Mr. A.L. Hormay, Range Conservationist  
Pacific S W Fourth, Range Experiment Station  
Box 245  
Berkley, California 94701

Dear Mr. Hormay;

I am writing this letter of inquiry which concerns the management of a watershed. There is about one half township which is mostly on National Forest land. The location is northeast of Alamogordo, New Mexico about 15 miles in the Lincoln National Forest. There has been no permitted livestock grazing on this watershed for about 30 years.

I am chairman of the Grazing Advisory Board on the Lincoln and have been very interested in proper management of this watershed. There are 5 to 20 head of unpermitted livestock (cattle and wild horses) on this watershed about all the time. The northern boundary is the Mescalero Apache Indian Reservation and most of the livestock come from the reservation onto the watershed area. Neither the Forest Service or the indians maintain the boundary fence.

The Advisory Board has for 8 years tried to get the Forest Service to allow some rest rotation grazing on the watershed area. All the land adjoining the watershed on all sides is grazed by permit or private landowners or the reservation. The permittees on the Lincoln feel that the entire area on the west slope of the Sacramentos is the natural watershed area which includes

several townships. Much of this area is used entirely for winter use by grazing permittees and is under grazing management plans. We feel that these plans could be improved and thus obtain better management of the entire area which produces timber, wildlife, forage for livestock, and is very high in recreational values.

We have planned a half day tour of the area with the U.S. Forest Service, SCS, ASC, South Central Mountain Resource Area, Chamber of Commerce in Alamogordo, County Commissioners, Otero County Wildlife Assn., and any other interested persons or groups.

Representatives of these groups would like very much for you to go on the tour with us and then express your judgment on proper and improved management of the entire area as well as the small area that is now considered as a watershed.

After attending your session in Cloudcroft a couple of years ago the Advisory Board has asked the Forest Service to manage the watershed under rest rotation for permittees on the Lincoln Forest who need temporary relief because of forest fires etc.

We have one small thirty head capacity area on the Lincoln forest being used for this purpose now.

I know you work on a very tight schedule, but we surely need your wisdom and advice in convincing the Forest Service and other groups in Alamogordo that the watershed will be improved in the entire area under updated management.

We will set the date for the tour and speech by you at your convenience. If you can possibly find a break in your schedule to do this for us please inform me and I will work

with all the people involved and set up the arrangements  
for the tour.

I plan to attend your session at Las Cruces, March 7th.

Perhaps we might talk it over more thoroughly.

Thanking you for your time I am,

Sincerely yours

*Chas R Walker*

Charles R. Walker, chairman

Grazing Advisory Board

CRW/tw

P. O. Box 245  
Berkeley, Ca. 94701

March 2, 1972

Memorandum

To: State Director, New Mexico  
From: A. L. Hormay, Range Conservationist, Berkeley  
Subject: Range training session, March 7, 1972

I'm sorry I am so late in replying to your memorandum of February 1, 1972. I have not had time to prepare for the range training session at New Mexico State University on March 7, 1972 until today.

Enclosed is an outline of my presentation. The timing of the subjects is approximate. Also enclosed is a list of the training aids I need and my travel schedule.

Please have someone pick me up at the airport in El Paso and make arrangements for two nights lodging in Las Cruces on March 6 and 7.

A. L. Hormay

Enclosures

cc: DM, Las Cruces (w/encs.)

P. O. Box 245  
Berkeley, Ca. 94701

March 2, 1972

Memorandum

To: William Haight, Area Manager, Redding  
From: A. L. Hormay, Range Conservationist, Berkeley  
Subject: Rest-rotation management

Dear Bill:

The reason for not replying to your letter of February 3, 1972 sooner is that I did not have the time. In spite of my best efforts to the contrary, I am busier than ever.

As much as I would like to oblige, I will not have time to supply you with the slide series you desire. I'm sure you understand, and I hope your enthusiasm for rest-rotation management is not diminished as a result. There is little likelihood of my visiting Redding or holding a training session in California before next spring.

I am glad to see you in an area manager position. You will do real well. The best of luck. Say hello to Jack Seley.

A. L. Hormay



IN REPLY REFER TO:

# United States Department of the Interior

4133  
(N-053)

BUREAU OF LAND MANAGEMENT

301 E. Stewart Ave., Box #3  
Las Vegas, Nevada 89101

March 2, 1972

Mr. A. L. Hormay  
P. O. Box 245  
Berkeley, California 94701

Dear Mr. Hormay:

Please let me know the arrival time, flight number and airline for your trip to Las Vegas if you are flying.

I will meet you near the luggage counter soon after you arrive. We will travel to Caliente the afternoon of March 27th.

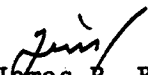
Reservations have been made at the Rainbow Canyon Motel in Caliente for A. L. Hormay, Sheridan Hansen, Mel Wilhelm, A. K. Majerovicz.

Reservations have been made at the Shady Motel in Caliente for Bruce Portwood, Arnold Bulloch, William Miller and Ernest Most.

If you are driving from the Northland, will see you in Caliente the evening of the 27th.

Should any problems arise, please let me know.

