



A Message from Gus

Summer is here! This time of year always reminds me of my high school track season. (Of course, that was so long ago they hadn't yet invented the oval. It made running laps rather difficult.)

I was reminded of that track season when I saw a time management presentation. They talked about the need to be a 'sprinter' not a 'marathoner.' In other words, we should use our energies in short bursts; then take a few minutes to recover before the next sprint. He said we should focus on priority work for an hour to an hour and a half. Then take a break to let your mind and body recover. Take a 5 or 10 minute walk before you go on to the next priority project. Perhaps hold a meeting during the short walk. Interesting concept.

The guy also talked about renewal. He said you can be more effective at work if you have adequate time to refresh and reinvigorate yourself. That makes good sense to me. The kids are out of school for the summer. Take some time to foster your connection with the kids or grandkids. Enjoy those summer barbecues. Go play on the lake.

I need your full attention when you're at work. It's easier for you to give me that attention if you come to work refreshed.

So get out there and do some of that renewal stuff – or I just might make you run laps!

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Preventing Heat-Related Illness

- **Dress for the heat.** Wear lightweight, light-colored clothing. Light colors will reflect away some of the sun's energy. It is also a good idea to wear hats or to use an umbrella.
- **Drink water.** Carry water or juice with you and drink continuously even if you do not feel thirsty. Avoid alcohol and caffeine, which dehydrate the body.
- **Eat small meals and eat more often.** Avoid foods that are high in protein which increase metabolic heat.
- **Avoid using salt tablets unless directed by a physician.**
- **Slow down.** Avoid strenuous activity. If you must do strenuous activity, do it during the coolest part of the day, which is usually in the morning between 4:00 a.m. and 7:00 a.m.
- **Stay indoors when possible.**
- **Take regular breaks** when engaged in physical activity on warm days. Take time out to find a cool place. If you recognize that you or someone else is showing the signals of a heat-related illness, stop activity and find a cool place.

HR News

Goodbye and Good Luck!

Ralph E. Scott, Contracting Officer, Spokane State Office, retired, 3/3/07
Nicole Isaacson, Student Trainee (Soil Conservationist), Spokane Service Center, resigned, 3/16/07
Beverly Burnley, Administrative Support Assistant, Olympia Area Office, retired, 3/31/07
Carol Wildman, Soil Conservationist, Pomeroy Service Center, retired, 3/31/07
Michael Regan, Soil Scientist, reassigned to NRCS Portland, Oregon, 4/15/07
Renelle Smith, Biological Science Aid (Plants) Plant Materials Office, resigned, 5/18/07
Eric Harwood, Plant Materials Specialist, Plant Materials Office, resigned, 5/25/07
Allen Aronica, Soil Conservation Technician, Ellensburg Service Center, retired, 6/2/07
Dennis Roe, Soil Conservationist, Pullman, retired, 6/30/07
Ken Drechsel, Resource Soil Scientist, Ephrata Area Office, retired, 7/3/07

Welcome to New Employees!

Peter Bautista, reassigned from NRCS in Arizona to Design Engineer, Spokane State Office, 4/29/07
Lorna Winona, Administrative Support Assistant, Ephrata Area Office, 4/29/07
Derek Boschma, Biological Science Aid (Plants), Plant Material Office, 5/13/07
Conor Richards, Biological Science Aid (Plants), Plant Material Office, 5/13/07
Terry Knudsen, Management Services Assistant, Spokane State Office, 5/17/07
Nikki Lawrence, promoted/transferred from McChord AFB, Washington, to the Administrative Support Assistant position in the Olympia Area Office, 5/27/07
Jake Weaver, Biological Science Aid (Plants), Plant Material Office, 6/10/07
Jacob Tribelhorn, Biological Science Aid (Plants), Plant Material Office, 6/17/07
Bruce Lindsay, reassigned from NRCS in California to the Soil Scientist (MLRA Project Leader), Mt Vernon Soil Survey Office, 6/24/07
Stephen Roecker, Soil Scientist, Zillah Soil Survey Office, 6/24/07
Alexander Hall, Resource Conservationist, Lynden, 7/8/07

Congratulations to Employees Who Have Recently Received Promotions!

