
Reclamation Biologist Participates in Western Yellow-Billed Cuckoo Migration Study Featured in Western Bird Magazine



Vicky Ryan, Biologist at the Bureau of Reclamation's Albuquerque Area Office

By Susan Kendrick
Albuquerque Area Office

A study on the migration of the Western Yellow-billed Cuckoo bird was the subject of a recent article published in Western Birds magazine.

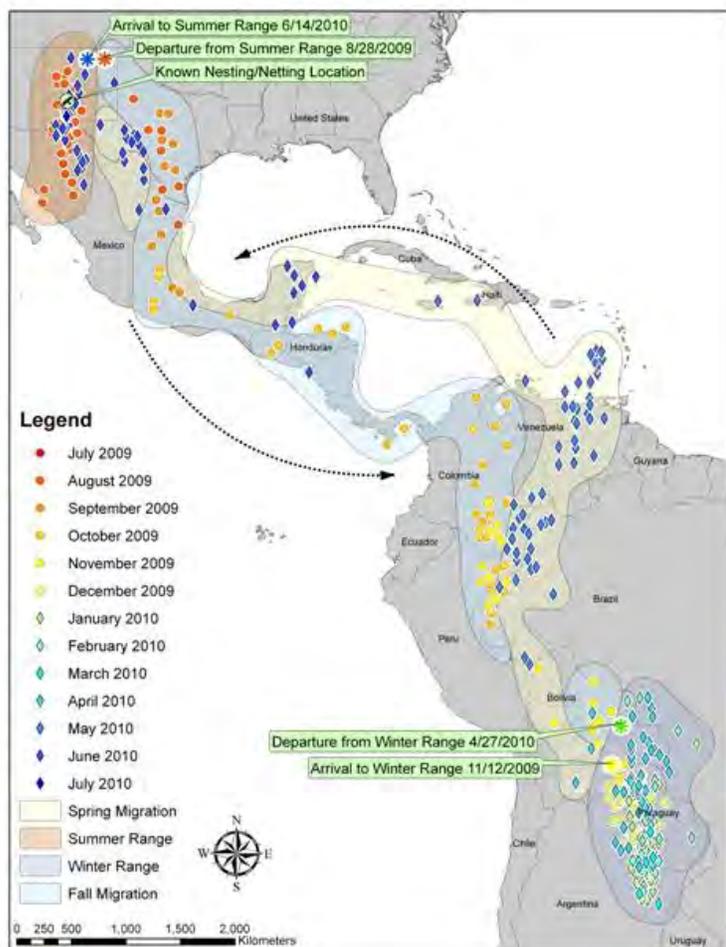
Vicky Ryan, Biologist at the Bureau of Reclamation's Albuquerque Area Office (AAO), said she was thrilled to be part of the project. "It was a pro-active study, and I felt privileged to represent the Bureau of Reclamation and learn more about a species about to be listed under the "Endangered Species Act."

Thirteen breeding Yellow-billed Cuckoo birds were captured near Elephant Butte Reservoir on the Middle Rio Grande in 2009, so that researchers could study their migration strategies and understand the



ecology and conservation of migratory birds across their entire cycle. Miniaturized light-level geolocators were used instead of the old, outdated tracking methods. These Western Yellow-billed Cuckoos are a sparse and suffering bird with declining populations. In 2010, one Yellow-billed Cuckoo was recaptured and data was downloaded and analyzed from the year of travel that was recorded on the geocator.

The Western Bird article went into detail on the accuracy of the geolocators, the migration routes and wintering areas, the movement patterns. So what did they discover after a year of study and tracking?



“After the equinox (early October) it moved through the Mexican states of Queretaro, Hidalgo, and Guerrero. It then traveled through Central America and arrived in northern Colombia on or about 18 October 2009. By mid-November, the bird had traveled south along the east side of the Andes through central Colombia, northeastern Peru, western Brazil, and western Bolivia. The overall estimated maximum distance traveled during fall migration was 7250 km. The minimum estimated migration rate (maximum distance traversed divided by estimated numbers of travel days) was 94 km/day.”

The cuckoo then spent 5 months in a winter range that included Bolivia, Brazil, Paraguay, and Argentina. The estimated maximum distance it traveled during this period was 1050 km.

The bird island hopped through the eastern Caribbean before heading back to Mexico. It entered Texas in June 2010 and then followed the Pecos River up before finding its way back to the Middle Rio Grande by mid-June.

“In the end, it’s pretty amazing that a little 12 inch bird weighing in at only 75 grams can travel so incredibly far in such a short timeframe, and then wind up within a mile of its original location the previous year,” Ryan said of the bird’s 7,750 km journey.

If you’re interested in learning more go to the Western Birds website at <http://www.westernfieldornithologists.org/journal.php>. The article appeared in Volume 43-1.

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U.S. Department of the Interior
Bureau of Reclamation

Drilling Crews to Work on Blue Mesa Dam



Drilling crews will be working on the crest of Blue Mesa Dam, starting on September 12, 2012, and continuing through about October 2, 2012. Workers will drill three sample holes and install instrumentation in one of the holes to monitor the dam.

The information gleaned from the core samples and instrumentation will be used by Reclamation for consideration of short and long-term performance of the dam related to dam safety and security measures. Studies like these are an ongoing effort by Reclamation to protect the public investment in water and hydropower projects. To varying degrees these, and similar tests, occur on all Reclamation dams throughout the West.

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Thoughts from the Front Office

Howdy. Yesterday was a really good day – I hope it was for you too. Before you ask, here are just some of the reasons it was a really good day for me. It was my Dad's birthday (he is 87 and we had a very happy phone conversation – talked about grandkids & great-grandkids, tree ripened peaches, my pear tree grafting experiment, his really hot weather (106 in the shade), his pastures with too many weeds & not enough grass, how much we love each other – well, you get the gist. It was also a really good day because Ginny Little and Fred Liljegren were back at work (smiling and with twinkles in their eyes), Terry Farnham showed me an "Older Than Dirt" hat, and so many folks sat down with me to explain what they are doing (and they patiently answered my questions so that I could understand their work and their accomplishments). Yes, it was a really good day.

Scattered throughout that really good day were several bits of information that I want to share with you. Fiscal year 2012 is ending and FY 2013 is about to begin. Collectively, all of us in the UC Region accomplished much this past fiscal year (and much of it has been chronicled in various UC Today articles). As we begin FY 2013, let me remind everyone that while there may be budget and funding challenges to deal with, we must continue to find new, better ways to schedule our work and coordinate our efforts so that we accomplish things earlier in the year. To that end, we will be making a more significant, broad based use of Project Management principles and techniques – in other words, we will put into practice the things we learned in the training sessions held earlier this year. Also, the new, DOI financial accounting system called FBMS is being implemented in Reclamation now and through early FY 2014. This is a very important change to how we accomplish our budgetary and financial accounting (and so much more) – and I know that I can rely on everyone doing their part to make this a successful implementation experience. In summary, Project Management processes will help us plan, schedule, track and accomplish our work with a goal of constantly looking for ways to improve the efficiency of how we do our work. And, FBMS must be efficiently implemented so that it becomes a well functioning part of our daily work.

Now, there are many other things that are right around the corner – but, here's one that is in the "breaking news" category. As part of DOI's overall Information Transition, a new email system will be implemented. Let me freely admit that I am the last person that should be describing what, when, how this will be implemented; let me stop with the heads-up that this change is coming and will probably be happening in the next several months (more info will be coming as soon as our IT folks have the specifics to share with you).

What is the old axiom? "Change is the only constant." My guess is that FY 2013 will certainly fit that model. And, because I have such confidence in your abilities, because I have such faith in our ability to work as a team and adapt to the changes that we encounter – I know that a year from now, I will look back with you and we will all say "It was a really good year."

Cheers, Larry W.

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UC Orientation for UC/GP Regional Liaison



By Karen Radzykewycz

If you are to successfully represent an entity, you have to know it. That was the premise of my whirlwind 2-week orientation to the UC Region. There is a palpable value in experiencing the place where a project thrives or will soon be built. I experienced a glimpse of the projects through visual presentations and oral histories provided by the people that work daily to nurture the projects and also through such things as the feel of the dry heat and the moving water, the sounds of the turbines or pumps at the facilities, the tastes of the local cuisines, and even the smells of brine or endangered fish rearing. The enthusiasm of UC employees is as vast as the region that is, or will soon be, served by UC projects. What I have gained from my crash course in UC project features is something more than what the senses could detect. I began to know the ineffable feel of the UC Region, the consciousness of the land, and the atmosphere in which the projects exist. I saw the people's pride of ownership in the UC Region shining brightly, and I understood why it deserves respect. I feel honored to be the next Regional Liaison representing UC in the Washington Office.

Around the end of May and beginning of June 2012, I spend a short 4-day week visiting Utah. I was introduced to most of the UC Regional Office (UCRO) staff. UCRO employees took me to see A.V. Watkins, Jordanelle, and Echo Dams. I was also introduced to the Provo Area Office staff. Then, at the end of July and the beginning of August, I went on a road trip with Deputy Regional Directors Brent Rhees and Ann Gold. The week started in the regional office and we travelled in a big loop around the UC Region through New Mexico, down to El Paso, Texas and back, and then north through Colorado before heading home. We saw many project features and proposed sites and stopped at many Reclamation offices along the way. I won't embarrass myself here trying to describe the project



highlights to you as you just described them to me, but here is what the itinerary was for my second week of orientation:

Monday: Attended the Regional Director's staff meeting and met with Larry Walkoviak for overview of UC Region.

