

UNITED STATES
DEPARTMENT OF THE INTERIOR
BUREAU OF LAND MANAGEMENT

PERFORMANCE IMPROVEMENT AND POSITION REVIEW

Employee August L. Hormay		Position Range Conservationist	Series 454	Grade 14
APPRaisal PERIOD		Facility and location		
FROM	TO	Division of Standards & Technology Denver Service Center		
03/20/75	12/15/75			

PART I - PERFORMANCE

A. *Specific Job Elements* - This part of the multipurpose form is to provide a frame-work for discussing the employee's performance for the rating period. This part deals with those "doing" items of the job such as Range Studies, Adjudication, Public Relations, Filing, Typing, etc. For supervisors, three specific job elements *must* be included: (1) Managerial Leadership; (2) use of the performance improvement system; and (3) Equal Employment Opportunity (EEO).

SPECIFIC JOB ELEMENTS (1)	STANDARDS/OBJECTIVES FOR SATISFACTORY PERFORMANCE (How can you tell when performance results in a satisfactory job?) (2)	OBSERVED PERFORMANCE (3)
(1) Assist in selection of areas in each BLM state for demonstrating rest-rotation multiple-use land management.	(1) Selected areas should have multiple resource values and be in need of improvement. At least one demonstration area should establish in each BLM state.	(1) Helped select Tuleadad demonstration area.
(2) Prepare written guides explaining rest-rotation management and its application.	(2) Guides should be simple, practical and effective.	(2) Prepared first rough draft of an illustrated guide for planning and applying rest-rotation management.
(3) Prepare written guides for evaluating results of rest-rotation management.	(3) Guides should be simple, practical and effective.	(3) Gathered information and photographs for a guide for evaluating results of rest-rotation management.
(4) Guide the development and application of rest-rotation management plans on each demonstration area.	(4) Management ideas should be made clear with indoor lectures and on-the-ground explanations. All authorities and concerned land management interests should be involved in planning on each area.	(4) No planning or management action was taken on existing demonstration areas during the year.

SPECIFIC JOB ELEMENTS (1)	STANDARDS/OBJECTIVES FOR SATISFACTORY PERFORMANCE (How can you tell when performance results in a satisfactory job?) (2)	OBSERVED PERFORMANCE (3)
(5) Train Bureau personnel in the principles and application of rest-rotation multiple use land management. Provide counselling services on such management to states and districts as requested.	(5) Training and counselling should be timely, prompt and effective and in conformance with Departmental and Bureau regulations and policies including those established in the Bureau Planning System.	(5) Helped review AMP's in the Challis Planning Unit, Idaho. Developed grazing management formulas for 12 management areas on the Indian Jake Allotment, Idaho. Made recommendations on revising the Wells Meadow Allotment management plan, California.
(6) Provide counselling services on rest-rotation management to other federal agencies and to states, private groups and individuals as requested.	(6) Training and counselling should be timely, prompt and effective and in conformance with Departmental and Bureau regulations and policies including those established in the Bureau Planning System.	(6) Informed the Soil Conservation Service, Idaho, on principles of rest-rotation grazing management. Discussed revision of the Harvey Valley Allotment grazing plan with the Lassen National Forest.

B. *Work Related Skills* – Indicate extent to which employee has actually demonstrated his ability in areas listed below. Indicate with an "X" only those skills which are critical to satisfactory performance. In discussing these areas with employee, tell him what he needs to do to improve.

JUDGMENT

Uses good judgment in interpreting, following, and applying policies and procedures; recognizes situations in which he must digress from usual procedures; sometimes questions policies to find out basis for them.

Actual Performance: Uses sound judgment in applying procedures and in finding the quickest and best way to achieve the primary goals of his job.

Suggestions for Improvement:

MAKING DECISIONS

Not afraid of making a decision and learning from failures; decisions are logical and based on facts or sound judgment; accepts responsibility for decisions he is expected to make.