Ron Joyner, Contract Officer, Spokane State Office, 4/15/07
Misty Seboldt, Forester, Colville Service Center, 4/29/07
Paul Gleason, Soil Conservationist, Ephrata Service Center, converted to permanent status/promoted, 5/13/07
Kimberly Galland, Soil Conservationist, Ritzville Service Center, 5/27/07
Sarah Troutman, Resource Conservationist, Ellensburg, 6/10/07
Tracy Hanger, Agronomist, Ephrata Service Center, converted to permanent status 6/10/07

Location Reassignment

Ashley Bouck, Student Trainee (Soil Conservationist), reassigned to Mt Vernon Service Center, 6/10/07
Dannelle Aleshire, Soil Conservationist, reassigned to Ellensburg Service Center, 7/8/07

Items of Interest

Emily Pickron, Soil Conservationist, Colfax Service Center, name change from Emily Smelser, 3/4/07

Congratulations to Emily Pickron! Levi Richard Pickron entered the world on April 13th at 1:55 a.m. weighing in at exactly 7 lbs. and was 21" long.

Congratulations to Rachel Maggi! Samantha Renee Maggi was born on March 20th. She was 7 lbs 13 oz and 19 3/4 inches long. Blond hair and blue eyes, and looks very much like her cute big sister did.

The Employee Recognition Committee would like to acknowledge the following employees who have recently received awards

Dave Kreft – For hosting & providing training and leadership to SCEP students for the past 3 years

Amanda Ettestad – For excellent work on the WHIP program

Dannelle Aleshire – For the great job compiling detailed analysis of the WRP program in the Central Area

Dennis Roe – For hosting & providing training and leadership to SCEP students

Harold Crose – For work & leadership on TSP activities in the Central Area

Randy Kelley – For hosting & providing training and leadership to SCEP students

Doug Allen – For hosting & providing training and leadership to SCEP students

Martin Rodriguez – For outstanding work with the Landowner Irrigation Consultants Certification form and check sheet that he developed

Debbie Fortner – For providing guidance & administering the CRP REX planning efforts in Franklin County

Jim Shawley – For assistance provided on the CRP REX planning and completing livestock stockwater pipeline design for three Franklin County producers

Emily Pickron – For accelerated accomplishment for 2007 program signup with development of Application Checklist

Dave Brower – For outstanding day to day customer service and pride of workmanship

Jim Loiland – For work above and beyond as a cultural resource contact person ensuring that needs are met for the 2007 EQIP & WHIP applications

Chandra Neils – For NASIS population completion for the East Area completing an element for the FY07 Business Plan

Rick Noble – For leadership with the RC&D program in the West Area

Steve Sprecher – For accelerated accomplishment in 2007 program signups in Spokane County

David Jones – For accelerated accomplishment in 2007 program signup as the team cultural resources contact

David Welk – For quality support for 2007 program signups in Spokane County and assistance for CCRP in Whitman County

Mike Blakeley – For accelerated accomplishment for 2007 program signups in Whitman County

Chas Scripser – For development of desktop icons that significantly reduce the time needed to setup net meetings between field office staff and state office operations staff

Dave Brower – For development of a fix to the startup script of laptop computers that makes it easier to map to the correct field office

Sarah Troutman – For outstanding assistance to the 2007 EQIP Program

Allen Aronica – For outstanding assistance to the 2007 EQIP Program

Ernie Holt – For outstanding assistance to the 2007 EQIP Program

Lolo Garza – For outstanding assistance to the 2007 EQIP Program

Paul Taylor – For assistance to colleagues in navigating the ever-changing landscape of IT

Jeff Swotek – For extra effort and dedication to the 2007 EQIP workload in Thurston County

Employee Recognition Update

The Employee Recognition Committee wants to thank all of you who participated in the questionnaire that was sent to employees who received a non-monetary award, as well as those who nominated someone for an award. The percentage of responses to the questionnaire was high and the comments received were overwhelmingly positive. In fact, of the nominators, 100% said they would use the program again. Of the 63 responses from employees who received a non-monetary award, 56 said they would like another one. There were a couple of questions we'd like to clarify. We cannot get gift certificates or use certain places to order non-monetary awards. We must follow the guidelines as listed in the regulations, which limit what we can and cannot provide for a non-monetary award. We try very hard to select as many different items as we can through Terryberry, while still remaining in compliance with the regulations. Some companies we checked into weren't interested in doing business with us because we did not meet their requirements for volume. When you are recognized with a non-monetary award, you can choose between a Terryberry offering or logo wear, which is an option that is still available.

