

Natural Resources Conservation Service

CONSERVATION footprints

A quarterly publication by, for, and about NRCS-WA employees.

Pollinator Health

By Pamela Pavek, Conservation Agronomist, Pullman Plant Materials Center

Pollinator health continues to be a subject of concern among commodity crop groups, agricultural researchers, conservationists and the President of the United States. In June of last year, President Obama issued a memorandum to create a strategy for multiple federal agencies to promote the health of honey bees and other pollinators.

The [memorandum](#) requires the establishment of a Pollinator Health Task Force, which includes a Pollinator Research Action Plan, a Public Education Plan, Public-Private Partnerships, and Increasing and Improving Pollinator Habitat. Several NRCS-affiliated programs, such as the Environmental Quality Incentives Program, the Conservation Stewardship Program and the Conservation Reserve Program, include practices for increasing and improving pollinator habitat. Many of the



A red-belted bumble bee and two blister beetles on a blanketflower. (photo: Pamela Pavek)

practices not only benefit pollinators, but also benefit other wildlife such as upland bird species like sage grouse.

The Pullman Plant Materials Center (PMC) has been conducting research on pollinator habitat since 2009. We have evaluated species for habitat and habitat establishment techniques in multiple counties throughout our

service area. One of our most successful projects has been a study to evaluate the use of no-till techniques to establish native forb species in existing CRP fields. The motivation for the study came from the owners of a native seed farm in Latah County Idaho, Wayne and Jacie Jensen, who are also very successful, conservation-minded no-till

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A Message from Roylene



Spring has finally arrived! And with it, a whole new round of conservation.

For the first time since I've been a state conservationist, we

are starting the year with a balanced budget. We usually start out in a deficit and as the year goes by, we pick up additional program dollars to become whole. This is exciting for us, because it allows us to make important decisions at the beginning of the year rather than catching up at the end.

I just finished the last of the roundtable meetings with NRCS employees this year. Thank you, everyone, for taking time to talk with me and share your concerns and recommendations. I really enjoy our conversations. Remember, you can send your comments to me at anytime using the [Employee Connection](#) email.

Pollinator Health

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farmers. They desired to increase the diversity of their CRP fields by planting native forbs without tillage. Their CRP fields, being in the Palouse, are moderately steep to very steep.

The Pullman PMC teamed up with the Jensens, created a study plan and found two experimental-sized no-till drills to try. In October 2010, we planted the study on three glyphosate-treated CRP field sites, including one 20-year-old stand of intermediate wheatgrass and two 7-year-old stands of native bunch grasses dominated by bluebunch wheatgrass and Idaho fescue. We planted 16 species of native Palouse Prairie forbs at the three sites with the two no-till drills (a Cross Slot® and a Great Plains® double disk) and two seedbed preparations (mowed and not mowed) in a split-plot design. All plots were treated in Year 1 with a grass-selective herbicide to kill re-growing perennial grass and grass weeds. Mowing was also used as a weed control method at two of the sites.

During three years of data collection (2011 to 2013) we observed the number of forbs steadily increased at all three sites. There were no consistent differences among drill types used, and no overall effect of mowing as

a seed bed preparation method. Seedlings established more rapidly at the site with a previous 20-year-old stand of intermediate wheatgrass than at the two 7-year-old stands of native bunch grasses, which may have been due to lower weed pressure. The intermediate wheatgrass site met CRP certification requirements (3 to 5 plants per square foot) by Year 1, however the two bunchgrass sites did not meet requirements until Year 3. This tells us several years of establishment may be required before determining stand success.

We are continuing to monitor the study sites and treat them with appropriate herbicides for weed control as necessary. In Year 4, we observed an increase in vole predation, and species such as lupine, yarrow, and blanketflower are establishing outside of the planted area. Idaho Fish and Game is planting a large-scale, follow-up study this year to determine if the most cost-effective and available species will result in similar success. Minimizing seed cost is a priority.

The Pullman PMC staff is available for tours of the PMC Pollinator Habitat Demonstration Planting and on-site pollinator habitat trainings.