Actual Performance: His decisions are related mainly to rest-rotation land management. He is the originator of the rest-rotation management concept and makes decisions unhesitatingly.

Suggestions for Improvement:

PLANNING AND ORGANIZING

Makes plans on his own; plans time for accurate and efficient use; plans are realistic and workable; coordinates plans with other individuals and groups; results are generally on time.

Actual Performance: This is a major part of his job. He is skilled in planning, organizing and simplifying complex situations.

Suggestions for Improvement:

TAKING INITIATIVE

Acts timely on all assigned tasks; willingly does assignments to the best of his ability; completes jobs without specific instructions.

Actual Performance: Most of his job entails application of ideas originating with him. His initiative is more-or-less spontaneous. Receives little direct supervision. Carries out his assignment on his own guided by Departmental and Bureau policies and regulations.

Suggestions for Improvement:

ADAPTABILITY

Readily accepts new or different tasks and adapts to new situations; knows when to seek help.

Actual Performance: Is highly adaptable within his main job sphere, meeting any and all conditions of work and associations.

Suggestions for Improvement:

COMMUNICATING ORALLY

Talks on the level of people he deals with; responds to requests for help; gets his points across; asks questions to get a better understanding of instructions.

Actual Performance: Communicates well orally especially on the job in putting across his ideas.

Suggestions for Improvement:

COMMUNICATING IN WRITING

Gets the necessary information before writing; writes guidelines, instructions, and reports effectively; reader can follow his thoughts and come to the intended conclusions.

Actual Performance: Communicates well in writing.

Suggestions for Improvement:

CREATIVITY

Sees relationships among factors and comes up with good and workable ideas; carries through his ideas to logical end products; cuts through procedures which may cause obstacles.

Actual Performance: Exceptionally high. Practically all concepts pertaining to his job are original with him.

Suggestions for Improvement:

WORKING AS A MEMBER OF A TEAM

Has good liaison with colleagues; assists others whenever possible; gives competent and complete assistance; gains the confidence of others; pleasant and courteous.

Actual Performance: Works more or less alone furthering the concept of rest-rotation management and its application.

Suggestions for Improvement:

WORKING WITH PERSONS OR GROUPS OUTSIDE BLM

Effective in his contacts with outsiders; exercises good self-control; willing to go a little further to help outsiders.

Actual Performance: This is a main part of his job and he performs exceptionally well.

Suggestions for Improvement:

C. *Summary Rating* – Indicate overall performance of employee during rating period by placing an “X” in appropriate box outstanding satisfactory unsatisfactory

D. *Acceptable Level of Performance* – Performance of the employee during the rating period was at an acceptable level unacceptable

PART II

Section 1. *Employee's Certification*

I have reviewed the description of my current position and certify that it:

Is an accurate statement of my major duties

Needs revision

Comment:

Section 2. *Supervisor's Certification*

The employee and I discussed the position description and agreed on changes. The revised description is attached for classification action.

The description is accurate as written.

Position continues to be necessary to effective mission accomplishment.

Position is no longer necessary for mission accomplishment and should be abolished

PART III

A. *Employee* – Indicate agreed upon changes in way work will be approached, planned, or carried out.

B. *Supervisor* – Indicate changes in way work will be assigned, particular mix of duties, or supervisory practices.

C. *Other* – Supervisor indicates other changes needed, such as moving employee to another type of work, providing specific training or possible changes in organizational procedure/policy.

Signature of Employee

Comments:

August L. Stormay

Date

Jan 21, 1976

Signature of Supervisor

Comments:

Date

Signature of Reviewing Official

Comments:

Date

System Monitor (*initials*)

Date

UNITED STATES DEPARTMENT OF AGRICULTURE
FOREST SERVICE
INTERMOUNTAIN FOREST AND RANGE EXPERIMENT STATION
SHRUB SCIENCES LABORATORY
735 NORTH 500 EAST
PROVO, UTAH 84601

4200
January 13, 1976



August L. Hormay
Pacific Southwest
Forest & Range Experiment Station
Box 245
Berkeley, California 94701

Dear Gus:

I very much enjoyed meeting with you in Berkeley on my last trip west, and was particularly pleased to hear of your experiences in the development of rest rotation grazing as a management tool on rangelands.