Remember, this is everyone's program! You don't have to be a supervisor to make a nomination; you can nominate your peers for an award. The details about using the non-monetary recognition program were sent via email. Many of you have already used the program. If you've misplaced your email with the instructions, or if you have any questions, please contact one of these committee members: Doug Allen, Ralph Christiansen, Sherre Copeland, Frank Easter, Cheryle Miller or Paul Rogers.

This state is full of great employees and the committee would like to thank each of you for the hard work you do each and every day.

Safeguarding Privacy Act Information

The release of personal information such as social security numbers, birthdates, leave balances and other timekeeping information, home addresses and phone numbers, travel vouchers and other sensitive materials is prohibited under the Privacy Act of 1974. Criminal sanctions for unauthorized use or release of confidential materials include fines. Agency disciplinary actions for disclosing these materials may also be initiated and can range from reprimand to removal.

Employees responsible for handling sensitive records, such as supervisors, timekeepers, administrative staff, or those who simply stumble across this information by accident need to be sensitive to personal employee information and safeguard it to ensure it is not improperly released to anyone who does not have a need to know the information. This includes protecting the integrity, security, and confidentiality of the physical records themselves, and also not discussing privacy information in public or private with employees, families, friends, or others who have no need to know.

Let's all be careful and thoughtful, and protect each other's personal information the same way we would like to see our own treated!

Designation of Beneficiary

It is important that as employees we have properly identified our designated beneficiaries in case of death. The appropriate beneficiary forms are as follows:

- SF 2808 – Designation of Beneficiary for Civil Service Retirement System
- SF 3102 – Designation of Beneficiary for Federal Employees Retirement System
- SF 2823 – Designation of Beneficiary for Federal Employees Group Life Insurance Program (FEGLI)
- SF 1152 – Designation of Beneficiary for Unpaid Compensation of Deceased Civilian Employee
- TSP-3 - Designation of Beneficiary for Thrift Savings Plan

These completed forms are filed in your Official Personnel Folder. If you are unsure whether or not you have completed these forms or have properly identified your beneficiaries, please contact Kathleen Dickerson at (509) 323-2933 or by email at kathleen.dickerson@wa.usda.gov

Inland Empire Professional Foresters Recognize RC&D Forester

The 2007 Inland Empire Society of American Foresters/Montana Society of American Foresters held their Joint Annual Conference, April 26-28 at the Coeur D'Alene Inn-Best Western. Joint Society meetings are full of networking opportunities, leadership seminars and a variety of diverse speakers who address the latest trends and opportunities in the field of forestry. In addition, a select group of members is recognized annually for their work supporting and promoting the forestry profession in the region.



The 2006 Forester of the Year award was made to Lisa Naylor, a Certified Forester who works as Coordinator for the Blue Mountain RC&D Council in Dayton, Washington. She was unable to attend the Conference. She is the federal liaison from USDA, Natural Resources Conservation Service (NRCS) working with members of the Resource Conservation and Development Council, a nonprofit organization which covers Walla Walla, Columbia, Garfield and Asotin counties in southeast Washington. The School Fire and Columbia Complex fires, which burned over 200 square miles in the last three years, have been the focus of regional community fire planning efforts, led by the RC&D Council, coordinated by Naylor. She organized a weekend field trip through the School Fire area with the Forest Service, hosting professionals from the University of Idaho and Washington State University. Naylor also promotes forest and natural resource education while leading classes at Camp Wooten (6th grade) and Envirothon (high school) programs in the spring.

Naylor was presented the award May 3 in Lewiston, Idaho, by Inland Empire Chapter Chair, Phil Anderson, during a Snake-River (SAF) Chapter meeting. Anderson is a forest consultant from Colville, Washington. He thanked Naylor for her contributions to forestry. She in turn, is “truly honored to be recognized by my peers in the forestry profession.”

She holds a Bachelor of Science in forest management from the University of Washington, College of Forest Resources and has completed graduate course work in land use and recreation management from Colorado State University. She has worked for 26 years with USDA; with the NRCS and the Forest Service.

Mapping Success for Wildlife in Washington State

Mardon Skipper? Olympic Mudminnow? Snowy plover? Conservation planners in Western Washington now have the ability to discover not only the identity of these wildlife species, but where they currently reside. In the past, field office planners in the West Area received site specific threatened and endangered species lists from the US Fish & Wildlife Service (USFWS). The USFWS office serving Western Washington could no longer provide this information and the Priority Habitat and Species (PHS) database was obtained as a substitute source for this data. With assistance from the Washington State GIS staff and the State Resource Conservationist, an agreement with the Washington Department of Fish and Wildlife (WDFW) was written to share the agency's internal PHS database. Due to specific privacy restrictions required by WDFW, the agreement journeyed all the way to National Headquarter for signature. GIS staff then developed ArcMap templates for use by field office staff that allow for easy navigation of the voluminous database.