Welcome New Employees:

Linda Willand, hired as Office Automation Assistant in the Spokane State Office, effective 12/14/14.

Elayne Hovde, returned to WA NRCS as Resource Conservationist in Wenatchee effective 1/11/15.

Weaverling Spit Restoration Project – Samish Indian Nation



Part of the native vegetation restoration.

Both articles submitted by Kathy Smith, Forester

Weaverling Spit is now a conservation area set-aside for the Tribe, and has been an important site over the centuries for the Samish as evidenced in both tribal history and archaeology. NRCS is happy to have played a part in helping them to restore its native vegetation. Prior to NRCS involvement, the Tribe removed almost 27 tons of English ivy, as well as derelict buildings, including a former dance hall and several cabins.

In 2012, the Samish applied for an EQIP grant to further the restoration, signing a contract that included more invasive species control as well as planting and care of native trees and shrubs. The Spit is the driest of western Washington forest sites: the Douglas-fir – Pacific madrone ecological site, so appropriate shrub species such as oceanspray, Cascade Oregongrape, woodland strawberry and kinnikinnick were planted along with lodgepole pine, Douglas-fir and Pacific madrone. The Tribe reports that the biodiversity of the Spit has already improved, with evidence of deer, otter and coyote use as well as improved forage fish and migratory bird habitat. Perhaps best of all of these is an active bald eagle nest on the restoration site!

Qwuloolt Estuary Restoration Project – Tulalip Tribes



Part of the Qwuloolt levee restoration.

In 1998, NRCS acquired a Wetland Reserve Program easement on approximately 280 acres abutting the Snohomish River from the dairy farmer who owned the property; the Tulalip Tribes subsequently purchased the property and other adjacent properties to restore the function of this important estuary. Many partners are involved in this ongoing restoration of over 400 acres, including local, state and federal agencies.

Much of the basic restoration work such as site de-leveling, swale contouring and mound creation has been completed; some, but not all, of the native shrub and tree species planting has also been completed. Construction of the setback levee is ongoing and expected to be completed by mid-2015. The final phase of the restoration will be to lower and breach the decades-old levee along river at the southern boundary of the property; it hoped that this will happen in late 2015. As the Tulalip Tribes so aptly phrased it, "This project will return natural hydrologic processes to the ecosystem, thereby initiating the restoration of estuarine habitat at Qwuloolt, as manifested by the re-establishment of associated native salmon, wildlife and plant communities."

Goodbye and Good Luck:

Bruce Lindsay, Soil Scientist in the Mount Vernon MLRA Office, retired effective 12/26/14.

Darren Mitchell, Soil Conservationist in the Ephrata Field Office, resigned effective 12/30/14.

Amanda Ettestad, District Conservationist in the Zillah Field Office, accepted a new position with Utah NRCS effective 12/28/14.

Jan Carlson, NRI Specialist in the Spokane State Office, retired effective 1/2/15.

Deb Virgovic, State Fisheries Biologist in the Mount Vernon Field Office, resigned effective 1/21/15.

Seth Benge, Soil Conservation Technician in the Yakima Field Office, accepted a new position with Georgia NRCS effective 1/25/15.

Eric Johnson, Soil Conservation Technician in the Mount Vernon Field Office, resigned effective 1/27/15.

Celeste Acord, Rangeland Management Specialist in the Okanogan Field Office, accepted a new position with the Farm Services Agency effective 3/21/15.



Safely Examining Soils for Soil Health

Submitted by Brad Duncan, Assistant State Soil Scientist

Soil health, also referred to as soil quality, is defined as the continued capacity of soil to function as a vital living ecosystem that sustains plants, animals, and humans. This definition speaks to the importance of managing soils so they are sustainable for future generations. To do this, we need to remember that soil contains living organisms that when provided the basic necessities of life - food, shelter, and water - perform functions required to produce food and fiber.

Here in Washington, producers are looking more closely at soils on their land. Soil profiles can be examined with hand tools such as shovels and augers, but in some instances a larger excavation may be needed for field tours or maybe just to see a larger area of the soil profile.

If larger excavations are needed, operators need to be aware of safety issues when using backhoes or excavators.