I have talked with Perry about your recommendation to improve sproutability of Purshia tridentata on rangelands susceptible to fire. He concurs that this could help support the return of this valuable shrub to big game winter ranges destroyed by fire.

The enclosed materials will introduce you to the Shrub Sciences Laboratory here in Provo, Utah. We will all be pleased when you can come and visit with us. I especially look forward to another opportunity to draw on your vast experiences with shrubs.

Sincerely,

CHARLES TIERNAN
Thamnoentomologist

Enclosures



United States Department of the Interior

BUREAU OF LAND MANAGEMENT
WASHINGTON, D.C. 20240

January 20, 1975

Memorandum

TO: Chief, Div. Standards and
Technology

FROM: Range Conservationist

SUBJECT: Demonstration Area Program, Work
Accomplishments, Work Schedule

Demonstration Area Program

The status of this program is summarized in the attached table. Five States have participated in the program to date. Five have not. A total of seven areas have been selected as prospective demonstration areas in the five active states. The Tuledad area in the Susanville District, California, was selected just this past November 19. The other six areas were selected in 1974 and the first planning sessions for them were completed by December of that year. Please see my memorandum of November 27, 1974, to State Directors, Subject: Status of Rest-rotation Multiple-use Land Management Demonstration Area Program. I sent you a copy. Descriptions of resources and problems on the areas are contained.

Final management plans for these six areas were to be completed in 1975 but several factors, the NRDC suit mainly, prevented it. The districts became obligated with AMP's and EIS's in connection with the suit and had little time for the demonstration area program.

Prospects appear good for completing final management plans for four areas this year--Juniper Mountain, Matador, Tuledad, and Pryor Mountain-Mystic. I am planning to see these through. Tuledad, the largest and most complex area, should prove to be a very important demonstration area.

It is doubtful that demonstration area planning will proceed on the Hall Creek, West Bellevue and Herd Creek areas in the near future. These are tied up presently in the NRDC EIS program.

Work Accomplishments 1975

I spent most of my time during the past year working on a format for rest-rotation multiple-use management plans. I worked up a first rough draft and sent copies to the districts for review and suggestions. I also did the following:

1. Gathered information and photographs, mainly in Harvey Valley, for use in a procedure for evaluating the results of rest-rotation land management;
2. Helped review AMP's in the Challis Planning Unit, August;
3. Examined the Indian -Jake Allotment on the Boise District, Idaho, on September 8 at the invitation of the Idaho State office. Prepared a report offering suggestions on the management of the allotment. I sent a copy of the report to you about September 29;
4. Participated in a Soil Conservation Service Range Workshop in Katchum, Idaho, September 10 and 11. Spoke on soil-plant relationships and grazing management.
5. Examined the Tuledad Allotment in the Susanville District twice in October to appraise its suitability for a demonstration area. Found it satisfactory.
6. Examined the Wells Meadow Allotment, Bishop Resource Area, Bakersfield District October 28-30 for management results and adequacy of management plans. Offered suggestions to Bishop Resource Area and District offices on revising and updating the management plan. Please see my memorandum of November 7, 1975, to the District Manager.

Work plans, January-September 30, 1976

General during period

Continue working on format for rest-rotation multiple-use plans. Continue gathering information for rest-rotation management evaluation procedures.

Continued: Work plans, January-September 30, 1976

Specific jobs by months. (All involve field travel.)