Tuesday: Visited the Albuquerque Area Office, Socorro Field Office, and Middle Rio Grande and Rio Grande project sites; toured the Elephant Butte Powerplant.

Wednesday: Visited the Alamogordo Desalination Test Facility and the Los Lunas Silver Minnow Refugium.

Thursday: Drove through the Navajo-Gallup Water Supply Project area, visited Window Rock, and toured the pumping plant for Lake Nighthorse on the Animas-LaPlata project.

Friday: Visited the Western Colorado Area Office in Grand Junction, their field office in Durango, and toured the new fish-rearing ponds in Fruita, Colorado.

On my return trip home to Montana, I finished up with a stop at Flaming Gorge Dam in Wyoming. Following my UC road trip, I can report with confidence that I feel well trained and ready for my assignment as the UC Regional Liaison. I thank each of you for the warm welcome and the concise and thorough project status updates. I know not how to sufficiently extol the UC staff that tutored me. I gained more than the bare essentials needed to do to the Regional Liaison job. I felt welcomed and accepted and truly a part of the UC Region. By the end of my orientation, I came to understand that I am a UC employee. I am delighted to be a part of it.



Fig. 1-Barry Longwell, Brent Rhees, Ann Gold, Karen Radzykewycz at Window Rock





Fig. 2-Rio Grande Diversion



Fig. 3-Elephant Butte Dam



Fig. 4-Ann, Barry, and Pat Page at Navajo Gallup



Fig. 5-Brent's proposed Navajo Gallup sitting

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U.S. Department of the Interior
Bureau of Reclamation



Fiscal Year 2013 Appropriations Update – Continuing to Continue on...

By Annie Lambert
Budget Officer
Upper Colorado Regional Office

The Bureau of Reclamation, along with all other government agencies will most likely be working under a Continuing Resolution (CR) for the first six months of fiscal year (FY) 2013. Before leaving for the August recess, House and Senate leadership announced an agreement to fund the government through a six-month continuing resolution in an effort to avoid government shutdown. Congress is expected to vote on the CR in September when they reconvene for a short session before returning home to finish campaign activities.

A Continuing Resolution is a type of appropriation legislation used by the Congress to fund government agencies if a formal appropriations bill has not been signed into law by the end of the Congressional fiscal year. The legislation provides funding for existing federal programs at current or reduced rates. The current proposed CR is expected to fund programs at the FY 2012 funding level.

When a CR is passed, it is important to pay particular attention to the language of that CR. The language is not always the same and stipulations are often added. We will know more about these stipulations when we view the actual language, but two things remain the same in every CR:

1. A CR only continues operations, it will not cover a new project/program that was budgeted in FY 2013 but had no funding in FY 2012.
2. If you had funding in a particular project in FY 2012 but did not request a budget for this same project in FY 2013, this funding will not be available to you during a CR.

In our experience, history has shown that the shorter the CR, the more restrictive the stipulations are for spending. Conversely, the longer the CR tends to be, the greater the flexibility for spending. The Regional Budget Group will keep you informed of any restrictions that may come about as a result of the pending CR, but with a six-month CR, it is anticipated there will be very little restrictions.

What does this mean for the Upper Colorado (UC) Region? How will it affect our ability to do our work? For the first six months of FY 2013 we will be receiving nearly one-half of the funding we received in FY 2012. Funding will only be provided for those programs/projects that are continuing in FY 2013. We will still remain watchful of administrative cost savings and fund restrictions (for funds unique to UC Region), but the really good news is that, overall, we will be able to conduct business “as usual.” We encourage you to obligate funds, process contracts, travel, and pay salaries just as we did in FY 2012. Plan your work and move forward in accomplishing good things in FY 2013.

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Upper Colorado Regional Office & Provo Area Office Administrative Support Council Field Trip



By Amee Baker
Upper Colorado Region

The Upper Colorado (UC) Regional Administrative Support Council (ASC) went on a field trip on August 21, 2012. The Provo Area Office (PAO) was gracious enough to support this field trip and took around the UC Regional Office and PAO to Wanship Dam (Rockport), Echo, and East Canyon Dam. First we went to Wanship, where Ed Vidmar met the group and talked about the dam and answered some questions. The dam is located on the Weber River, 1.5 miles south of Wanship, Utah, and has a structural height of 175 feet. Recreational activities, overseen by Utah Parks and Recreation, include picnicking, camping, swimming, boating, waterskiing, fishing, and hunting.

Then the field trip went to very low Echo Dam that is currently undergoing construction, where Curt Pledger, PAO Area Manager, and Mike Talbot met the group, Mike is the lead engineer overseeing the construction. Mike explained in detail the reason for the construction and took them around the site (downstream and onto the dam). The dam is located 42 miles southeast of Ogden, Utah, on the Weber



River 6 miles north of Coalville, Utah, and has a structural height of 158 feet. Recreational activities, overseen by the Bureau of Reclamation and Echo Resort, Inc., include boating, camping, fishing, and picnicking.

After lunch at a wonderful cabin/restaurant, Taggart's Grill in Morgan, the ASC group, Curt, and Ed, headed to East Canyon Dam. Ed talked about the history while they were able to walk out on the dam. It was an amazing view, even for those that were a little afraid of heights. The dam is located 12 miles south of Morgan, Utah, on East Canyon Creek, and has a structural height of 260 feet and a top thickness of 7 feet. Recreational activities, overseen by Utah Parks and Recreation, include picnicking, camping, swimming, boating, waterskiing, fishing, and hunting.

Special thanks to the PAO, Curt Pledger, Ed Vidmar, Mike Talbot, Jonne Hower for providing dam information, and the ASC Board for making this happen and a success!

Echo construction progress



East Canyon



Wanship



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Editors Note: Andy Wood, the UC Region's chief of the Security and Dam Safety Group, is also known by a second title: Lieutenant Colonel Wood. In his military capacity, LTC Wood, who is also a Green Beret soldier with significant Middle East experience, recently received his Master's Degree from the Army War College and is now gone from Reclamation on an extended military deployment in Libya. Keeping his promise to let us all know how he's doing, he sent UC Today a report with photos on his experiences in helping establish security for the newly re-opened United States Embassy following the overthrow of Muammar Qaddafi.

A Day in the Life of - Part 3



Legal Panel presiding over Conference on Judicial reform

Andy Wood
Regional Office

Finally! There they are, two vehicles with our mates are spotted behind us! One is silver and one black, we let them get a little closer until we are sure they see us, the DS Agent gets in.

Once more its game on! It feels good! The road surface kicks up dust as we launch away accelerating so our weight pushes us back into the seats. I check the rear view to make sure they are following. They see us and speed up to catch as we explode from the barriers at the



gate. We approach the hard surface road. 'Clear right!' the turn is made and we accelerate faster into traffic on a paved road. The other cars and trucks on the road quickly become obstacles, barriers and mere annoyances to our purpose. The DS agent is reaching over sounding the siren with one hand and driving with the other, he looks at me for a few extra seconds and I take over the job, no speech is needed here its just the look that communicates. We pass thru one intersection, then another. The speed and the traffic resemble Han Solo dodging asteroids in the millennial falcon. Tires screech. The opposing lane is used at times to get around slow trucks in our lane. This risks the obvious head-on collision, but speed is good and more speed makes the other moving objects appear slower. I am punching the siren for all its worth as if sound alone will make them move out of our way. The two vehicles behind us are losing ground. We dodge our way thru another intersection ignoring lights and barely avoiding hitting other cars. 'Come on, come on, catch-up'. People are dying! We have to make up for all that lost time and lost blood! I can tell my DS Agent has done well in his driving courses. But, Darn it! I begin to wonder about the guys behind us. There are some more close calls with other vehicles. Things appear as a montage of different vehicles with faces looking back at us in shock and annoyance. Just get the heck out of our way! Now, we enter a section of road where there is less traffic, the motion of our vehicle takes on the swallow movement of a skier on a downhill run. Checking the rear view again, they should be closing with us again but they still appear sluggish, crap, I guess it's mainly because we have taken advantage of the traffic situation first, and for them its only just beginning to open up. Whatever! If they cant keep up! Now, we accelerate in a straight line and trees on the boulevard blur in my peripheral vision. Beyond the trees are open fields and empty lots appearing on my side of the car. We slow to make the final turn and we are back on a dirt surface again. The Agent announces that we are close to the other compound. Now its time, ready to get hit. If there were a second ambush planned for us this would be the best place for it. This is the 'X'. The kill zone. The UK Embassy compound is still up ahead a ways. If they are going to hit the relief where will it come from? I pick up the M-4 by the pistol grip and front barrel handgrip keeping the barrel down at the floorboard between my legs. This is an armored car, so you can't shoot thru the windshield. You will have to dismount and get out of the car in order to return fire, I think to myself. That's why I prefer the soft skins. My eyes try to peer thru the walls of an old half torn down set of small buildings in the mostly empty lots. At this point my focus shifts to a 45-degree angle from the front to try and detect any sign of an ambush. There are places for people to hide and the most likely they are those old dilapidated buildings. Here speed saves lives. It's harder to lead a vehicle when they travel fast. My sensory overload from the traffic asteroid belt is gone. It's now my thoughts that control; what do I need to do if I see this, detect or that. These are things I can react to, back on the street with the metal asteroids on wheels there wasn't much I could do but simply react. In a way this is less stressful because my mind can process things now. I'm OK, if I am in a kill zone. It's more comfortable actually. At least I can think and stay alert by problem solving and contingency planning. If you get hit by a truck in the asteroid belt, you get hit there is nothing you can do about that. Here, I can react. Come on, you punks if you are still out there; let's see what you got!