Sincerely yours,

  
James R. Brunner  
Range Conservationist

*Haven't heard from AK, Bulloch, Miller, Most.  
Harper, as you know, can't make it*



# United States Department of the Interior

IN REPLY REFER TO

930: 4112.16

BUREAU OF LAND MANAGEMENT

STATE OFFICE  
316 NORTH 26TH STREET  
BILLINGS, MONTANA 59101

MAR 3 1972

*Dec. 1972 Montana*

## Memorandum

To: A. L. Hormay, Range Conservationist, P. O. Box 245,  
Berkeley, California

From: State Director - Montana

Subject: Request for Special Rest-Rotation Training  
Rapid City, South Dakota

As a result of an inquiry from our District Manager, Miles City, we would like to request that you consider in your plans for your upcoming training schedule a two or three day session in Rapid City, South Dakota. The best time for interested participants would be the first part of December 1972. If this is not possible then include in your next six month session for January 1973.

The training session would be attended by Federal, State and local government agencies, area bank representatives and area livestock operators.

*Edwin Dardig*

ROUTING  
TO:

PAY CHANGE FOR (NAME) <b>AUGUST L. HORMAY</b>		ORGANIZATION CODES REGION BLOCK ORGANIZATION		EXCESS LWOP (IF ANY)	SOCIAL SECURITY NUMBER <b>560 64 0772</b>
NATURE OF ACTION <b>893 WITHIN-GRADE INCREASE</b>		EFFECTIVE DATE *STEP INCREASE DELAY (SEE BELOW) <b>72 04 30</b>	DATE OF LAST EQUIV. INCREASE <b>70 05 03</b>	OLD SALARY <b>\$24888</b>	
↓ Supervisor's Determination of Employee's Level of Competence		GRADE OR LEVEL <b>14</b>	STEP OR RATE <b>06 01</b>	NEW SALARY <b>\$25620</b>	
<input checked="" type="checkbox"/> The employee's work is of an acceptable level of competence.		Personnel Officer or Approving Officer			
SUPERVISOR'S SIGNATURE (IF APPROVED) <i>George W. Dea</i>		SIGNATURE <i>Robert J. Riley</i>			
DATE <b>3/3/71</b>		LEVEL OF COMPETENCE INQUIRY - NOTICE OF PAY CHANGE			

\*STEP INCREASE  
DELAYS

Step increases may be delayed if an excessive amount of Non-Pay-Status time occurs during the 52, 104, or 156-week waiting period. Generally the total Non-Pay-Status time must exceed an average of 80 hrs./year during the waiting period before an increase is delayed.



TO		ACTION	ROOM NO.
CODE	NAME		
	Director Silcock		
300	<i>Notar</i>		
330	<i>Lea</i>		
330	<i>Lea</i>		

- Indicate Action by Number
- Necessary action
  - Approval
  - Signature
  - Prepare reply
  - Your comment and return
  - Note and surname
  - Note and return
  - Your information
  - See me
  -

From	George Lea	Date	3/6/72	Room No.
Office	Division of Range		Phone	4328

Remarks Burt,

Attached is Gus Hormay's report on his analysis of his rest-rotation grazing training and education efforts. I believe he discussed this with you during our Arizona trip with him in December.

He will probably refer to this analysis at the Phoenix Spring Program Review meeting next month.

Gus is totally committed to rest-rotation management and is understandably a little impatient with Bureau

(Over)

progress. He firmly believes rest rotation to be a cure for all range resource problems.

I have discussed, on many occasions, his criticisms of our manuals and have asked him to submit a rewrite of them. He hasn't done so.

We plan to follow up on this analysis and his recommendations after we get a feel for the reaction by the SD's to his presentation at Phoenix.

Please return the attached.

*George Lea*

Management of Rangelands  
A. L. Hormay, Range Conservationist  
Bureau of Land Management  
New Mexico State University  
Las Cruces, New Mexico

March 7, 1972

8:00 - 9:00 A.M.	Western rangeland resources and environment
9:00 - 10:00	Factors influencing rangeland values. Condition of rangelands
10:00 - 11:00	Main cause of rangeland deterioration
11:00 - 12:00	Improvement and maintenance of rangelands. Rest-rotation grazing management theory
1:00 - 2:00 P.M.	Results with rest-rotation grazing management
2:00 - 3:00	Season of grazing, stocking rate and livestock handling under rest-rotation management
3:00 - 4:00	Livestock grazing -- an important wildland management tool

# Standard 3 treatment formula

Operation started 1973?

4112.15 (330)  
1631

State Director

March 8, 1972

District Manager, Safford

## Rest Rotation Demonstration Area - Request for Additional Funds

Additional Funding is requested for this fiscal year to implement the Rest Rotation Demonstration area on the McEuen Allotment (our memo 2-28-72).