Job	Travel cost \$
January ---	---
February	
Tuledad management plans	170
Wells Meadow management plans	200
March	
Revise Harvey Valley management plan. (Lassen National Forest request)	200
April ---	---
May	
Tuledad management plans	230.
Wells Meadow. Final planning session	230
June	
Tuledad. First planning session	230
Harvey Valley management	260
July	
Juniper Mountain. Final planning session	225.
Tuledad. Final planning session	230.
August	
Matador. Final planning session	330
Harvey Valley Management and information	260
September	
Pryor Mt-Mystic. Final planning session	<u>390.</u>
Total	\$2955

R. L. Normay

January 20, 1976

Hormay

Status of rest-rotation multiple-use land management demonstration area program in 10 western states, January 1976

State	District	Demonstration Area	Program explained	Area selected	First planning session	Final planning session
Arizona						
California	Susanville	Tuledad	June 5, 1974	Not participating in program	Spring 1976	Summer 1976
Colorado			May 29, 1974	November 19, 1975		
Idaho	SaImon	Herd Creek	June 4, 1974	Not participating in program		
Idaho	Shoshone	West Bellevue	May 8, 1974	May 31, 1974	October 22-24, 1974	?
Montana	Dillon	Matador	May 8, 1974	May 30, 1974	October 16-18, 1974	?
Montana	Billing	Pryor Mt.-Mystic	May 22, 1974	June 19, 1974	September 24-26, 1974	Summer 1976
Nevada			May 22, 1974	April 23, 1974	July 23-24, 1974	Summer 1976
New Mexico			May 9, 1974	Not participating in program		
Oregon	Lakeview	Juniper Mountain	June 5, 1974	Not participating in program		
Utah			May 22, 1974	June 13, 1974	August 27-29, 1974	Summer 1976
Wyoming	Rawlins	Hall Creek	May 21, 1974	July 26, 1974	November 12-14, 1974	?

INFORMATION ON DEMONSTRATION AREAS

Name of area	Date planning session	State	District	Juniper Mt. Aug 27-29/74	Matador Sept 24-26/74	Pryor Mt.-Mystic Oct 8-10/74	West Bellevue Oct 16-18/74	Herd Creek Oct 22-24/74	Hall Creek Nov 12-14/74
		Oregon	Lakeview		Montana Dillon	Montana Billings	Idaho Shoshone	Idaho Salmon	Wyoming Rawlins
Active soil erosion		x			x	x	x	x	x
Production capacity (present)		Fair-good		Fair-good	Fair-good	Fair	Fair-good	Fair-good	Fair-good

Land Condition

Interests Attending Planning Sessions

Federal									
BLM									
Area Mgr. (& Staff)		x		x	x	x	x	x	x
Dist. Mgr (& staff)		x		x	x	x	x	x	x
State office		x		x	x	x	x	x	x
Others		x		x	x	x	x	x	x
Advisory Board		x		x	x	x	x	x	x
Forest Service									
Dist Ranger (& staff)		x		x	x	x	x	x	x
Forest Supervisor		x		x	x	x	x	x	x
Forest Supervisor Staff		x		x	x	x	x	x	x
Others		x		x	x	x	x	x	x
Park Service									
Soil Conservation Service		x		x	x	x	x	x	x
Soil Conservation Districts		x		x	x	x	x	x	x
Fish & Wildlife Service		x		x	x	x	x	x	x
Geological Survey		x		x	x	x	x	x	x
Bureau Outdoor Recreation		x		x	x	x	x	x	x
Environmental Protection Agency		x		x	x	x	x	x	x
Housing Administration		x		x	x	x	x	x	x
Post Office		x		x	x	x	x	x	x
State									
Dept. Public Lands		x		x	x	x	x	x	x
Dept. Fish & Game		x		x	x	x	x	x	x
Dept. Natural Resources		x		x	x	x	x	x	x
Division Forestry		x		x	x	x	x	x	x
Coop. Grazing Districts		x		x	x	x	x	x	x
Soil & Water Conser. Comm.		x		x	x	x	x	x	x
Student Public Research Interest Group		x		x	x	x	x	x	x
University									
Plant science, range		x		x	x	x	x	x	x
Wildlife		x		x	x	x	x	x	x
Students		x		x	x	x	x	x	x
Extension Service		x		x	x	x	x	x	x