I check the rear view and call out that the two vehicles in trail have made the final turn. Soon the gate to the compound is in sight. There is a mix of unarmed and armed guards. Some are locals that the UK has guarding their compound much like ours. We identify ourselves and get thru the first checkpoint then begin clearing the way for the follow-on vehicles. One of their



guards leaves and goes into their compound to clear us thru the gate for entry. We make it clear that there are two other vehicles that are right behind us with medial aid. We get quick thanks for coming from a British security guy. We open car and gate doors assisting the litter and medics into the compound. Our role is to open a way and then let them pass. Once they are thru we follow. Another one of the British says the entire perimeter is not secure and asks if we can help by posting ourselves at various places just outside the compound. There is a quick nod of our heads and we follow him thru the gate.

Here is where time slows way down. Everything appears in slow motion. The litter is being unfolded and a Medic is kneeling beside an injured man lying on his back. I noticed several of the men were in suits and there was a woman standing around also probably a wife of one of the political officers living on the compound. As we pass the man that was down, I noticed he had one arm across his chest with his hand under his armpit. There was an elongated pool of blood on the marble floor extending down to below his waist. More blood is smeared on he marble floor between where it appears he had been seated and his current resting place. There is another man seated next to this small outdoor table on the patio. It was weird looking. It appeared as if they were over for drinks and a bit of socializing. The seated man appeared tired with his head down, just staring off into space. It was like he didn't want to get up when everyone around him was moving or rushing around. His sleeves were peppered with blood that came from wounds under his shirt. As we passed a young girl was getting something to wipe up the blood off the floor at the request of her mother. It was all appearing in slowed movements. My brain tried to process what I was seeing. All I could think of was 'this is why we came, this is why we risked everything to get here as soon as we could'. I thought about the girl. From my quick voyage thru this surreal setting, it seemed like she was going to get something to clean up. It was as though there had been a table accident and someone had spilled a drink on the floor or something and there was this embarrassment. I wondered how little girl would remember all this. There were handshakes and thanks for responding quickly as words came out of mouths. I said something stupid like 'we are glad to be here'. I am not sure, but I probably met the UK's Ambassador to Libya. This is how it is when you are hyped up on adrenaline. You see things you cannot process. Time seems to take on unreal qualities, you see and hear but do not comprehend and cannot evaluate. You ears are messed up, vision is difficult to process and you feel awkward.

I praise the combat medics they can do the same things, only more. They will go thru the incident preparing to return fire and be part of combat. They can get comfortable like I was a few moments ago, then turn a re-focus and be comfortable with an injured person. It's all about shifting gears, moving out of one role and into the next.

I followed the chief security guy and others with guns. We peeled off in differing directions as he pointed to postings responding to areas of the compound he was concerned about, incase there was a follow on attack. Time seemed to come back to normal now. My hearing returns and once again, I can focus on what I can do to help. Having a task to perform was helpful. I took up a position outside another obscure back gate. It's me alone and I needed to cover a large area. So I began checking out my surroundings I was not going to just stand there waiting for someone to come at me. If there was anything out there I figured I better find it now. So I began searching and looking in people's yards, looking over walls and into fields. I was taking note of everything, was it good cover or concealment? What was it? Was it out of place? After



looking thru a small hole in a fence made of concrete blocks a dog on the other side ran up and started barking at me. Crap! Now that scared me! After jumping back and regaining my composure I realized that the dog was probably a good thing. This was one spot I could leave until later. If the dog alerted to me he probable would alert to other strangers coming to attack. I could move on and complete a quick check then come back. I wanted to keep moving not just standing still. I climbed up onto a jersey barrier forming a sally port at the gate area and looked over a wall into some neighbor's back yard. As I got down their Security Chief came by and he showed me who was posted to my right and to my left. This was good, he was a little surprised and impressed that someone of my rank had responded to the call. I guess that is an Americanism, or just expedient use of available people when things are needed everyone just pitches in.

Events came slower now as the afternoon wore on. I explored more of my surroundings and consulted again with their Chief, Security Officer. I kept thinking about what I said as we passed thru the patio. I must have sounded silly. I hoped it wasn't offensive. 'We're glad to be here!' Like it was a wedding party or some other celebratory occasion. Like it happens everyday or by an special invitation. Crap, why did I say that, of all things? I dismissed this line of thoughts thinking to myself, well, at least it wasn't a funeral. I kept telling myself its what were doing, not what was said when we got here.

Monitoring the radio calls and listening to the sirens it was about 20 more minutes before an ambulance arrived and then departed with the wounded men. On my way thru the patio I remembered asking how long it had been since the attack and they said that was about 20 minutes. I recalled thinking how I wanted to evaluate our response time for a critical analysis of our actions and possible changes to procedures. We stayed for perhaps an hour and a half then departed after they sorted out their security requirements. The press was arriving with cameras and staff as we were departing and we directed them to their PAO officer as we were leaving. I was glad to be leaving now but pitied them for the wave of questions and prying that was about to begin.

When I got back and took of my body armor my clothes were soaked like I had been in the water swimming. The body armor holds in heat and sweat. The good thing about taking it off is feeling lighter again. The marble on the patio floor was cleaned up when I came back through. The ancient marble steps that descended into the underground well would have to wait for another day.

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U.S. Department of the Interior
Bureau of Reclamation

Provo Area Office tours Echo Dam



Employees from the Administrative Division of the Provo Area Office participated in a tour at Echo Dam near Coalville, Utah, and Jordanelle Dam, north of Heber City, Utah, on July 18, 2012.

At Echo Dam, they were met by Area Manager Curt Pledger, who provided them with an opportunity to watch Reclamation's work and oversight of the Safety of Dams repair work being conducted at the damsite. The group was able to look at the outlet works and other parts of the construction activities and ask questions.

Next, the group met with two representatives from the Central Utah Water Conservancy District at Jordanelle Dam, north of Heber City, Utah. They were able to tour the powerplant and the top of the dam, where they viewed the penstocks and reservoir.

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Manage Better Through Communication

Good communication. It's crucial for a productive workplace. The most effective work teams develop open communication and collaboration. They also learn to resolve conflicts among team members. As a manager, you're in an ideal position to help improve such communication within your workgroup. As your communication skills improve, so will your effectiveness as a manager.

Seek to understand before being understood: Active listening is an important tool for managers. Team members can become frustrated if their views aren't being heard, respected and supported.

By consistently supporting good communication with team members, you can help the team stay on track and address conflicts and disagreements. Difficult conflicts are inevitable in the workplace. However, if you have an organized strategy for dealing with them, you can help make conflicts serve a constructive rather than destructive purpose.

This issue of *Your Source* introduces you to techniques that support better workplace communication, including:

- How to identify and work well with your team members' various communication styles.
- How to foster good communication at work, even in difficult situations.
- How to keep communication positive in your workgroup.

As a manager, you're a bit like the conductor of a symphony—you're helping many different kinds of instruments work together to accomplish a larger goal. By listening closely to what's going on in your workgroup, you can help improve the team's overall results.

Go online today! Log on to access *Communicating in the Workplace* and other helpful resources in the *Spotlight* section. There you will find tools that can help you move forward as a manager.



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Recognizing Different Styles

Being aware of different communication styles in the workplace can help you be a more effective communicator. You can do this by adjusting your presentation to the communication style of the other person.

Open communicators—These people tend to express their emotions and feelings freely. It helps to start with an informal conversation before getting down to business topics.

Reserved communicators—These individuals don't like to share personal information or what they think about things. You might limit your interactions mostly to workplace topics.

Indirect communicators—Often speaking more slowly, these individuals do not like loud, fast, or directly aggressive talk. They focus more on facts and figures than assumptions. Have data or evidence for backing up your suggestions, answers and views.

Direct communicators—They often talk more rapidly than indirect communicators. They are self-assured and don't mind taking risks. They are sometimes known as 'type A' personalities. With these individuals, get to the point quickly, be assertive in what you say, and provide solid evidence to back your points.

Communication Strategies for Resolving Conflicts

Whenever two or more people get together to do something, there can be disagreement about how it should be done. In the workplace, this means team members may have different ideas about how to reach the workgroup's goals. But if disagreements are not resolved in a healthy manner, the conflicts can linger, creating tension and disrupting work.

The Value of Conflict

While often not pleasant, conflict is a way that new ideas and solutions emerge. Without conflict, people can grow stale and unresponsive to the environment. Research shows that conflict is a necessary part of group development. It can move the group forward if you know how to confront it.