In consultation with A. L. Hornay the following grazing system has been formulated:

### Treatment

- A - Graze yearlong - 3/15 - 3/14
- B - Rest 3/15 - 10/15; Graze 10/16 - 3/14
- C - Rest yearlong 3/15 - 3/14

To establish the system the range allotment will be divided into three units with two pastures in each two units. Mr. Hornay was concerned with the condition of the allotment and recommended that the first year of scheduling provide for a buildup of forage production (reserve). Thus, for what would normally be a three year cycle, the first cycle would cover four years. The grazing formula for the cycle is outlined as follows:

<u>Unit</u>	<u>Year</u>			
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
1	C(7-1-72- 3-14-73)	A	B	C
2	A	B	C	A
3	B	C	A	B

From the above, Unit 1 will receive rest during the main growing season to build forage reserve for use beginning March 15, 1973 (2nd year of formula). Obviously then, fencing is needed prior to July 1, 1972 to provide protection from grazing (rest). Furthermore,

since grazing will take place by March 14, 1973 and water is presently inadequate to support the cattle in this unit, water development is needed. This necessitates water development prior to summer rainfall. If we were delayed construction until next fiscal year, the developments would not store enough water from normal winter precipitation for use beginning March 14, 1973.

Attached is a table that lists all range improvements needed in Unit 1.

As a minimum, to initiate the grazing system in FY 1973, \$24,860 is needed prior to July 1, 1972. An additional \$4,590 would be needed in FY 1973 to complete all improvements in Unit 1. However, we prefer to construct all improvements prior to July 1, 1972 because we can obtain lower bids for all work being performed on one contract. Therefore, we request a total of \$29,450.

The total estimated cost for range improvements over the entire allotment is \$66,560 for the BLM and verbal commitments by the range user in the amount of \$4,440.

cc: A. L. Hornay

**REST ROTATION DEMONSTRATION AREA  
NEEDED RANGE IMPROVEMENTS - UNIT 1  
SAFFORD DISTRICT**

Type of Range Improvement	Unit	Number	Cost
Fence	mi	404	\$4440.
Cattleguard	ea	1	400.
Reservoir	ea	6	7820.
Masonry Dam	ea	1	900.
Catchment	ea	2	11300.
Access Rd.	mi	309	<u>1140</u>
	Sub-Total		\$24,860. \$1140

**Projects Necessary but deferable to FY 1974**

Pipeline	mi	506	3140.
Troughs	ea	9	450.
Exclosures	ea	2	<u>1000.</u>
	Total		4590.

**GRAND TOTAL                    \$29,450.    \$1140.**

Office Memorandum • UNITED STATES GOVERNMENT

TO : A. J. Hornay

DATE: March 9, 1972

FROM : Support District Office

SUBJECT: Rest Rotation Renovation Area Table

Attached is a replacement copy of Rest Rotation Renovation Area Table which was attached to letter of 3/8/72.

REST ROTATION DEMONSTRATION AREA  
NEEDED RANGE IMPROVEMENTS - UNIT 1  
SAFFORD DISTRICT

Type of Range Improvement	Unit	Number	Cost
Fence	mi	4.4	\$4440.
Cattleguard	ea	1	400.
Reservoir	ea	6	7820.
Masonry Dam	ea	1	900.
Catchment	ea	2	11300.
Access Rd.	mi	3.9	<u>1140</u>
	Sub-Total		\$24,860. \$1140

Projects Necessary but deferable to FY 1974

Pipeline	mi	5.6	3140.
Troughs	ea	9	450.
Exclosures	ea	2	<u>1000.</u>
	Total		4590.

GRAND TOTAL            \$29,450. \$1140.

*File Please*

COLLEGE OF AGRICULTURE AND HOME ECONOMICS

DEPARTMENT OF ANIMAL, RANGE AND WILDLIFE SCIENCES  
Box 3-1/Las Cruces, New Mexico 88001  
Telephone (505) 646-3307



March 10, 1972

Mr. A. L. Hormay  
Bureau of Land Management  
U.S. Department of the Interior  
P. O. Box 245  
Berkeley, California 94701

Dear Mr. Hormay:

I wish to thank you in behalf of the New Mexico Section of the Society for Range Management for conducting the workshop held at New Mexico State University. We all benefited from your sharing your knowledge and experiences with us. I personally heard many of the audience including the students say that they enjoyed it very much.

Thank you again.

Sincerely,

A handwritten signature in cursive script that reads 'Reldon F. Beck'.

Reldon F. Beck  
Assistant Professor  
Range Science

RFB:hm

cc: Mr. Dan Merkle  
Mr. W. J. Anderson  
Mr. Ray Swigert



P. O. Box 245  
Berkeley, Ca. 94701

March 14, 1972

Mr. Melvin K. Dalton  
Monticello, Utah

Dear Mr. Dalton:

Your letter of February 6, 1972 about grazing management proposals for an area near Monticello, Utah was most interesting. Not being familiar with the area and not knowing the management objectives on the area, I can respond only theoretically.

From the standpoint of improving and maintaining livestock grazing resources, your proposal promises to be the most effective and practical. The following comparison of grazing and resting treatments in the two systems (formulas) brings out the differences in the systems.