For the safety of the operator and people that will be involved in entering excavations, please click on the link below for safety procedures when doing excavations.

[Read more here.](#)

Yakama Nation Closed Area Soil Survey

Kelley Paup-Lefferts, MLRA Soil Survey Office Leader

The Yakama Nation is located in eastern Washington State and covers an area of approximately 1.3 million acres, of which about 1.1 million acres is the Yakama Nation Closed Area soil survey. The closed area soil survey gets its name from the fact that most of the land in federal trust within the soil survey boundary has been set aside from the development of permanent structures by the Yakama Nation Tribal government and reserved for exclusive use by the Yakama people.

It covers Major Land Resource Areas (MLRAs) 3, 6, 7, and 8, from the top of Mount Adams to approximately a mile southwest of Mabton, Washington. It has great diversity in landforms and geology. Elevation ranges from approximately 12,200 to 1,500 feet with precipitation ranging from approximately 100 to 7 inches.

The original Memorandum of Understanding (MOU) for the Yakama Nation Closed Area soil survey (originally called Yakama Indian Reservation, Washington, Parts of Yakima and Klickitat Counties) was signed in 1981 and field work began soon afterwards with completion around 1989. The soil scientists who completed the field mapping were contracted by the Yakama Nation and NRCS was responsible for correlation and quality assurance activities for the project.

The Yakama Nation, Bureau of Indian Affairs (BIA) and NRCS cooperated to gather the completed field collection data, complete quality control and assurance of field data, conduct workload for project completion, final correlation and SSURGO certification of soil survey project, which was achieved fall of 2014.

During the process of the project we were able to create over 40 new soil series and this created an opportunity to use the Yakama language to develop names for the soil series. As stated by the DNR Deputy Director, Yakama Nation, "Like the link between soil and plants, there is a link between our Yakama natural resources and the Yakama language. I believe a respect for, and the use of, the Yakama language results in improved natural and cultural resource management." So when you see a soil name like Xasya, Tiicham, Nchitaak or Wakamuticham, make sure to look in the 'Series Proposed' section of the Official Series Description because you will find information about the meaning of the Yakama word.

The project is not yet fully completed, with the manuscript projected to be completed by fiscal year 2016, depending on agency priorities and workloads. To obtain soil survey information for the Yakama Nation Closed Area project you can contact the Yakama Nation natural resource department.

Washington State Drought in 2015

Submitted by Scott Pattee, Hydrologic Technician

What do we know about this so-called drought? Let's explore the facts:

Statewide snowpack is at only 25% of normal but precipitation is over 100% of normal. Right now you walk outside and it may be drippy rainy or sunny but either way the ground is saturated and streams seem to be flowing just fine.

Even so on March 13, 2015, Governor Jay Inslee instructed the state Department of Ecology to declare drought in 3 regions in Eastern Washington ([Wenatchee](#), [Entiat, Yakima & Walla Walla drainages](#)) and the Olympic Peninsula.

So let's back up a little and clarify the facts of this decision.

All things water resource-related in Washington are governed by DOE and under state rules, as relates to drought, is the Executive Water Emergency Committee appointed by the Governor. Under this leadership is the Water Supply Availability Committee which is composed of representatives from state and federal government agencies, as well as non-governmental agencies and municipalities.

This committee is tasked with being the initial clearing house for identifying drought problems around the state and meets on a regular basis throughout the fall and winter to track current and forecasted conditions. When conditions are favorable, no additional action is taken; however, in a year like we are experiencing now, the committee identifies trouble areas and makes recommendations to the EWEC who then elevates it to the Governor's office for action.

So just what is the trigger to justify a drought declaration?