Create an Environment for Constructive Conflict

It's important for leaders to encourage open forums where disagreement is expressed honestly, and no one gets attacked on a personal level. If conflicts become personal, you should interrupt the process. Remind team members to focus on resolving work issues, not complaining about individuals.

Have a Conflict Resolution Strategy

Here are some techniques that can be part of your strategy for constructive conflict resolution:

- **Confront problems neutrally.** Set up time to discuss problems away from the daily work space.
- **Treat all participants with respect.** Your words can affect listeners positively or negatively. It's important to be sensitive to others' input.
- **Listen carefully.** Focus on and restate each person's position so you can be sure to understand their point of view.
- **Discuss alternative solutions.** List all possible solutions to problems. Don't pass judgment on "brainstormed" ideas. Conflicts should not be competitions.
- **Find common ground.** Agree to a compromise or solution that everyone in the group understands and can live with.
- **Get help when needed.** If a problem gets too emotional or out of control, consider asking for help from a neutral third-party mediator (e.g., human resources) in your organization.
- **Monitor the fix.** Once an agreed upon solution is put in place, track its effectiveness and make changes as needed.

As a manager, what is the best approach to take when team members openly disagree with your view?

- A. Ask questions about the team members' points, and also ask that they summarize your stated view.
- B. Remind team members that you are the supervisor, and your position should prevail.

The correct answer is A. Listen carefully to team members' remarks. Ask them to summarize your main points. This gives you the chance to pinpoint possible misunderstandings and it could lead to creative solutions!

Now That's an Idea!

Tips for Keeping Communication Positive

Always take the high road— Don't encourage gossip and/or negativity in your workgroup. Think and talk positively.

Search for win-win resolutions— Don't adopt a winner-take-all attitude in conflicts. Talk things out to develop mutually satisfying solutions.

Get it together— When a confrontation arises, it's okay to ask for a little time to cool down and gather your thoughts. Schedule a meeting for later.

Keep it objective— Be a facilitator rather than taking sides in a discussion or conflict. Act in service to the workgroup and you can help preserve relationships.

Keep it light— Try injecting some humor into meetings when you can.

RECLAMATION

Managing Water in the West

Wildland Fire Management

In the

Upper Colorado Region

Upper Colorado Leadership Team July, 2012



U.S. Department of the Interior
Bureau of Reclamation

GOAL: Complete “Fire Management Plans” for all Reclamation Lands by: 2018

RECLAMATION *Managing Water in the West*

Wildland Fire Management Guidelines



U.S. Department of the Interior
Bureau of Reclamation

April 2010



RECLAMATION

Memorandum May 1, 2012 from Policy and Administration:

84-53000
LND-6.00

MEMORANDUM

To: Regional Directors
Attn: PN-1000, MP-100, LC-1000, UC-100, GP-1000

From: Roseann Gonzales
Director, Policy and Administration

Subject: Request for Information Regarding Wildland Fire Management Plans (**Due Date: 60 Days From the Date of This Memorandum**)

This is a follow-up to my memorandum of July 28, 2011, which requested that regional offices provide statistics for Fire Management Plans (FMPs). Every region responded conscientiously to the request for information. However, after consolidating the received information, we have identified gaps which need to be addressed.

The information supplied is captured in the attached spreadsheet. We are missing fire management plan acreage and the year of FMP completion for many items. We request that each region fill-in the acreage column completely, eliminating blanks and zeros. Similarly, we ask that you fill-in completely the "year of completion" column. (Note: we have inserted "2018" if no other date was submitted, since fiscal year 2018 is the deadline year.)

We did not previously ask for the year of completion for completed FMPs, and not all regions reported this. We would like to collect this information now if you have not previously submitted it.

Please submit the requested information within 60 days from the date of this memorandum to Mr. Greek Taylor, Land Resources Division. If you have additional questions regarding this request, please contact Mr. Richard Rizzi, Manager, Land Resources Division at 303-445-2900.

Attachment

cc: 94-00000

PN-3900 (Arndt), PN-3908 (Dillon), PN-3911 (Wake), MP-450 (Johnson), LC-2620 (Streier)

LC-2621 (Maynard), UC-420 (Roundy), UC-452 (Liljegren), GP-4300 (Peterson, Werth)

(w/att to each)

bc: 84-50000, 84-53000 (Haren, Rizzi, Taylor)

(w/o att to each)

WBR:GTaylor:gdill:04/09/2012:303-445-2895

P:\CURRENT\53000\Lands\Wildland Fire Management\FMPs\April\FMP data request April 2012.docx

RECLAMATION

NATIONAL COHESIVE WILDLAND FIRE MANAGEMENT STRATEGY

Forests and Rangelands



...is a collaborative process to seek national, all-lands solutions to wildland fire management issues, focusing on...

The Cohesive Strategy will be developed and implemented throughout 2012 using a three-phased approach involving a variety of stakeholders. It will be adaptable to different geographic scales: national, regional, and local.

On June 7, 2012, the Secretaries of the Department of the Interior and Department of Agriculture [released *A National Cohesive Wildland Fire Management Strategy-Phase II National Report*](#)

RECLAMATION

NATIONAL COHESIVE WILDLAND FIRE MANAGEMENT STRATEGY

Overview:

In response to requirements of the Federal Land Assistance, Management, and Enhancement (FLAME) Act of 2009, the Wildland Fire Leadership Council (WFLC) directed the development of the National Cohesive Wildland Fire Management Strategy (Cohesive Strategy).

Vision for this Century

“To safely and effectively extinguish fire when needed; use fire where allowable; manage our natural resources; and as a nation, to live with wildland fire.” The Cohesive Strategy will address the nation's wildfire problems by focusing on three key areas:

1. Restore and Maintain Landscapes
2. Fire Adapted Communities
3. Response to Fire.



RECLAMATION

WHO IS ON THE UC REGION WILDLAND FIRE MANAGEMENT TEAM?

ALBUQUERQUE AREA OFFICE:

- **Mike Andrews**

PROVO AREA OFFICE:

- **Dave Krueger**

WESTERN COLORADO AREA OFFICE:

- **Alan Schroeder**

UPPER COLORADO REGION OFFICE:

- **Fred Liljegren**



George Kochanick/The Rocky Mountain News

RECLAMATION

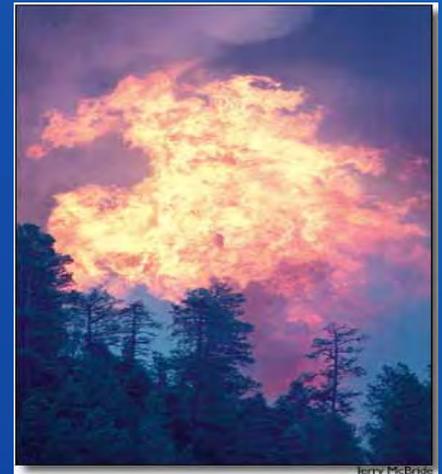
WHAT HAS BEEN DONE?

Preparation of **Wildland Fire Management Plan(s)** require(s) information on all:

- **acquired**
- **donated**
- **withdrawn lands**
- **(no information is required for easements or rights-of-way)**

All Lands need to be identified by:

- **Project**
- **Feature**
- **State(s) location of the Project or Feature**
- **County(s) location of the Project or Feature**
- **City(s) location of the Project or Feature**



RECLAMATION

UC REGION WILDLAND FIRE MANAGEMENT TEAM ACCOMPLISHMENTS

Spreadsheets have been prepared for all the data input (see example below)

Region Fire Management Reporting on Project Lands

COLOR CODES FOR WILDLAND FIRE MANAGEMENT STATUS OF LANDS

Bureau of Reclamation administration of Wildland Fire Management on Project Lands with no Fire Management Plans (no color)
US Forest Service administration of Wildland Fire Management on Project Lands (USFS) GREEN
Bureau of Land Management administration of Wildland Fire Management on Project Lands (BLM) ORANGE
National Park Service administration of Wildland Fire Management on Project Lands (NPS) PURPLE
US Fish and Wildlife Service administration of Wildland Fire Management on Project Lands (FWS) BROWN
State Park or State Wildlife administration of Wildland Fire Management on Project Lands BLUE
Water District, non-governmental managing entity, concessionaire, etc. administration of Wildland Fire Management GOLDENROD
Administrative site, easement, urban area or other facility where a Wildland Fire Management is not required GRAY
Bureau of Indian Affairs administration of Wildland Fire Management on Project Lands MAUVE
Withdrawn lands with no Project to Date administration of Wildland Fire Management by current Land Manager RED
Bureau of Reclamation administration of Wildland Fire Management on Project Lands with current Fire Management Plans (FMPs) YELLOW