West Area field office employees simply zoom to the area of interest, and view data layers that include the location of state and federal listed species, species of concern, priority fish habitat, and other state priority habitat areas. Planners can now include a much more accurate wildlife inventory into their planning process. Consultation with the NRCS area biologist assists the planner with analysis of the proposed conservation practices on local fish and wildlife populations. In the few short months since database inception, planners have already been providing higher quality information to landowners, allowing clients to make more fish and wildlife friendly decisions.

For more information or assistance contact Rachel Maggi, West Area Biologist.

Upper Columbia RC&D Helping Producers Improve Air Quality on Agricultural Lands

by Gary Mitchell, Upper Columbia RC&D Coordinator



The Upper Columbia and Blue Mountain RC&D Councils are working with 26 producers in Spokane, Whitman, Asotin, Columbia, Garfield and Walla Walla Counties to reduce diesel emissions by increasing the number of acres seeded by Direct Seed techniques.

A grant for \$100,000 received from EPA to reduce diesel emissions has made this project possible. The Upper Columbia RC&D Council contracted with EnSave Inc. of Vermont to develop the promotional strategy and materials as well as reviewing data collected from producers to document number of trips and diesel use per implement. Using EPA emission models, EnSave Inc. can determine diesel and emissions reductions as a result of adopting Direct Seed techniques.

As of the end of April the Upper Columbia and Blue Mountain RC&D Councils have entered into 26 cost-share contracts with producers on a total of 16,322 acres. Cost-share rates are \$4 per acre. While the final numbers won't be in until spring work is completed, it is projected that diesel use and emissions will be reduced 40% to 45% on the acres contracted.

The project was intended to encourage producers to invest in the direct seed equipment either for the first time or to add additional equipment to their existing direct seed operation and allow more acres to be direct seeded. The investment in direct seed equipment could be as high as \$250,000 which includes a higher horsepower tractor to pull the heavier equipment. The Spokane County Conservation District offers a low interest financing package to eligible producers to help producers "get in the game". They were very supportive and made sure producers were aware of the direct seed cost-share project.

The success of this project is due to the collaborative effort between EPA, the Upper Columbia RC&D Council, the Blue Mountain RC&D Council, EnSave Inc., NRCS, Spokane Conservation District, Palouse Conservation District, Whitman Conservation District, Palouse-Rock Lake Conservation District, Pine Creek Conservation District, Asotin County Conservation District, Columbia Conservation District, Pomeroy Conservation District, and Walla Walla County Conservation District. NRCS and the conservation districts played a key role by supporting this project and making sure the producers in their areas knew it was available. The NRCS and conservation districts have a close working relationship on the ground with agricultural producers. This was the key to making a good project even more successful than imagined.



The Upper Columbia RC&D Council would like to expand this project in the future to all of Eastern Washington and add some new components. They would like to add a component for use of Bio-Diesel to encourage producers to look at alternative fuels. Another component is cost share incentive to promote retrofitting older diesel tractors to handle the ultra-low sulfur diesel that will be required in 2009 for all off-road diesel equipment. The retro-fit is important because sulfur plays a lubrication role in the operation of the engine and ultra low sulfur diesel could shorten the life of some engines. Upper Columbia RC&D Council is considering offering an on the ground consultant to help first time Direct Seeders make the transition with a shorter learning curve. By learning from someone else's successes and failures it may be a more comfortable and less stressful transition.

Conservation District's Alliance Supports Reduced Tillage

Looking across the Palouse after an absence of more than 20 years, district conservationist Rich Edlund sees a landscape changed from when as an undergraduate he saw streams run thick with eroded Palouse soils after winter. The big surprise is the amount of crop residues left on the land through spring planting after summer harvest. Some of this change is the result of USDA Highly Erodible Land protection, but most of it comes from the voluntary neglect of what granddad called "trash". Back then, the clean-tilled field was the mark of a grower with pride in his work.