"Water supply conditions where a geographical area or a significant part of a geographical area is receiving, or is projected to receive, less than seventy-five percent of normal water supply as the result of natural conditions and the deficiency causes, or is expected to cause, undue hardship to water users within that area. [WAC 173-166-030(2)]"

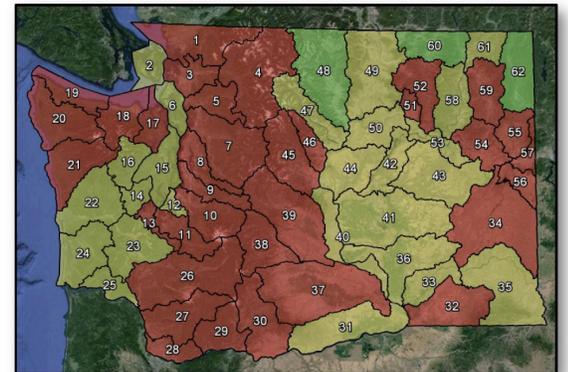
So how does the WSAC determine the exact geographical areas that may have water resource troubles? The "Geographical Area" can be natural or political. Examples are:

- The state of Washington
- Counties
- Water resource inventory areas (WRIAs) as defined in chapter 173-500 WAC
- Individual watersheds which constitute only a portion of a WRIA but whose boundaries can be topographically described.
- Groundwater management areas and subareas as defined in chapter 173-100 WAC.
- Designated sole source aquifers
- Combinations of the above areas

Over time, the committee also has the option of modifying the geographic extent of the drought declaration by adding new areas or appealing areas. Regardless of how large or small the declaration is, the drought order is limited to one year from the time of issuance.

At the last WSAC meeting in March, the committee reviewed current conditions in all 62 WRIAs in the state. Using the criteria listed above and paying close attention to areas that are 1) snowpack dependent and 2) time-sensitive in

Recommendations from WSAC where watersheds are likely to be below 75 percent of normal supply by WRIA



March 10, 2015

regards to irrigation planning and state regulatory response time, WSAC identified 34 WRIAs that are likely to experience troubles. Historic emergency drought activity from the most recent declared droughts in 2001 and 2005 was also reviewed. A map of watersheds likely to be below 75% of normal streamflow was developed from these conversations.

DOE is responsible for issuing water rights and well drilling permits which normally spend many months under review before being issued. At the time of a drought declaration this process is expedited. DOE provides funding to lease water rights to irrigators or back to instream flows for fisheries management. They also provide technical expertise and grants for drilling emergency wells and deepening existing wells. Along with agriculture and fisheries response DOE can assist municipalities with drinking water supply enhancement.

NRCS can also play a role in drought management and recovery by working with land owners and irrigators to improve efficiencies in irrigation systems and providing irrigation water management plans. Range management plans can also help ranchers to better use pasture lands and to manage or improve livestock watering systems.

NRCS Harnesses the Power of Partnerships

Submitted by Sherre Copeland, Partnership Liaison

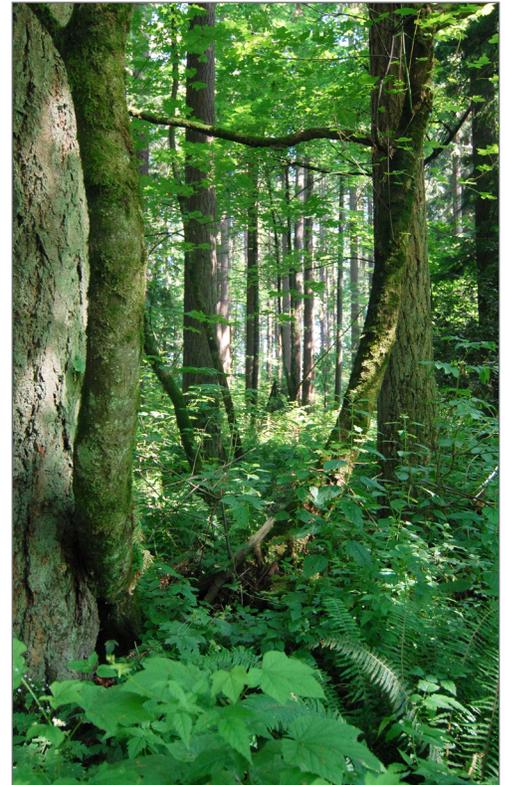
More than in any previous Farm Bills, the Agricultural Act of 2014 encourages the federal government to partner with local government and non-government entities to stretch the federal dollar and get more done in America. Two new opportunities, the Regional Conservation Partnership Program (RCPP) and the Joint Chiefs' Landscape Restoration Partnership focus on locally lead initiatives and harness the power of partners who can contribute financial and technical resources to solve local natural resource problems. Establishing innovative public-private conservation partnerships through these programs expands the scope of conservation work and accelerates the rate of implementation.