INFORMATION ON DEMONSTRATION AREAS

Name of area	Juniper Mt.	Matador	Pryor Mt-Mystic	West Bellevue	Herd Creek	Hall Creek
Date planning session	Aug 27-29/74	Sept 24-26/74	Oct 8-10/74	Oct 16-18/74	Oct 22-24/74	Nov 12-14/74
State	Oregon	Montana	Montana	Idaho	Idaho	Wyoming
District	Lakeview	Dillon	Billings	Shoshone	Salmon	Rawlins

Interests Attending Planning Sessions (con't)

(continued)

County						
Planning & Zoning Commission			X		X	X
West & Pest Control						X
Public school students					X	X
Private						
Grazing permittee(s)	X	X	X	X	X	X
Cattlemen's Association	X			X	X	
Sheepmen's Association (Name →)						
Ranchers	X	X		X		
Society Range Management				X		
Sierra Club	X		X			
Wilderness Society	X		X			
Bank(s)	X		X			X
Press	X		X			X
Radio	X					X

RRMULMP

April 11/74 Turcott

Develop management plans all uses activities
Including range - main use in most if
not all cases
Follow through put plans into effect
Evaluation procedures

Education programs multiple interests
Prior planning
Interests participate in planning.

Upgrade AMPs - prob. livestock main
RRMULMP Dem. program - all uses

{ Nevada
Arizona
Utah
New Mexico
Colorado
California

Idaho ✓
Oregon
Montana ✓
Wyoming

January 21, 1976

Glen!

Performance rating.

I took the liberty of rewording A(1) and (2) of Part I so job elements and standards relate a little more specifically to my main assignment. I filled out a second set of forms accordingly. I signed in Part III on a blank copy of the form.

I am returning this material together with a set of the forms you sent me and hope the information I'm now providing will give you a better basis for making the performance rating.

A handwritten signature in cursive script, appearing to read "Gus". The signature is written in black ink and is positioned in the lower right quadrant of the page.

Claudia Meents
Rt. 1, Box 275A
Corning, Ca. 96021

[1976, JAN. 30]

Dr. August Hormay
Experimental Station
U.S. Department of
Agriculture

Dear Br. Hormay,

My name is Claudia Meents, and I am writing to you about my current science project which is intitled Natural Inhibitors of Seed Germination. This project is involved with seed germination and alleopathy. I have been working with the roots and leaves of different trees such as Black Walnut Root, Clover Root, Eucalyptus, Pecan, Oak, Cedar, Bamboo, and Pine. These were used to determine their effect upon common seeds like beans, corn oats, radishes, and carrots.

My present study has been with Black Walnut Roots and leaves and their effect upon the beans and corn. Through these different tests I combined different grams of the proposed inhibitors with the seeds to observe germination inhibition. In many of these tests the plants were sucessful inhibitors, and completely erased germination in some cultures. My questions are as follows: What ways can I go about finding the accual chemical which could be causing this inhibition? At Corning High we do not have exstensive equipment but I would like to dig farther into these ideas. If you have any information concerning these plants and seeds that have to do with allelopathy, or could suggest procedures to use in identifying these chemicals, I would appreciate your sending me the name of the books or materials in which this information can be found.

I was refered to you by Dr. Carl E. Crisp, a plant pathologist for the U.S. Dept. of Agriculture. He had said that he discussed my questions before with you, when I previously wrote him. The information that he sent me was of great help, and I thank-you for your part in the accumulation of this material.

Once again any information you can send me will be appreciated greatly. Any experiments involving plant germination, and the procedures used to discover toxins involved with allelopathy will be useful.

Thank-you for your time and effort.

Sincerely yours,

Claudia Meents
C.U.H.S. Student