Project No.	Project Name	A - Acquired Acres	AJ Acres	W - Withdrawn Acres	Total of A + AJ + W Acres	Primary Facility Type Code	PFT Code Long Desc	Site Name			Completed FMPs	Date of FMPs	Name and Contact info.
								State	County	City			
Region: UC													
UPPER COLORADO REGION													
0066	BONNEVILLE, CUP	7,026.58	0.00	0.00	7,026.58	01405	Stanston Dam	UT					
		0.00	0.00	6,985.68	6,985.68	01440	Upper Stillwater Dam & Res	UT	DUCHESNE	DUCHESNE	USBR, no FMP	2018	
		151.38	0.00	4,653.26	4,804.64	01448	Current Creek Dam & Reservoir	UT	DUCHESNE	DUCHESNE	Ashley NF FMP	2012 (updated annually)	
		4,289.55	0.00	7,077.96	11,367.51	01453	SoldierCkD-StrawberryR&ColWrk	UT	WASATCH	HEBER CITY	Wasatch-Cache-Utlna NF FMP	2012 (updated annually)	
		1.73	0.00	12,165.69	12,167.42	01456	Syar Dam and Reservoir	UT	WASATCH	HEBER CITY	Wasatch-Cache-Utlna NF FMP	2012 (updated annually)	
		0.00	0.00	12,779.72	12,779.72	01483	Sixth Water Dam and Reservoir	UT	UTAH	PROVO	Wasatch-Cache-Utlna NF FMP	2012 (updated annually)	
		0.00	0.00	79.65	79.65			UT	UTAH	PROVO	Wasatch-Cache-Utlna NF FMP	2012 (updated annually)	
		0.00	0.00	1,010.64	1,010.64	01473	Mayses Dam and Reservoir	UT	WASATCH	HEBER CITY	Wasatch-Cache-Utlna NF FMP	2012 (updated annually)	
		0.26	0.00	0.00	0.26	01476	Jordanelle Dam and Reservoir	UT	UTAH	PROVO	Wasatch-Cache-Utlna NF FMP	2012 (updated annually)	
		6,533.44	0.00	526.89	7,060.33			UT	SUMMIT	COALVILLE	USBR, no FMP	2018	
		0.89	0.00	96,337.34	96,337.34	01417	Provo Bay Dike	UT	WASATCH	HEBER CITY	USBR, no FMP	2018	
		0.00	0.00	599.80	599.80			UT	UTAH	PROVO		2018	
		0.00	0.00	1,974.15	1,974.15			UT	UTAH	PROVO		2018	
		0.00	0.00	1,812.72	1,812.72			UT	WASATCH	HEBER CITY		2018	
		0.00	0.00	60.00	60.00	05428	Mona Nepht Canal	UT	UTAH	NEPHI		2018	
		56.94	0.00	0.00	56.94	05444	Olmstead Tunnel	UT	UTAH	PROVO		2018	
		2.24	0.00	2.24	05475	Jordan Aqueduct	UT	SALT LAKE	SALT LAKE CITY		2018		
		17.82	0.00	270.38	288.20			UT	UTAH	PROVO		2018	
		12.75	0.00	15,386.57	15,399.32	05478	Strawberry Aqueduct	UT	DUCHESNE	DUCHESNE	Ashley NF FMP	2012 (updated annually)	
		645.15	0.00	14,980.24	15,625.39			UT	WASATCH	HEBER CITY	Wasatch-Cache-Utlna FMP	2012 (updated annually)	
		5.35	0.00	5.35	05479	Duchesne Feeder Canal	UT	DUCHESNE	DUCHESNE	USBR, no FMP	2018		
		0.70	0.00	0.70	15406	Duchesne Camp	UT	DUCHESNE	DUCHESNE		2018		
		2,929.74	480.00	0.00	3,409.74	15478	Strawberry Collect Sys Mit Lind	UT	DUCHESNE	DUCHESNE		2018	
		1,090.00	0.00	0.00	1,090.00			UT	DUCHESNE	DUCHESNE		2018	
		1,428.24	1,280.00	0.00	2,708.24			UT	MINTAH	VERNAL		2018	
		0.00	157.37	0.00	157.37	15479	Diamond Fork Mitigation Lands	UT	UTAH	PROVO		2018	
		0.00	130.97	0.00	130.97	15480	Provo River Restoration Mitigation	UT	WASATCH	HEBER CITY		2018	
0069	ANIMAS-LA PLATA	5,518.24	0.00	393.50	5,911.74	01488	Ridges Basin Dam & Lake Nighthorse	CO	LA PLATA	DURANGO	BIA-SUIT FMP	2010	

RECOMMENDED WILDLAND FIRE MANAGEMENT PLAN APPROACH FOR THE U.C. REGION

- Prepare one Wildland Fire Management Plan for each Area Office
- Accomplish this work with existing staff and resources by 2018 or earlier
- Utilize as much existing information as possible to prepare the plans

INTERAGENCY FIRE MANAGEMENT PLAN TEMPLATE

- Fire Management Plans will follow the format of the **Interagency Fire Management Plan Template of April 9, 2009** to provide a framework to facilitate cooperation across administrative boundaries.
- The Interagency Fire Management Plan Template is broken down into **five (5) sections** and will be prepared as follows:

SECTION 1 - INTRODUCTION

Introduce the area covered by the FMP – Complete by FY 2013

- **State the reasons for developing the FMP**
- **Provide a general description of location of the area covered by the FMP with vicinity map and agencies involved**
- **Briefly describe lands, significant resources, mission or direction for the area and different management designations (e.g. recreation use, cultural, wildlife habitat, wilderness)**

SECTION 2 – POLICY, LAND MANAGEMENT PLANNING AND PARTNERSHIPS

Establish linkage between planning documents, legislation and policies – Complete by FY 2014

- Fire Policy – Reference Reclamations Policies, Directives and Standards, guidelines, manuals and DOI reference sources
- Land/Resource Management Planning documents related to the FMP (e.g. RMPs, State Parks, Counties, Cities land management plans)
- Partnerships – federal, non-federal, tribal, planning teams

SECTION 3 – FIRE MANAGEMENT UNIT CHARACTERISTICS

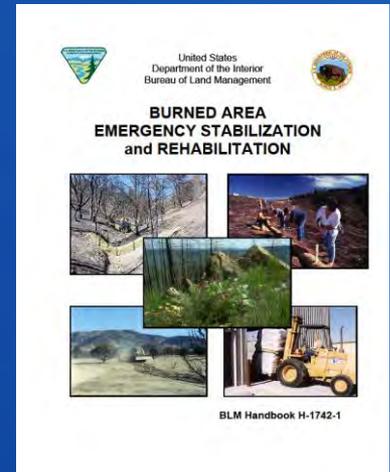
Split into two sections – Complete by FY 2015

- **Area-wide Management Considerations**: Document overall Wildland Fire Management program for each Reclamation Project (e.g. Middle Rio Grande, Central Utah Project, Animas-LaPlata) utilizing information from existing FMPs, Fire Plans or Fire Districts and written by Reclamation
- **Fire Management Unit - Specific Descriptions**: Link FMUs to Reclamation Features (e.g. Elephant Butte Reservoir, Strawberry Reservoir, Lake Nighthorse) and link to existing FMPs, Fire Plans or Fire Districts and written by Reclamation

SECTION 4 - WILDLAND FIRE OPERATIONAL GUIDANCE

Document procedures to implement the Wildland Fire Management Program- Complete by FY 2016

- Management of Unplanned Ignitions. Program procedures in place to respond to unplanned fires (e.g. Detection, fire management agreements, acquisitions, public interaction)
- Burned Area Rehabilitation. Reference burned area rehabilitation (BAR) in accordance with DM (620 DM 3) Reclamation Guidelines, IA Burned Area Rehabilitation Guidebook (e.g. funding, consultation, public information, contracting)



RECLAMATION

SECTION 4 - WILDLAND FIRE OPERATIONAL GUIDANCE (cont.)

- Management of Planned Fuels Treatments. Mechanical, chemical, biological, use restrictions, etc. No prescribed fires unless addressed by a Federal Managing partner in their plan.
- Prevention, Mitigation and Education. Fire prevention, education and mitigation strategies (e.g. closures, burn permits, education programs, human ignition patterns and problems)

SECTION 5 – MONITORING AND EVALUATION

**Document process for implementing the FMP
Complete by FY 2017**

- Monitor fire and non-fire treatment effects based on land management objectives
- Interdisciplinary collaboration monitoring broader scale long term resource management objectives
- Information on annual performance targets
- Annual review and/or update of FMP including triggers for major revisions

GLOSSARY, REFERENCES CITED, APPENDICIES

Use the NWCG on-line glossary for common terms-
add Reclamation terms as appropriate **Complete by
FY 2013**

- **Draft Glossary prepared by the Regional office from standard formats with additions by each Area Office**
- **Add References and Appendices as determined by the Area Office. It could include copies of FMPs from other agencies**

SUMMARY - UC REGION WILDLAND FIRE MANAGEMENT PLANS

SECTION 1 – Introduction Completion by FY 2013

SECTION 2 – Policy, Land Management Planning and Partnerships
Completion by FY 2014

SECTION 3 – Fire Management Characteristics
Completion by FY 2015

SECTION 4 – Wildland Fire Operational Guidance
Completion by FY 2016

SECTION 5 – Monitoring and Evaluation
Completion by FY 2017

Glossary, References Cited, Appendices – Completion by FY
2013

RECLAMATION

REMAINING TASKS FOR WILDLAND FIRE MANAGEMENT

- ✓ NEPA Compliance is required for each Area Office Wildland Fire Management Plan by FY 2018
- ✓ Work Plans and Budgets need to be adjusted for Fire Management and Implementation (e.g. LRM?, Public Safety?, Operations?, Environmental? etc.)
- ✓ Each Office needs to identify a Wildland Fire Management team (e.g. Lands, O&M, NEPA, PI, and Acquisitions) to administer this program

QUESTIONS ?