The conservation-minded mentality of our partners in Washington, and their willingness to develop projects and contribute resources to their implementation, will more than double the ~\$25 million federal investment in conservation over the next three to five years. An overwhelming number of applications for RCPP projects lead to six funded projects that will involve conservation work in WA. Project summaries can be [found here](#).

This year too, WA received funding for a project under the Joint Chief's Landscape Partnership, which brings joint agency focus (NRCS and US Forest Service) to reduce wildfire threats, protect water quality, and improve wildlife habitat in areas where private and public lands meet. The Northeast Washington Initiative in the Colville National Forest will reduce and mitigate wildfire threats on public land adjacent to private lands in Ferry, Stevens and Pend Oreille counties. Collaborating partners include Washington Department of Natural Resources; Bureau of Land Management; Washington Department of Fish and Wildlife; NE Washington Forestry Coalition; Conservation Northwest; Avista; Boise Cascade; and Vaagen Bros Lumber Inc.

Summaries of all projects selected can be [found here](#).

Also, congratulations go to Okanogan Conservation District who was recently awarded over \$300,000 for a National [Conservation Innovation Grant \(CIG\)](#) to evaluate cover crops in the low-rainfall area of eastern Washington. Cover crops can be effective to build soil organic matter, reduce soil temperature and fertility inputs, and improve farm sustainability. However, cover crops in low rainfall regions actually have the potential to reduce soil moisture and therefore may reduce the yield of the successive crop. Cover crops have not been widely evaluated in the 8 to 12-inch, non-irrigated rainfall zone, and as a result, producers in the Inland Northwest have been hesitant to integrate them into their production systems.



Through the Joint Chief's Landscape Partnership, forest land in the Colville National forest will be protected from wildfire in the years to come.

This CIG project will examine the feasibility of planting cover crops in the low-rainfall, non-irrigated wheat-fallow region of Washington.

We are proud of the conservation partners and are thankful for their contributions that will create a collective and beneficial impact on natural resources in WA. There is much work to do and together we will achieve common goals and desired outcomes.

Count Your Blessings!

Submitted by Eileen Jackson, Human Resources Officer

All of us grumble now and then about our jobs, it's only human, and certainly there is a constant stream of things that could use improvement. Sometimes, though, it's good to stop and give thanks for the positive aspects of our employment. Beyond just earning a steady paycheck, NRCS employees are blessed in many ways and with many benefits not always offered elsewhere. Some of those items include:

Annual pay raises and within grade increases. OK, we had a freeze there for a year or two, and we all agree that the annual pay raise could certainly be bigger and better, but just by showing up we are all almost guaranteed some sort of salary increase each year.

Generous leave policies. Those of us who have held private sector jobs realize just how awful it can be to be sick, or have a sick child, and not get paid for that absence. It can devastate the family budget. And paid vacation? Hard to come by in many non-federal jobs. Working for NRCS you have one of the most generous leave policies on the planet. Not only do you earn paid sick leave and annual leave, you can earn credit leave, comp time, comp travel, and more, and can even use your leave to take care of family members in many situations. And if something truly catastrophic happens to you and you run out of leave? Other employees will probably keep you in pay status through the leave transfer program, so you can continue to pay your bills while you concentrate on your health. Try finding that package elsewhere!

Awards. Again, we had a freeze for a year or two, but in general NRCS runs a consistent awards program.

In 2014 WA NRCS paid out over \$70,000 in performance and spot awards. Sure, not everyone got one, but that's a pretty good 'extra'. And being publicly recognized for the great work you do? Priceless!

Paid holidays. Many people get Thanksgiving and Christmas off, but Columbus Day? President's Day? As a federal employee you get 10 paid holidays per year. As an NRCS employee you also were authorized an astounding 28 hours of extra paid time off in 2014 due to early releases. Even if you didn't get an award that's still a \$500-\$1,000 bonus (depending on your salary rate). These were not guaranteed hours, these were granted to you through a management decision that was purely optional (and generous!) and as a way of showing you how much NRCS appreciates what you do.