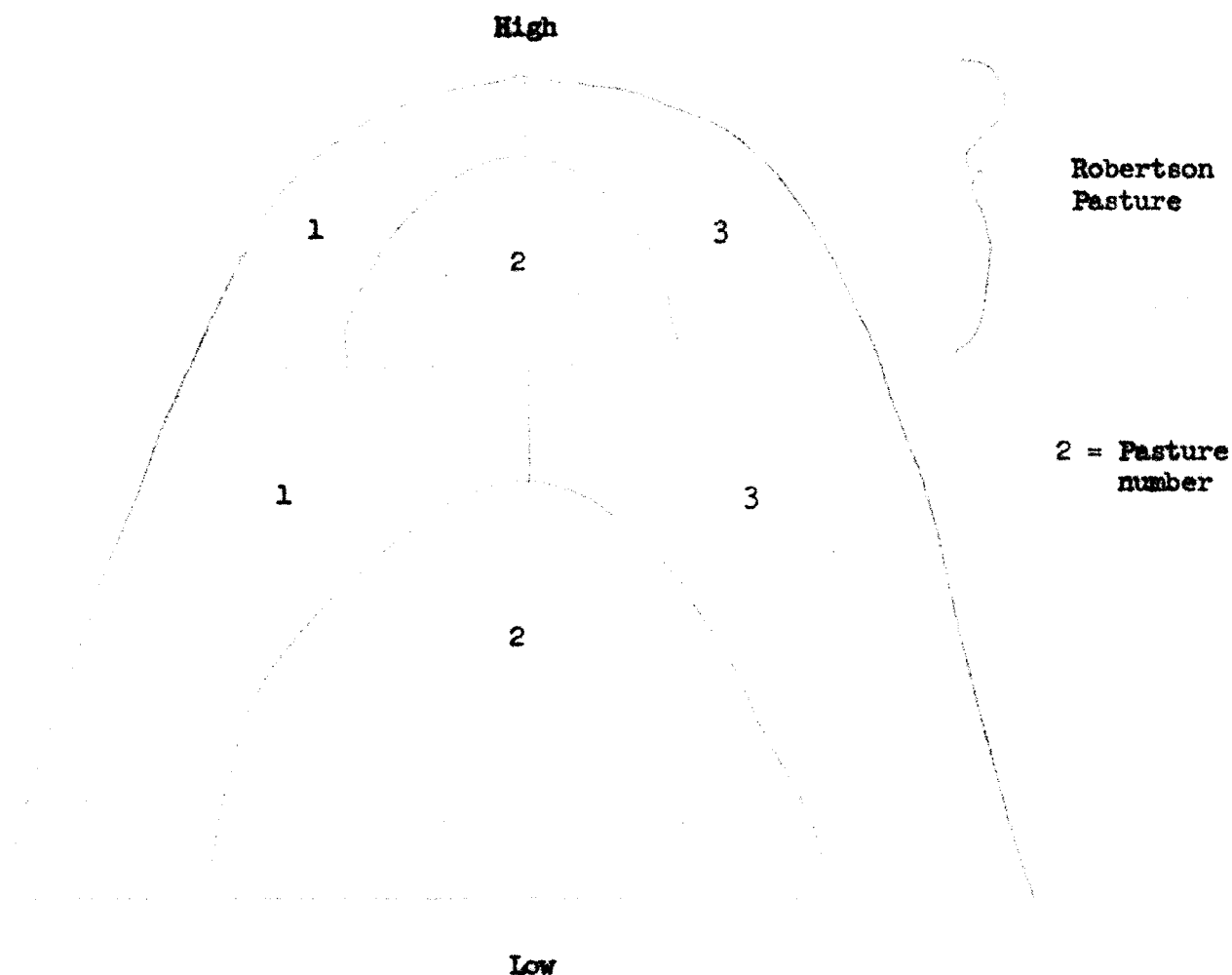
<u>Treatment</u>	<u>Number of years of treatment in a 9-year period</u>	
	<u>Your system</u>	<u>Other system</u>
1. Grazing during critical green period	3	3
2. Production ripe seed and trampling	3	3
3. Full season rest for seedling establishment (following treatment 2 above)	3	1
4. Leave all seasonal growth for litter	3	3
5. Leave seasonal growth for grazing use the following spring	3	1

As diagrammed both grazing systems require moving all livestock from one pasture to another at seed-ripe time. This may not be practical. If

fall grazing can be allowed in the pasture grazed in spring, this move could probably be avoided with proper location of fences. Grazing treatment A in the standard 3-treatment rest-rotation grazing formula extends throughout the season from spring until fall and I believe could be used in the present case. Also with a properly designed rest-rotation grazing system, the range could be used earlier than flowering time without detriment to the resource.

If restrictions on the use of the Robertson Pasture area are lifted, the area should be managed under a plan that ties with the one for the lower country. The standard 3-treatment rest-rotation formula appears to fit both areas.

A 3-pasture layout on each of the areas is shown below schematically.



With such a pasture layout livestock could probably move from one pasture to another by themselves and moving across another pasture during the season would be avoided. Also if the standard 3-treatment rest-rotation grazing formula could be applied there would be no compulsion to get the livestock into another pasture at a given time.

I hope these comments will be helpful in getting the lands in question under good multiple-use management.