RECLAMATION

The mission of the Bureau of Reclamation is to manage, develop, and protect water and related resources in an environmentally and economically sound manner in the interest of the American public.

THANK YOU!

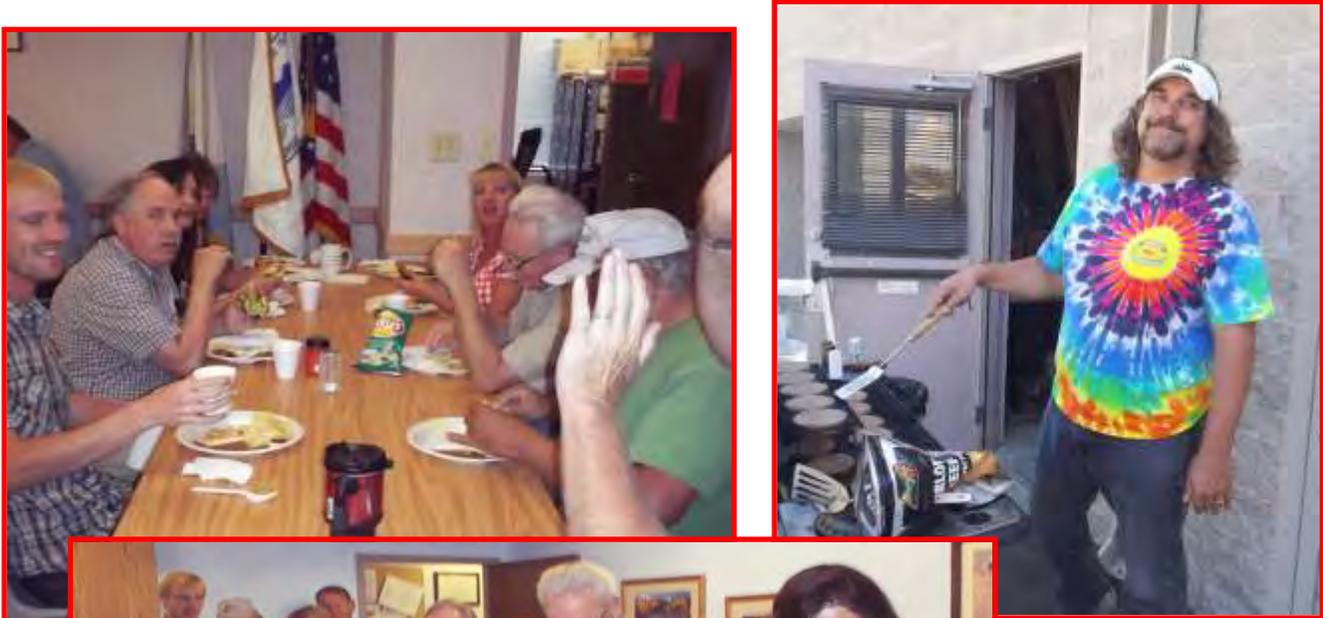


RECLAMATION

Grand Junction Office has a Fun Summer BBQ

On Wednesday, August 29, employees of the Western Colorado Area Office in Grand Junction attended a summer BBQ. The BBQ was sponsored by the employee's association and included free hamburgers, a potluck lunch, a cake walk, and "minute to win it" games.

The BBQ was organized by Josh Dunham, Dee Dee Fowler, and Melissa Geatz. Jacque Berwick assisted with the games and decorations and Kevin Moran was the grill master. The BBQ was a great success and a great time was had by all. Below are some pictures of the fun.



Lunch

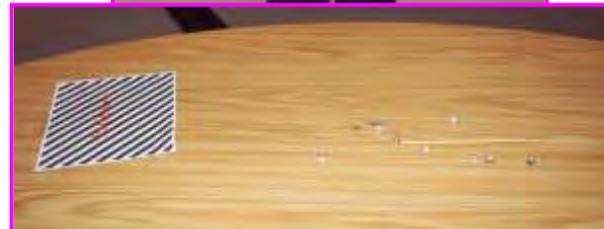
“Minute to Win it” Games

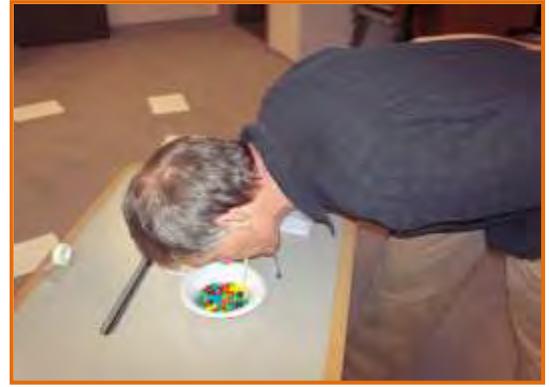


Toss and Catch



Patience





Carry It



Cake Walk



Return to UC Today



U.S. Department of the Interior
Bureau of Reclamation

Does Your Gas Can Meet OSHA Requirements?



Does your gas can meet OSHA requirements?

Can you legally use that red plastic \$5.00 gas can on your jobsite?

The short answer, **probably not.**

[OSHA Standard 29 CFR 1926.152\(a\)\(1\)](#) states "Only approved containers and portable tanks shall be used for storage and handling of flammable and combustible liquids. Approved safety cans or Department of Transportation approved containers shall be used for the handling and use of flammable liquids in quantities of 5 gallons or less.

Anytime the word "shall" is used in a regulation, it means that this rule is mandatory and must be followed.

What is an approved safety can or DOT gas can?

A safety can is (29CFR1926.155(1)) an approved, closed container, of not more than 5 gallons capacity, having a flash arresting screen, spring closing lid and spout cover and so designed that it will safely relieve internal pressure when subjected to fire exposure.

Approval is given by a nationally recognized testing laboratory, for example, Underwriters' Laboratory, Inc.



Gas cans can only display DOT approval markings when they meet stringent Department of Transportation requirements. **Here is where it gets confusing**, inexpensive plastic gas cans *may* meet EPA (Environmental Protection Agency) requirements, but they *do NOT meet* DOT rules. Some gas cans may say they meet CARB spill-proof regulations in certain states or AQMD (Air Quality Management District) rules. Again, this doesn't help when trying to comply with OSHA. **None of these other regulatory agencies are the same as DOT. They are not interchangeable.**

If your head isn't already spinning, one last point. If you are looking for a UL "approval", you will see the following words on the product, UL Listed. If your can has a UL Classified marking, this is not the same as UL Listed (approved). If you want more information about UL markings, go to <http://tinyurl.com/pxb9dt>

Now that you know the correct can to use, shown below are safety rules to follow when using gas cans. This information can be used for this week's tailgate safety meeting.

Safety Tips for Gas Cans

Portable Gas Cans

Several vehicle fires have occurred as a result of filling metal portable gasoline cans while placed on the back of pickup trucks with plastic bed liners. The insulating effect of the plastic surface prevents the static charge generated by the gasoline flowing into the gas can from grounding. As static charge builds, it can create a static spark between the gas can and the fuel nozzle. When the spark occurs in the flammable range in the gasoline vapor space near the open mouth of the gas can, a fire can occur. Some tips:

1. Do not fill any container while it is inside a vehicle, a vehicles trunk, pickup bed, or on any surface other than the ground.
2. Use only an approved container with a cap that fits tightly.
3. Remove the approved container from the vehicle and place it on the ground. Keep container a safe distance away from the vehicle, other customers, and traffic.
4. Keep the nozzle in contact with the can during filling.
5. Fill container about 95% full to allow for expansion.
6. If gasoline spills on the container, make sure it is evaporated before putting it in your vehicle.

Equipment Refueling

1. Shut off motor on equipment and give motor rime to cool off before refueling.
2. Dont refuel near an open flame or near a sparking situation.
3. Keep a fire extinguisher nearby.
4. Dont spill the fuel.
5. Dont overfill the fuel tank. On hot days, allow for expansion.

Stay safe. Only use approved gas cans.

Editors Note: See our selection of [OSHA Compliant Gas Cans and Safety Cans](#).

[Interim Policy for Use of Department of Transportation \(DOT\)-Approved Gas Cans at Construction Sites for Storage of 5 Gallons or Less of Flammable Liquids](#)

[Return to UC Today](#)



U.S. Department of the Interior
Bureau of Reclamation



United States Department of the Interior

BUREAU OF RECLAMATION

Upper Colorado Regional Office
125 South State Street, Room 6107
Salt Lake City, Utah 84138-1102

IN REPLY REFER TO:

UC-1010
SAF-1.00

August 27, 2012

REGIONAL LETTER
1010-12-07

VIA ELECTRONIC MAIL ONLY

MEMORANDUM

To: All Upper Colorado (UC) Region Employees

From: Larry Walkoviak /s/ Brent Rhees (For)
Regional Director

Subject: Interim Policy for Use of Department of Transportation (DOT)-Approved Gas Cans at Construction Sites for Storage of 5 Gallons or Less of Flammable Liquids

Supersedes: New Release

Expires: Until Superseded

1. Purpose: Provide enforcement guidance on use of DOT-approved containers for storing 5 gallons or less of flammable liquid at construction sites.
2. Significant Changes: New Issuance
3. Scope: Applicable Bureau of Reclamation construction activities within the UC Region, including construction projects under the jurisdiction of contracting officers within the region. This policy does not include activities or facilities that are regulated under Occupational Safety and Health Administration's (OSHA) General Industry Standard (29 CFR 1910).
4. Background: In 1996, OSHA determined that use of DOT-approved containers of 5 gallons or less posed very little hazard and met the intent of their construction standard. OSHA recently updated their standard to reflect this position. Reclamation is in the process of reviewing and updating their safety standards which will likely incorporate this change. This letter provides guidance during the interim period until changes to the Reclamation Safety and Health Standards can be formally reviewed and/or the change adopted.
5. Definitions:
 - a. *Safety Can*: A container with a capacity of 5 gallons or less and equipped with a spring-closing lid and spout cover; a means to relieve internal pressure and flash-arresting screen.