Flexible work schedules. Very few private sector jobs allow the kind of flexibility NRCS does. Most will dictate your exact schedule, allow little or no flexibility, and give you all kinds of grief if you need to deviate in any way. At NRCS you have options. Want every other Friday off? Choose a 5-4-9 schedule. Tend to run late in the morning or sometimes need to leave a bit early, or want the option to earn credit leave to use later? Choose a flexible work schedule. Want a nice straightforward 8 hour schedule? Choose a fixed schedule. Sure, your supervisor gets the final say, but 90% of the time your supervisor is going to work with you to develop a schedule that works for both you and the agency, and you're seldom going to be asked to work nights or weekends. Can you say sweet?

Transit Benefits. Right now NRCS WA pays the bus passes or van pool fees for approximately 10% of employees state-

wide. This is a small program and not a good fit for everyone, but if you are an employee who uses (or could use) public transit this program can save you a couple hundred dollars a year. If you're not already participating, look into this option. You could be doing both your wallet and the environment a favor!

Telework. Many of us used to just dream of this option, but now it's a reality. When it makes sense for you and the agency you can work from home, or from an alternate worksite. How cool is that? I guarantee many of your friends will envy the 64% of you who are authorized to telework when appropriate, and the 36% of you who actually teleworked last month. Just skipping the commute is a wonderful perk, let alone being able to work in your pajamas and bunny slippers if you want to!

Employee Assistance Program. This is another small benefit but it should not be overlooked. This program allows not just you, but your family members as well, to get independent, confidential help, guidance, and support in a wide variety of situations. Stressing over finances? Overwhelmed with elder care issues? Facing a catastrophic life event? The Employee Assistance Program not only offers the comfort of having a neutral 3rd party to talk to, it offers real resources and solutions to help you navigate your way out of the problem, and this service is usually offered at no cost to you.

Diversity. You might not have noticed, but USDA's workforce today is more diverse, inclusive, and reflective of the public we serve than at any time in the past. A recent report shows an 83.28% increase in the hiring of minority employees in USDA (up from 17.82% in 2013 to 32.66% in 2014), and an increase

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Congratulations on Promotions or New Assignments:

David Munsell, selected for reassignment to the Cultural Resources Specialist position in Olympia effective 3/8/15.

Carolyn Edenbo, Soil Conservationist in the Pasco Field Office, promoted effective 3/8/15.

Items of Interest:

Lisa Schuchman was Detailed as Acting District Conservationist in Chehalis from 11/2/14 to 2/28/15.

Sandy Crusch was Detailed as Acting State Administrative Officer in Spokane from 11/10/14 to 3/7/15.

Corey Bensen was Detailed as Acting District Conservationist in Zillah effective 12/29/14, not to exceed 4/26/15.

Anitra Gorham was Detailed as Acting District Conservationist in Chehalis effective 3/2/15, not to exceed 6/29/15.

Peter Bautista was Detailed as Acting State Administrative Office in Spokane effective 3/9/15, not to exceed 7/6/15.

John Kouns was Detailed as Acting NRI Specialist in the Spokane State Office effective 3/16/15, not to exceed 7/13/15.

Count Your Blessings

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Federal employees are offered some of the best health insurance plans out there.

in veteran hiring from 9.99% in October, 2013 to 14.19% in September, 2014. This may not seem to impact you but it does. If you're in one of these groups it might mean you have increased opportunities, but even if you're not in one of these groups you benefit by being exposed to new viewpoints, new ideas, and new ways of doing things, and a more tolerant environment all around. I don't know about you, but I'm proud to work for an agency that supports diversity and inclusion. It makes me feel better about myself and my work life. Diversity benefits us all.

Camaraderie and Communication.