Sincerely,

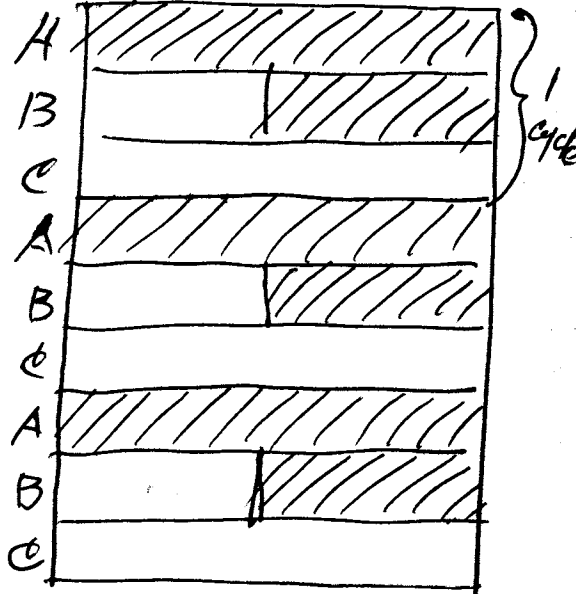
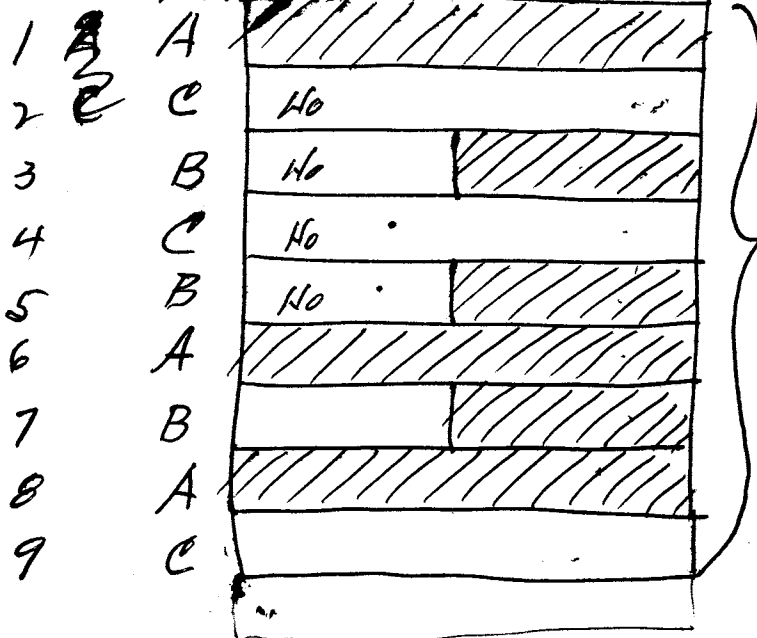
A. L. HOSWAY  
Range Conservationist

# Rest-rotation Grazing Formulas

Forest Service  
9 year period

McLain Dalton  
9 year period

Year Treatment







































Treatments

Number of years out of 9  
F.S. Dalton

1	Rest for vigor	6	6
2	Rest seed production followed by trampling	3	3

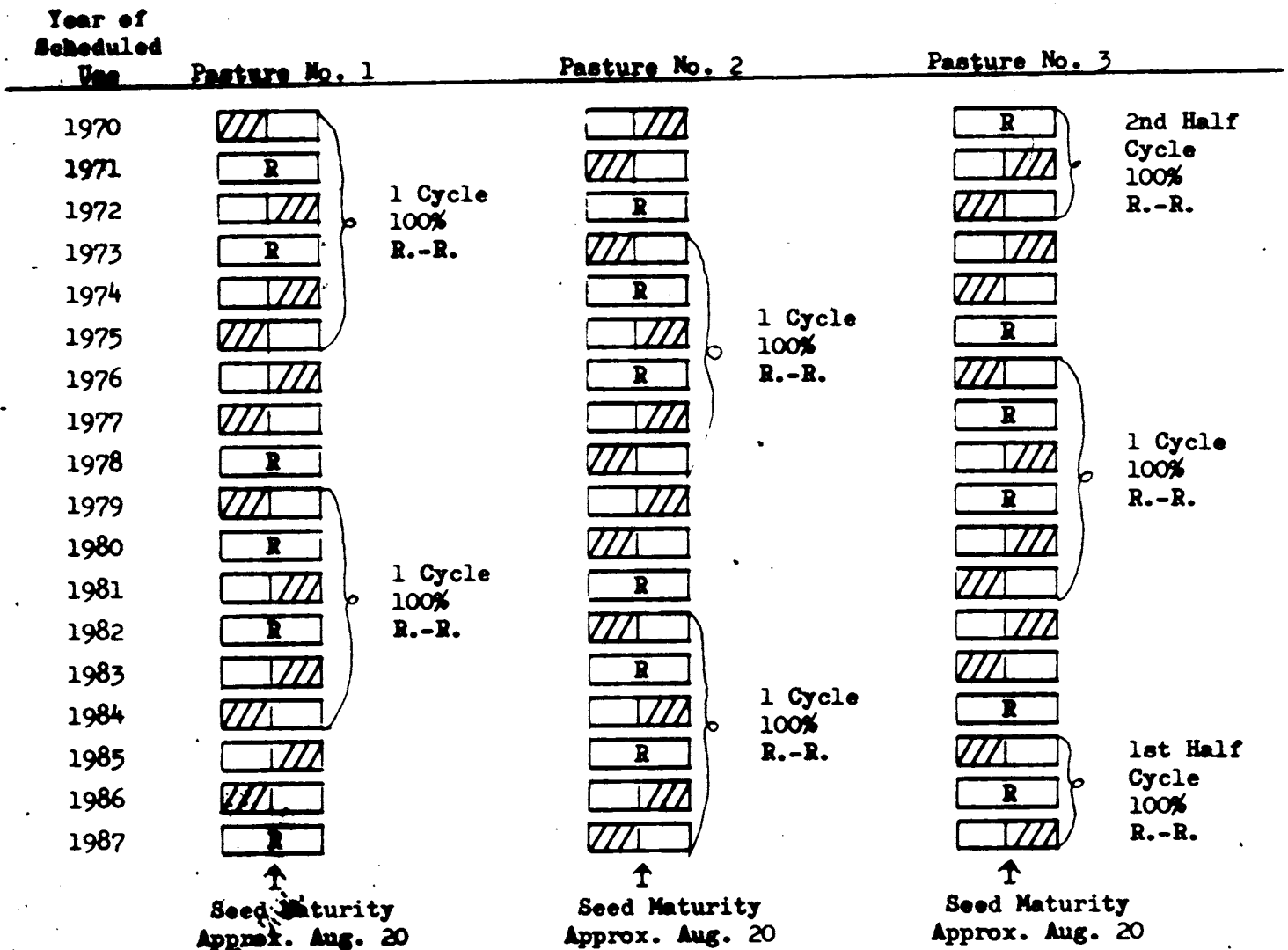
Range treatments		Occurrence during a 9 year period	
Designation	Kind	Forest Service Formula	Dutton Formula
		No of years	No of years
A	Grazing during critical green period	3	3
B	Seed production and trampling	3	3
C	Seedling establishment following B treatment	1	3
C	Litter accumulation	3	3
C <del>7<sup>th</sup></del>	Old growth for spring use	1 7 <sup>th</sup> year	3 (3 <sup>rd</sup> 6 <sup>th</sup> and 9 <sup>th</sup> years)
A and B	Shrub use during critical periods		