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Conservation District's Alliance...continued

It's funny how attitudes have changed about what makes a 'pretty' crop field. It's not nearly as acceptable to burn either crop stubble or diesel to "dust-over" neighbors for weed control. This newer attitude, while good for the land, does come with a cost. The fertile Palouse gives good yields and along with it lots of straw: straw whose good qualities of organic matter for the soil and moisture retention also include resistance to being cut through by equipment to plant the next crop. Growers using "no-till" and "direct seed" techniques to leave crop residues must also contend with a short window of time to plant crops, so specialized planting equipment is the name of the game for direct seeders.

As with any specialized agricultural equipment it is no surprise that direct seed planter costs up to \$100K need to be financed. It became evident that some commercial lenders were not eager to carry that level of financing for equipment that will benefit farmland over the long-term but not necessarily show up in this year's grain bin. The Spokane County Conservation District's Low Interest Loan program, a State Revolving Fund program in cooperation with EPA, the WA Dept of Ecology, and nine eastern Washington conservation districts has evolved as a mechanism to enable growers to make the "leap" to the crop residue management way of farming. Reasonable loan terms are enhanced by technical assistance for maximum conservation impact while keeping acceptable crop yields during the transition.

At workshops the novice direct seeders hear how successful practitioners have made it work. Even though innovations are constantly added to direct seed equipment by manufacturers, the cutting torch and welder also customize direct seeding equipment for particular farms. In fact, these workshops and mandatory equipment-usage reports back to the districts are a key part of the program success, for the users of the equipment as well as those who fund and administer the program.

Dozens of loans and millions of dollars after its beginning, the Low Interest Loan program is looking to expand both in funding and in number of districts as the "bridge" to help conservation-minded farms clear up the water and air, regenerating the soil that anchors the inland Northwest breadbasket.

Anatone Living Snowfence Gets a Face Lift



Crew finishing the replanting of the Anatone living snowfence

Multi-agency staff from the Clarkston and Pomeroy NRCS field offices, Blue Mountain RC&D, and Washington Department of Transportation replanted a portion of the Anatone living snowfence just south of Anatone on highway 129. Two hundred Rocky Mt. Juniper, and some lodgepole pine, were planted on May 1st to replace the windward row skunkbush sumac which was pulled out by curious elk soon after planting in May 2005.

The elk have caused little damage to the juniper and pine, but concern still exists for the middle row of ponderosa pine. When pine gets to the sapling stage they serve as great rubbing posts for antlers. Plans are to install a fence this year. This site has posed a challenge due to the clayey soil and pesky elk.

New Living Snowfence Planted Near Reardan



Newly planted living snowfence looking west along Highway 2

In April a new living snowfence was planted about four miles west of Reardan, Washington. The Lincoln County Conservation District led the way with this effort. It was a spin off from the Highway 25 living snowfence project 14 miles north of Davenport. The design consisted of using 15' fabric mulch and planting a twin row of Rocky Mt. juniper at offset 6 foot spacing. Different sources of juniper were used due to short supply; 30 cubic inch plug stock, and 2-0 bareroot stock. It should be a good growth and survival test to determine how the bareroot stock compares to the larger plug stock. The living snowfence was planted in two sections of 1800 feet and 1000 feet on the north side of Highway 2.

Franklin Conservation District tackles Irrigation Water Management

Submitted by Joe Navarro, Soil Conservation Technician, Snake River Team



Tensiometers measures soil suction or tension

Franklin County sits south of Adams County and east of Benton County at the south end of the Columbia Basin Irrigation Project. Bordered by both the Snake River and the Columbia River, Franklin County is just a desert without supplemental irrigation. Under the Department of Interior, the Bureau of Reclamation supplied a third of the county with water to irrigate previously desert land. Farmers have been irrigating their farms here dating back to the 1950s. Today in an effort to conserve water for fish and reduce energy consumption, the Franklin Conservation District (FCD) is administrating Irrigation Water Management (IWM) cost-share programs for farmers. The IWM program involves farmers monitoring the moisture in their fields during

the irrigation season to manage water in the crop root zone. The FCD has entered into a Task Order Agreement, with NRCS to assist farmers with IWM on 10,000 acres of cropland. The FCD also manages 20,000 acres of IWM contracts for the Franklin County PUD. District Manager Mark Nielson has been with the FCD for 20 years. His staff includes Assistant Manager Heather Wendt, Secretary/Bookkeeper Denise Featherly, Resource Conservationist/GIS Specialist Susan Loper, Education Outreach Specialist Kara Kaelber, and Well Sampling Technician Marc Miller. Susan Loper the IWM program administrator emphasizes taking readings at least once a week with Tensiometers, Water Marks or Neutron Probes. Susan Loper and I assist farmers with installation of moisture monitors. The FCD also loans some water marks and tensiometers to farmers with smaller fields.