We hear all of the time about the wonderful 'family' that is NRCS. Look around you, the people you work with are some of the nicest people anywhere, will generally go out of

their way to help you when needed, and the culture of NRCS is friendly, approachable, and 'real'. And in Washington State we have another blessing, in that open communication is not only expected, it is actually modeled. Most supervisors have an open door policy, SLT meeting notes are published for all to see, Roylene holds all-employee meetings at least quarterly to brief us all on what is coming down the pike, and leadership holds annual Roundtable sessions where each of us is free to ask even the most sensitive questions and get our concerns addressed. Sometimes it feels like we have too much information (and certainly too many emails!), and finding the right level of information sharing can be challenging, but employees who have worked for other agencies or other states will tell you that WA does a way

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better job of communicating than many other organizations.

Training. Okay, I can hear you grumbling right now about Aglearn. Still, training should definitely be considered when you're counting up the positive aspects of your employment. NRCS Washington dedicates \$100,000 to \$200,000 every year to get our employees the training they need to be the best in the world at what they do. Sure, it's work, and you don't always get the training you requested, but that's a hefty investment in you, and helps you be more marketable, more competent, and more confident in your daily work environment.

Federal benefits. We have some of the best (tax-free!) health insurance plans available anywhere, new employees are eligible to sign up for life insurance even if they have pre-existing conditions, we have access to Long Term Care and Flexible Savings Account options, and let's not forget the Thrift Savings Plan, which has the potential to make you a millionaire by the time you retire. Wow!

Retirement. And speaking of retirement, pension plans are getting more rare every day in the private sector, but most NRCS employees have a wonderful parachute under either the CSRS or FERS retirement plans. Sure, you contribute, but so does the agency, and when you go to retire you will have at least some sort of safety net beyond Social Security. And if you become disabled or unable to work? You'll probably be eligible for a disability retirement to help you through. This is no small thing, it can totally change how you live your life down the road. All brought to you courtesy of the U.S. Government and NRCS.

The NRCS mission. Last but not least, let's talk about the NRCS mission. We are lucky to work for one of the most awesome agencies out there, and many of us are downright passionate about our jobs. The work we do benefits our customers, the environment, and future generations. Helping people

help the land - how many private sector employees, or even other federal employees, can say that? Some of you even get to work outside, on the land, looking at trees, rivers, hillsides, and the other great views Washington State has to offer. Beats a desk job at the IRS any day!

As you can see, we all have a lot to be thankful for. Next time you're frustrated with your boss, upset at agency policies, or unhappy at your desk, remember almost everyone needs to work at some job or another. You might not like everything about your particular job but it comes with a lot of positive aspects, so take that into consideration when you're considering your alternatives. I know I feel better already.

Items of Interest Continued:

Several members of the WA Administrative Staff are currently Detailed to National Service Delivery Teams as part of the NRCS Administrative Transformation effort. They are:

- **Billy Burr**, 100% Detail to the new National Accounts Receivable Team.
- **Amy Smith**, 100% Detail to the new National Contracting Team.
- **Nancy Burnett**, 100% Detail to the new National Accounts Receivable Team.
- **Na Yang**, 75% to the new National Accounts Payable Team.
- **Debbie Williams**, 100% to the new National Grants and Agreements Team.

Ticks are Out!

Submitted by Richard Fleenor, Plant Materials Specialist

It looks like ticks are out in force already. Our early spring may have something to do with it. I was out checking fences on March 27th and found a tick crawling up my leg, my first of the season. Ticks can carry diseases so take precautions when out in the field. Wear light clothing, long pants, and use an insect repellent. When you get home check all your cloths and your body for ticks. It takes several hours for ticks to attach themselves so there's a good chance, if you have any, they will still be crawling around on you looking for a place to attach. Check this [website](#) out for more information on ticks.



Have your own conservation success story?

Our successes do not end when we implement a conservation plan. An important aspect of conservation success includes "showing-and-telling" the work we've accomplished. "Highlights in Conservation" is a quick submission process which will help facilitate capturing our accomplishments, like those above. View and download the [submission form](#).

We hope you have enjoyed the employee submitted articles highlighted in this issue of Conservation Footprints. Please feel free to [submit your comments](#), suggestions and/or new articles for an up-coming issue of this newsletter. [View past Conservation Footprints publications](#).