# MY GRAZING SYSTEM FOR THREE PASTURES

YEAR	PASTURE No. 1		PASTURE No. 2		PASTURE No. 3	
	USE		USE		USE	
1970		A		B	R	C
1971		B	R	C		A
1972	R	C		A		B
1973					R	
1974			R			
1975	R					
1976					R	
1977			R			
1978	R					
1979					R	
1980			R			
1981	R					
1982					R	
1983			R			
1984	R					
1985					R	
1986			R			
1987	R					

# FOREST SERVICE

## GRAZING PRESCRIPTION FOR THREE-PASTURE REST-ROTATION GRAZING SYSTEM



### Grasses

Agropyron inerme  
Agropyron cristatum  
Agropyron smithii  
Bouteloua gracilis  
Bromus anomalus  
Bromus marginatus  
Bromus carinatus  
Bromus inermis  
Poa pratensis  
Poa spp.  
Oryzopsis hymenoides  
Sitanion hystrix  
Stipa comata  
Stipa lettermanii  
Carex spp.  
Koeleria cristata  
Poa secunda.

### Browse

Artemisia tridentata  
Eriogonum spp.  
Ceanothus montanus  
Chrysothamnus spp.  
Amelanchier alnifolia  
Gutierrezia sarothrae  
Purshia tridentata

### Forbs

Achillea spp.  
Achillea millefolium  
Aster spp.  
Chrysoopsis villosa  
Balsamorhiza sagittata  
Eriogonum spp.  
Lathyrus utahensis  
Phlox spp.  
Potentilla glandulosa  
Stellaria jamesiana  
Thalictrum fendleri  
Osmorhiza occidentalis  
Taraxacum officinale  
Solidago spp.

Symphoricarpos spp.  
Quercus gambelii







# United States Department of the Interior

6712 (930)

BUREAU OF LAND MANAGEMENT  
Idaho State Office  
Room 334, Federal Bldg.  
550 W. Fort St.  
Boise, Idaho 83702

APR 21 1972

## MEMORANDUM

To: Ted Trueblood  
Herman McDevitt  
Marshall Everheart  
Joseph Greenley  
Dale Turnipseed  
Perry Plummer  
Gus Hormay ✓  
District Manager, Boise  
District Manager, Burley  
District Manager, Idaho Falls  
District Manager, Salmon  
District Manager, Shoshone  
Director, PSC, Attn. Stanton

From: State Director

Subject: Workshop'- Rehabilitation of Burned Wildlife Habitat, June 14-15, 1972

Many of you are aware that in 1971, wildfires burned a large acreage of BLM lands in Idaho. Wildlife habitat was one of the many resources lost because of these fires.

We were not prepared and are not presently adequately prepared to replace or mitigate the loss of this habitat or habitat that will be lost in future fires.

To help us prepare we want to have a workshop to review what has occurred, what has been done, and what can be done in the future. Attached is a description of the proposed workshop. We would appreciate your suggestions on how to improve the workshop and your participation at the workshop.

Attachment

PROPOSED AGENDA  
WORKSHOP ON  
REHABILITATION OF BURNED  
WILDLIFE HABITAT AREAS  
June 14-15, 1972

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The objective of this workshop is to review the effect of wildfires on various types of wildlife habitat, the effect of rehabilitation on the habitat and to determine what can be done to mitigate and/or enhance the wildlife resource on burned areas and how to do it.