Water marks measure moisture through electrical resistance

Multi-State Design Team Provides EWP Assistance to Native Alaskan Village

Last fall, Alaska NRCS requested Spokane Multi-State Design Team (MSDT) assistance for the village of Kongiganak. Located approximately 60 air miles southwest of Bethel near the Bering Sea, Kongiganak was experiencing severe erosion on the south bank of the Kongnignanohk River that threatened to undermine several village buildings.



Steve Durgin and Joe Gasperi collecting soil samples

In response to the assistance request, design engineer Steve Durgin and geologist Joe Gasperi from the MSDT traveled to the village with design engineer Aimee Rohner, civil engineering technician Brant Dallas, and district conservationist Andy Oxford from NRCS Alaska. During the visit to the village, team members gathered topographic site data, performed a geologic investigation, and met with village leaders to determine the cause of the erosion and to develop potential treatment alternatives. The team concluded that the primary source of erosion was from the relentless forces of small boat wakes and tidal flow against the riverbank.

Following the site visit, the MSDT employed several advanced computer design methods to fast track the project design. For example, civil engineering technician Rhonda Brasch used AutoCAD Civil 3D to develop three dimensional topographic design models and design engineer Don Hanson used GeoStudio software to analyze the slope stability of several design alternatives. Consequently, using technology and dedicated efforts of team members, the MSDT completed a preliminary design in November 2006 and a final design in February 2007.

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Multi-State Design Team...continued

The design requires the construction of bank protection along approximately 1,200 feet of the Kongnignanohk River. Construction will include the placement of 10,000 cubic feet of rock riprap and bedding. Since water transportation provides the only construction access to the site, materials will be barged from quarries a distance of one hundred miles or more along the coastline.

Funded through the Emergency Watershed Protection Program (EWP), the estimated cost for the project ranges from \$2 million to \$3 million. NRCS Alaska plans to open construction bids in July, in anticipation of construction this fall.



Aerial view of Kongniganak and Kongnignanohk River

Multi-Species Grazing Conference and Field Day

On May 8, 2007 Big Bend RC&D, WSU Extension, Healing Hooves LLC, and Barker Ranch hosted a multi-species grazing conference followed by a field day on May 9 in the Tri-Cities area. The conference focused on using goats and cattle as a tool in an integrated approach to managing unwanted plant species commonly called noxious weeds.

Topics that were covered by nationally recognized goat and cattle graziers included:

- Management and marketing of meat goats
- What you can accomplish with goats
- Grazing and browsing principles
- Fencing, water and mineral needs
- Use of guard dogs
- Contract vegetation management; fee grazing
- Range monitoring
- Creating wildlife habitat

The Barker Ranch, located near Richland, Washington, is a 2,000-acre hunting ranch bordering the Yakima River that creates artificial wetlands to attract waterfowl. It was one of the sites used in a 3-year USDA Sustainable Agriculture Research and Education grant funded study conducted by a partnership of organizations to evaluate the use of multi-species grazing (i.e., goats and cattle) in conjunction with mowing and herbicides to control invasive plants, such as Russian olive, bulrush and perennial pepperweed.

Field Day topics included on-the-ground demonstrations of the following:

- How to build and troubleshoot an electric fence
- Plant preferences of goats
- Body condition scoring of goats
- FAMACHA training (i.e., a visual internal parasite diagnosis technique)
- Range monitoring technique and browsing planning

Speakers included: An Peischel, Tennessee State University Extension Goats and Small Ruminant Specialist, Nashville, TN; Roger Ingram, University of California Farm Livestock and Natural Resources Farm Advisor, Auburn, CA; Craig Madsen, owner of contract vegetation Management Company, Healing Hooves, LLC, Edwall, WA; Doug Warnock, Consultant/writer and former WSU Extension Livestock Agent, Walla Walla, WA; Michael Crowder, M.S. Wildlife Management and resident manager of Barker Ranch, W. Richland, WA; and Amy Hummer, M.S. graduate student at WSU Tri-Cities, Richland, WA who worked on SARE Multi-Species Grazing project at Barker Ranch

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