- b. *DOT-Approved*: Includes containers with screw-on caps instead of spring-closing lids, spout cover and flash-arresting screens. Approved containers will be stamped indicating they are DOT-Approved or conform to ANSI/ASTM F852-86.
6. Policy: The required use of only an OSHA-compliant safety can for storage of flammable liquids of 5 gallons or less at construction sites will not be enforced at Reclamation construction sites within the UC Region. For this purpose, either a safety can or DOT-approved container for flammable storage can be used.
7. Procedures: A copy of the OSHA standard and this policy letter will be provided to Facility Managers, Contracting Officers, and Contracting Officer Representatives for implementation within the region.
8. Information and Assistance: For additional information or assistance regarding this letter's instruction, please contact the Regional Safety Manager, UC-1010 at 801-524-3636.

Women's Equality Day



Representative Marie Poulson of District 46 came to the Upper Colorado Regional Office to give a presentation to commemorate Women's Equality Day, which is officially observed on August 26th. Women's Equality Day is declared each year by the United States President and focuses on the ratification of the 19th Amendment of the United States Constitution. This Amendment gave all citizens the right to vote regardless of their sex and run for political office. Mrs. Poulson provided a history of the struggles for women's suffrage and the positive impacts it has had in today's workforce, politics and home life.

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Reconnecting the Pecos River



Ten years ago, the Pecos River as it flowed through Bitter Lakes National Wildlife Refuge provided no quality habitat for riverine fish. During the early part of the 20th century, the river had been channelized to create ponds that would attract waterfowl.

Barricaded behind a wall of invasive salt cedar, the Pecos had also become disconnected from the plains through which it flows.

But on a 12-mile stretch of river, all of that is changing. A three phase project on the Pecos has reconnected an oxbow, repaired floodplain connectivity by lowering the riverbank and removing salt cedar, and removed salt cedar from another four river miles and 1,300 acres.

“Now it’s really cool,” says Paul Tashjian, senior hydrologist with the US Fish and Wildlife Service (FWS). “It’s wide open. It’s like the old pictures of the Pecos—wide open where you can see for miles.” Working in partnership with other federal and state agencies, nonprofits, and the Carlsbad Irrigation District, Tashjian has watched a pipedream transform into a healthy stretch of river.

Fish are moving back as well: The fish community within the restored river very closely resembles the control site, says Stephen Davenport with FWS’s New Mexico Fish and Wildlife Conservation Office, which has been monitoring populations of the federally protected Pecos bluntnose shiner since before the restoration project began. “The river is changing quite a bit,” he says, pointing out that in the past it had a clay bottom. Now sand is migrating from upstream. “As the sand migrates, we expect to see the fish community will come in,” he says.

The restoration also appears to be helping the river itself: “When the river dried up last year, it was dry to the [newly reconnected] oxbow,” says Davenport, “and it rewetted from the oxbow downstream.”

More than a decade ago—in the midst of water wars on the Pecos—biologists with what was then called FWS’s fisheries office noticed a pattern. North of Roswell, the Pecos offered good fish habitat—the riverbed was sandy and mobile—and supported adult fish populations. Below Roswell, the river was channelized, the habitat was poor, and the fish community consisted almost entirely of young-of-year fish. Meanwhile, the river was always wet in that southern stretch with the poor fish habitat; the best habitat was where the river would dry.

Back in 1999, a handful of scientists at FWS started wondering how to extend that good habitat into the poor habitat—and reconnect those two stretches of the Pecos. In 2002, Tashjian wrote an Environmental Assessment of the proposed restoration project—a document that was not well-received, particularly by water users who feared it would cause depletions. Years passed and Tashjian continued to dream about and plan for the project. Over time, it gained supporters, then partners, and eventually, funding.

Initially resistant to the project, the New Mexico Interstate Stream Commission (ISC) eventually came on board under director Estevan López. Running a water budget, scientists learned that the project would not cause depletions. Conservatively, the channel restoration project and the salt cedar removal would actually mean more than 1,000 acre feet of water savings each year.

“That tipped the scales, and all of a sudden we had ISC supporting us—and not only supporting us, but being an active participant,” says Tashjian. “We had a support letter from Carlsbad Irrigation District, and then we got the Chaves County Chamber of Commerce to support us.”

When FWS applied to the state for New Mexico’s River Ecosystem Restoration Initiative (RERI) funding in 2007, López and many others supported the grant. “And we hit it out of the park,” Tashjian says. “We were able to demonstrate that this wasn’t going to be this huge depletion loss, and if anything, it was going to push things on the positive side because of all the salt cedar removal.”

From there, the project took off. The same year that \$518,000 in RERI funding came through, the US Bureau of Reclamation (BOR) was completing its Biological Opinion for Pecos River water operations—and took the lead on reconnecting the oxbow. Then in 2009, FWS received funding under the American Recovery and Reinvestment Act for the northern section of the project. All told, the project has received more than \$2.5 million in funding.

“We couldn’t have done this without partners, without working closely with folks and looking at the issues closely and trying to figure out if there’s a solution,” says Tashjian, who recalls that even ten years ago, in 2002, people said there was no way the project could happen. “If people care about having a healthy environment, it’s good to know that there’s a place in New Mexico where some of these conflicts can be solved.”

For more information:

Bitter Lakes National Wildlife Refuge:

<http://www.fws.gov/southwest/refuges/newmex/bitterlake/>

BOR's Pecos River Restoration website:

<http://www.usbr.gov/uc/albuq/progact/pecosRest/index.html>

Restoring flows and ecosystems on the San Juan



US Fish and Wildlife Service Bobby Duran holds a 30.3-inch, 9.1 pound endangered Colorado pikeminnow from San Juan River. Photo by San Juan Basin Recovery Implementation Program

Two decades ago, the San Juan River Basin Recovery Implementation Program was established to recover two endangered fish, the Colorado pikeminnow and razorback sucker, in the San Juan River and its tributaries in Colorado, New Mexico, and Utah. Today, a diverse group of partners is working toward that goal.

The program came about through a cooperative agreement signed by the governors of Colorado and New Mexico, the US Secretary of the Interior, the Southern Ute and Ute Mountain Ute tribes, and the Jicarilla Apache Nation. And it came as the result of a Reasonable and Prudent Alternative to an Endangered Species Act jeopardy opinion related to the development of the Animas-La Plata water project.

One of the Reasonable and Prudent Alternative's provisions includes the development of environmental flows for the river and guaranteed water for the fish. That's in addition to the development of a recovery program for the two endangered fish.

After the US Fish and Wildlife Service (FWS) issued its 1992 Biological Opinion, scientists spent seven years determining the needs of the fish. Then the program's biology committee developed a set of flow criteria, recommended flows, and a plan for how to re-operate Navajo dam to meet those flows for the fish.

They developed the recommendations by looking at the 150-year record of flows, pre- and post-dam, in the San Juan, then developed flow targets based on the frequency of different peak flows. The program's coordinator, the FWS's David Campbell, explains: "So, how frequently did we have a 10,000 cfs flow? How frequently do we need to have an 8,000 cfs flow? It's basically a probability of occurrence of frequencies, based on past history."

In 2005, the US Bureau of Reclamation (BOR) adopted those flow targets with a new Record of Decision for operating the dam.

Campbell also explains that since the river has been operating to mimic the natural hydrograph, FWS has been studying the effects of those flows on habitat, the Colorado pikeminnow, and the razorback sucker. Now, it's re-evaluating the flow recommendations to determine if changes are necessary. "That will occur in 2013 and 2014, so right now, we're going through that process of evaluating how effectively we've been achieving the goals we've set for each one of the flow targets," he says.

Two of the challenges scientists are facing include changing flows due to climate change and the onslaught of non-native vegetation—most notably Russian olive—in the basin.

The invasive tree armors banks and channelizes the river. It also chokes off side channels. Once established, even high flows can't move Russian olive out of the system. "Over the last ten years, we've been able to document a continued process of channel simplification that we now attribute more to the encroachment of Russian olive into the system than anything else," says Campbell. "We've got the high flows back, but they're just not capable of scouring out the vegetation."

In part to combat that nonnative vegetation, The Nature Conservancy (TNC), BOR, and FWS have been working since 2010 to restore channel complexity and improve habitat conditions for native fish in the San Juan River in New Mexico.

In 2009, the three partners received almost \$400,000 in River Ecosystem Restoration Initiative, or RERI, funding from New Mexico. (See related story on RERI in this issue.)