Perhaps basic to our discussions, we need to establish some parameters on size of wildlife habitat areas needed. For example, if we wish to maintain a 200-head herd of antelope or a wintering area for 600 sage grouse, do we need 5,000 acres or 50,000 acres of sagebrush?

---

June 14

0800 - Assemble in parking area on north side of Holiday Inn, Twin Falls. Leave via bus for example burned areas north of Snake River.  
Bring field lunch.

We plan to get a 20-25 man bus equipped with a speaker system so we can talk about problems enroute. BLM personnel will discuss the magnitude of fire normally occurring on BLM lands and the usual rehabilitation efforts. We will expect a representative of the Idaho Fish and Game Department to describe the problems as they see them regarding the wildlife and fire rehabilitation efforts by BLM.

Example Areas:

1. Farm game habitat adjacent to agricultural crop land. We will look at areas burned last year, 3-4, 6-7, and about 10 years ago. Areas that had post-burn treatment and areas with no treatment.
2. Sage grouse and antelope habitat, summer and winter, annual and perennial grass areas, burned and non-burned areas, areas burned last year, and various prior years, areas that were treated and not treated.
3. A burned antelope and/or deer winter range
4. Areas that have been planted to alfalfa or other forbs
5. Areas that have been planted to bitterbrush
6. We would like to look at an allotment having wildlife habitat values that has a good functioning management plan.

**Office Memorandum • UNITED STATES GOVERNMENT**

TO : A. L. Hormay

DATE: March 9, 1972

FROM : Safford District Office

SUBJECT: Rest Rotation Demonstration Area Table

Attached is a replacement copy of Rest Rotation Demonstration Area table which was attached to letter of 3/8/72.

DEVELOPMENT OF MANAGEMENT CRITERIA  
FOR  
MEDUSAHEAD RANGES

(Indian Lake AMP, Boise, Idaho District)

In compliance with procedures for control of medusahead suggested by Gus Hormay, spring seeding trials were initiated on the Indian Lake AMP in collaboration with Dave Little, rancher-cooperator, on March 21, 1972.

Test seeding by drilling with a mixture of intermediate, pubescent, and western wheatgrasses was done in pastures 3 and 5 in the Black Canyon 4-pasture rest-rotation system and in pastures 26A and 26B of the Van Duesen Hill grazing system. The seed mix in pasture 3 of the Black Canyon system also included bitterbrush.

A mixture of western, intermediate, pubescent and some crested wheatgrass was hand broadcasted in the Corbin field of the Willow Creek 2-pasture system. Livestock are being trailed through this area to attain the necessary seed trampling.

District personnel will monitor these treatments for seedling emergence to determine if and to what extent introduced species can become established by these methods.

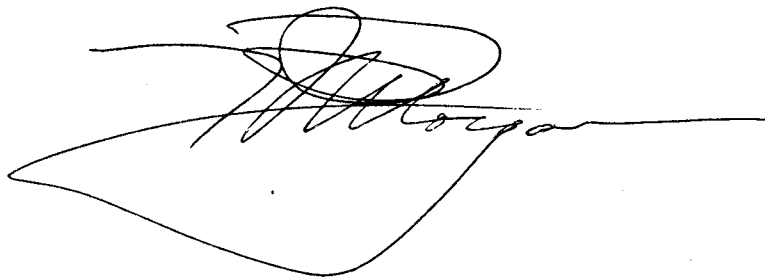
A private field referred to as "The Bull Pasture" was plowed several years ago and seeded to pubescent and intermediate wheatgrasses. This field shows considerable promise as to the use of this method of re-establishing perennial species. There is still, however, a heavy infestation of medusahead with a heavy cover of dry medusahead litter. The introduced species, though quite scattered, are well rooted and quite vigorous.

It was suggested that an effort be made on a controlled basis to burn off the medusa litter in the spring (sometime in March or early April) to make the new growth medusa more available for use, broadcast some additional seed to thicken the perennial stand and then graze heavily for a short period until approximately May 1 for maximum utilization of medusa and trampling of the broadcasted seed. After this treatment, rest for two years for seedling establishment and seed production. After seed ripe during the second year, graze for additional perennial seed planting and then phase into a rest-rotation cycle. A three year cycle should be adequate for this type treatment.

Mr. Little suggested a similar type treatment for the "University Pasture" also on private land. This would involve heavy grazing with

both cattle and horses in the spring of 1972, broadcast seed approximately September 15, and graze heavily again for maximum utilization and seed planting. This treatment would provide for "fall" seed planting in contrast to "spring" planting in the "Bull Pasture."

As in the drilling treatments previously outlined, district personnel will monitor the results to determine which method gives the best results in control of medusahead and the establishment of desirable perennial vegetation.

A handwritten signature in black ink, appearing to read "J. H. Morgan", with a large, sweeping underline that extends to the right and then loops back under the signature.

Medusohed Control  
(Small-scale test suggested by Portland Saxe Center)  
Indian Lake Allotment Re Morgan  
Boise District BLM

March 28 1972

Site "The Bull Pasture" Previously (20 yrs ago)  
planted with Intermediate & Present  
wheatgrass. Stand heavy in some  
places. Light patchy in others  
Medusa stand heavy.

Treatments

1. { March-April Burn off old Medusa stand  
later to make new growth  
available for use  
" " Broadcast more seed and  
" " Then graze heavily until  
approx May 1 for use of  
medusohed and to trample  
in seed.
2. Rest for two years for seedling establish-  
ment and seed production
3. At seed ripe time in second year for  
additional planting then phase into a
4. rest-rotation cycle. A three year  
(treatment) formula should be adequate  
for this type of treatment



UNITED STATES  
DEPARTMENT OF THE INTERIOR  
BUREAU OF LAND MANAGEMENT

1400-430

DECEMBER 11, 1971

TO: SUPERVISOR OF HORMAY AUGUST L  
DIVISION OF RANGE , WASHINGTON OFFICE

FROM: PERSONNEL OFFICER, WASHINGTON, D.C.

SUBJECT: PERFORMANCE EVALUATION NOTICE

IN ACCORDANCE WITH PROCEDURES CONTAINED IN MANUAL INSTRUCTION  
1400-430, A PERFORMANCE RATING IS DUE APRIL 2, 1972  
FOR THIS EMPLOYEE:

NAME	TITLE	PAY PLAN/GRADE
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HORMAY AUGUST L	RANGE CONSERV	GS 14

RATING ASSIGNED: **Satisfactory** .....

REMARKS Mr. Hormay's performance in training BLM employees, other Federal and State resource people and land users in the principles of rest rotation grazing management continues to be exceptional. He has been the recipient of several outstanding accomplishment awards given by non-Federal resource conservation groups. His advice on range resource management problems is sought by all Bureau offices as well as State and other Federal people.

DATE: **3/30/72**... SUPERVISORS SIGNATURE: *Henry A. Lee* .....

APPRAISAL OF EMPLOYEE FOR PROMOTION, FORM 1400-15 (335) IS  
REQUIRED AT TIME EMPLOYEES PERFORMANCE IS EVALUATED (SEE  
INSTRUCTION MEMO 69-200).

RETURN 1 COPY IN BLUE ENVELOPE TO SERVICING PERSONNEL OFFICE



UNITED STATES  
DEPARTMENT OF THE INTERIOR  
BUREAU OF LAND MANAGEMENT

APPRAISAL OF EMPLOYEE FOR PROMOTION

**INSTRUCTIONS** - Evaluate the employee's potential by assigning a numerical rating for elements 1-14. These numerical ratings are: 5 - Exceptional, 4 - More than adequate, 3 - Adequate, 2 - Less than Adequate, 1 - Unacceptable. Put a check mark in the appropriate box for elements 15-17. If you have answered "yes," for elements 16-17, explain in Part B.

Employee's Name  <b>August L. Hornay</b>	Position Title  <b>Range Conservationist</b>	Grade  <b>GS-14</b>
Division or Office  <b>Division of Range</b>	TIME IN POSITION	
	6 Years	Months
	TIME UNDER YOUR IMMEDIATE SUPERVISION	
	3 Years	9 Months

PART A

(To be completed by immediate supervisor)

ELEMENTS TO BE CONSIDERED IN APPRAISING EMPLOYEE'S POTENTIAL		RATING
I. GENERAL POTENTIAL	11. Ability to learn and/or follow work processes, procedures, regulations, or guidelines	3
	2. Ability to apply skills, knowledge, and past experience	4
	3. Willingness and effectiveness in working with others, including co-workers	4
	4. Willingness to accept and profit from constructive criticism, suggestions	3
	5. <i>Dependability:</i> Being on job, accepting and exercising assigned responsibilities	4
	6. Initiative in proposing improvements in own work or that of the office	4
	7. Effort in correcting deficiencies or in furthering own capabilities for work	3
II. CAPABILITIES OR POTENTIAL TO SUPERVISE	8. Ability to plan, organize, direct, and coordinate work activities	4
	9. Effectiveness in communicating with others, in writing and orally	5
	10. Ability to gain and hold respect of others	5
	11. Willingness to consider viewpoints, problems, and opinions of others	4
	12. Willingness to take action or make decisions; freedom from procrastination	4
	13. Willingness to take the lead in group activity	4
	14. Self-confidence	5
	15. Under my supervision the employee	
	a. <input type="checkbox"/> Has regularly supervised the work of others	
b. <input type="checkbox"/> Has supervised the work of others some of the time		
c. <input checked="" type="checkbox"/> Has not had any supervisory responsibilities		

(continued on reverse)

III. GENERAL FITNESS AND SUITABILITY		YES	NO
16.	Do you know any adverse information concerning this employee's emotional stability, conduct, personal habits, or physical vitality which should be considered before any promotion is proposed?		<b>X</b>
17.	If a vacancy now existed on your staff for which this employee is eligible, would you have any reservations in recommending him for promotion to the vacancy?		<b>X</b>

#### PART B

(To be completed by immediate supervisor)

Give a narrative statement on the general overall evaluation of the employee for promotion

**Nothing stands in the way of promoting Mr. Hormay if a position should become available.**

Supervisor's Signature <i>Raymond Lea</i>	Title <i>Chief, Div 9 Range</i>	Date <i>3/30/72</i>
Reviewing Official's Signature <i>William J. Hall</i>	Title <i>AD- Personnel</i>	Date <i>5/8/72</i>