The restoration project's genesis came years ago, says Patrick McCarthy, TNC's New Mexico director of conservation programs. The river had been changed by the encroachment of nonnative vegetation, the flows out of Navajo dam, and the simplification of the channel. None of that was good news for native fish. People who cared about the river were compelled to take action.

"They saw that the flow recommendations for re-operation of Navajo Dam that began to be implemented in the early 2000s were having some of the desired effects, but they weren't doing as much as people had hoped with respect to moving the channel around, moving some of the sediment, and re-creating some of the flexibility that the river channel formerly had," says McCarthy. "It took Mark McKinstry [a biologist with BOR] and some other smart biologist, asking „What are we going to do about this?'"

McCarthy explains that it took the leadership of many, many people, including Adrian Oglesby—who, at the time, was the Living Rivers Program Manager at TNC and a member of the recovery program's coordination committee—to pursue the restoration project and eventually, earn RERI funding from the state of New Mexico.

After that, McCarthy worked with a team of people—including McKinstry, Oglesby, Campbell, FWS's Jim Brooks, and Brian Westfall of Keller-Bliesner—to select restoration sites, then decide how best to try and restore the river channel in a way that would complement the recommended flows.

“On a big river like the San Juan, the idea is to figure out how to reinforce and complement the implementation of these environmental flows by actually giving the river help moving around and re-creating itself, and restoring some of the complexity and dynamism it formerly had,” McCarthy says, adding that biologists can stock the river with fish, but recovery of the fish will only be successful when populations become self-sustaining. “If you give them enough places to spawn, enough places for their young to survive in the summer, that pushes the whole system over this threshold whereby these two fish become viable again.”

Restoring the San Juan’s channel and its native fish populations is a daunting project. The San Juan is a “working” river, after all. It’s also suffered decades of abuse. “With a river like this, that’s as important biologically and as important for people as it is—for water supplies, agriculture, hydropower—you’ve got to start somewhere, and that’s the attitude that we’re taking now at TNC,” he says. “We could just continue working on relatively pristine headwater streams that represent the low-hanging fruit, but...we also have to restore and protect these big rivers, too.”

He also emphasizes the importance of working with partners and working together toward the same goal.

“It’s about getting beyond this point of everybody watching out for their own interests and defending them ferociously—and [having everyone] take collective leadership,” he says. “I also have to recognize and appreciate the role of the local people who live on the land and use the water. We have to ask how to make this work for them, whether it’s providing better access to the river so they can get drinking water or so they can go down on the river to recreate.”

McCarthy also gives credit to leaders such as Campbell. “It wasn’t always easy, it wasn’t a smooth process getting the group up and running, but there were leaders that came in with a very positive attitude and emphasized this program is about making sure that all of our water uses can coexist with a healthy river, and with healthy fish populations,” he says. “That’s the prize at the end of the day.”

Unlike other collaborative programs that are focused on avoiding jeopardy, the San Juan program is focused on recovering endangered fish—so they can be removed from protection under the Endangered Species Act. There are ten partners within the program, including states, federal agencies, and water users. Campbell points out that the ten partners have worked together well, particularly in recent years.

They’ve done that not despite their diversity, but perhaps because of it.

“Because (the partners) are very diverse and have their own vested interests, there is no one interest group that drives the boat, so to speak, in one direction,” he says, adding that FWS leads the program—something that the partners requested. “We operate on a majority rules approach; it’s not consensus, so no one party can block or stop anything just by not concurring. It’s a majority vote so it brings people quickly to making decisions about what they need to do and what they aren’t willing to do.”

Since 2005, a shortage sharing agreement has been in place among all the parties; during dry times, the shortage is shared equitably so that one water user—including the river itself—doesn't bear the burden of drought. Every three years, the agreement is revisited and adjusted based on what scientists know about the system and what water managers expect over the horizon from a water delivery standpoint.

The program has evolved, and it hasn't always been easy, but the partners have come to trust one another more over time—and Campbell says, they all fully support recovery of the two fish. “It's not using the recovery program as a façade, they really do want to recover the fish,” he says. “That's the easiest way to get the ESA burden off their backs, so they're very supportive.”

For more information:

The San Juan River Basin Recovery Implementation Program's website:

<http://www.fws.gov/southwest/sjrip/>

To view a slideshow of images of the restoration project from The Nature Conservancy:

<http://www.nature.org/ourinitiatives/regions/northamerica/unitedstates/newmexico/san-juan-river-restoration-slideshow.xml>



In Transition

2012 UC Region Retired Employees

ADAMS, TIMOTHY J.
TRACEY, GENEVIEVE C.
MALLERY, WILLIAM G.

PAGE, ARIZONA
PAGE, ARIZONA
PAGE, ARIZONA

DEANGELIS, CAROL S
LANGSTON, JAMES L.

GRAND JUNCTION, COLORADO
GRAND JUNCTION, COLORADO

ROE, THOMAS M.
BAUER, STAN M,

FARMINGTON, NEW MEXICO
FARMINGTON, NEW MEXICO

SANDOVAL, MARY R
RYAN, THOMAS P.

SALT LAKE CITY, UTAH
SALT LAKE CITY, UTAH

MOYA,FRANK

ALBUQUERQUE, NEW MEXICO

ABLE, WESLEY A.

CARLSBAD, NEW MEXICO

JOHNSTON, DONOVAN J

PROVO, UTAH

DEANGELIS, CAROL S

GRAND JUNCTION, COLORADO

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Reclamation Women's Equality Day Trivia

Here's this week's set of questions:

- (1) In what year did women in the United States win the right to vote?
- (2) What was the name given to the 19th Amendment to the Constitution which guaranteed women's right to vote in the United States.
- (3) Victoria Claflin Woodhull was an American *suffragist* who was described by Gilded Age newspapers as a leader of the American woman's suffrage movement in the 19th century. Woodhull was nominated for President of the United States by the newly formed Equal Rights Party on May 10, 1872. True or False

Last week, We asked,

- (1) From "Leadership Fundamentals" what does "**Think process, not position.**" translate to? Rather than looking for someone else to be a leader, ask yourself: What am I bringing to the leadership process?" and How can I better facilitate effective leadership in my group or on my project team?
- (2) The race, dubbed "America's Race" could also be called "The Tour de Reclamation" as the riders will cross over, through, and around no less than six Reclamation projects and several "Reclamation towns".
- (3) From "Vol 4 Issue 14" Seismic stability enhancement work is underway at Echo Dam

Last winner was – N/A

Please use this [link to send your answers](#). To be fair we will draw names from the winners and one person will receive a prize. We will reach into the prize bin for something suitable for the winner...as long as supplies last.

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RECLAMATION

Managing Water in the West

September 2012
Upper Colorado Region



What Is the Media Saying About Reclamation This Week?

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[High water levels create powerful cascades on Price River](#)

[Lake Powell Fly-over](#)

[Ariz. water allocations bumping up against limits of Colo. River flows](#)

[Report blames climate change for summer's heat-related maladies](#)

[Industry News - Pipeline may help avoid catastrophe](#)

[Drought Watch 2012: Reservoir storage & the Colorado River Compact](#)

[Canyon News - 2012 Drought](#)

[New Campaign Calls on St. George to Take the 90 by 20 Pledge](#)

[Leaving Lake Powell](#)

[Their View: Udall and NMSU seek solutions to drought problems](#)

[Experts grapple with New Mexico's growing demand-supply gap](#)

[UPDATED: Federal Official Urges End to N.M. Water Suits](#)

[Water: Through pros and poets](#)

[Work Begins In Early September To Repair Lily Lake Dam In Rocky Mountain National Park](#)

[Hearing Airs Rio Grande Water Fight](#)

[New Mexico's diverging water supply and demand curves](#)

[Water authority cuts back on river water](#)

[Rio Grande remains at center of NM water dispute](#)

[Water 2012: RG Headwaters Restoration Project moving forward](#)

[Rio Water Use Disputed](#)

[Rio Grande dropping, Albuquerque shuts down drinking water diversions](#)

[Low level of Rio Grande forces NM city to suspend drinking water diversions](#)

[Studies ongoing by Bureau of Reclamation on river basins, says Connor. #NMwater Twitter](#)

[SENATOR TOM UDALL REMARKS AS PREPARED FOR DELIVERY: PRELIMINARY PROGRAM NEW MEXICO WRRRI WATER CONFERENCE](#)

[Federal official urges end to NM lawsuits over Rio Grande water](#)

[Connor, commissioner of Bureau of Reclamation, went to school in Las Cruces, including at Zia Middle, he says. #NM http://t.co/1aIXrVF2 Twitter](#)

[Bureau of Reclamation Commissioner Michael Connor taking the stage at #NMWater2012 Twitter](#)

[Fruita's new grow-out ponds to help four endangered fish species](#)

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[Drought conditions improve in Arizona](#)

['Fish on!'](#)

[Lake Powell Fly-over](#)

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[Albuquerque Journal, N.M., Upfront column](#)

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[Plan developed to allow Colorado River Commission to sell low-cost hydropower to more customers](#)



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[Pecos River Dries, Fish Relocated](#) video

[Rising water reopens lakes boat ramp](#)

[New Mexico's Pecos River Hit Hard By Drought](#)

[Drought may drop Colorado River flow to record lows](#)

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