
Recovery Programs Funding Reauthorized



On January 14, 2013, the president signed legislation that reauthorized federal funding for the Upper Colorado River Endangered Fish Recovery Program and the San Juan River Basin Recovery Implementation Program. Reauthorization of these Programs means federal funding will continue through 2019.

Failure to fund these programs could have resulted in the loss of Endangered Species Act compliance for over 2,300 federal, tribal, and non-federal water projects in the Colorado River and San Juan River Basins. The goal of the Programs is to recover populations of endangered fish species while enabling water development to continue by providing the basis for ESA compliance.

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WCAO Employees Receive Plaques for Their “Exceptional Efforts” on Horsethief Native Fish Facilities Ponds



In December 2012, Fish and Wildlife Service personnel from the Ouray National Fish Hatchery-Grand Junction Unit presented plaques to six Western Colorado Area Office employees to show appreciation and acknowledge their exceptional efforts in working hand in hand with the FWS on the new Horsethief Native Fish Facilities ponds.

The six employees presented with a plaque include Ray Cardenas, Kevin Moran, Bob Norman, Terry Stroh, Brent Uilenberg, and Mark Wernke.

The fish facility was completed in the summer of 2012 and includes 22 grow out ponds that will hold and rear endangered Colorado River fish.



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U.S. Department of the Interior
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Thoughts from the Front Office

Hello everyone. My name is Brent Rhees. I'm Deputy Regional Director here in the Upper Colorado Region. Many of you I know. As you can see, we're trying something a little new for 2013. I thought we would use the video technology and share some of my thoughts with you this year, as opposed to capturing some of those in writing. This is my first opportunity in 2013. I want to wish you all a Happy New Year. We have many challenging opportunities ahead of us in 2013. I'd like to share some of my thoughts that I've got right now. Many of you are probably in the middle of your performance plans, or recently completed those for the past year. I hope those all went well for you and you find yourself in a fully successful or higher ratings. And it did provided and opportunity for you to have a good conversation between you, your supervisor, and you and your staff, and set goals and objectives for 2013.

Many of you know we have those challenges ahead of us, in addition to the limited budget that we all deal with. Many of you have been probably following that through. You know we're under a continuing resolution for 2013. We look forward to that being resolved over the next few months and hope that we can work with some certainty on knowing where budget numbers are. We have some restrictions with regard to travel under that budget object code for travel. It's kind of creating some challenges for us to share information, attend to our work as we would like to. I know you're all working hard to work within those limitations of the ceiling on travel. Then we have some monitoring, going on with attending meetings and conferences, which has put additional strain on some of our administration of those areas.

With those things said, let me just say, with regard to some of the other challenges that are seeming to be lining up for us for 2013. I don't know if you've followed the hydrology at all yet, but this year's starting out very similar to last year, which was less than average in the Upper Colorado drainage in the Great Basin, were below 80% here in January, and we've been down into the Rio Grande and the Pecos. Things are not good there. We really need everybody to think snow. Let's have snow, precipitation, to get us in those higher elevations so that we can enjoy those benefits later in the summer.

So that's a concern, how are we going to manage our water resources as we progress throughout the year if we continue to see less than average snowfall?

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Rick Urbom Retires After 35 years of Dedicated Service



Deputy, Regional Director Ann Gold and Rick Urbom

By Betty Reed
Realty Specialist
Upper Colorado Region

On January 3, 2013, after 35 years of dedicated service with the Bureau of Reclamation, Rick Urbom decided it was time to retire.

Rick moved from the flat lands of Nebraska to the mountains of Utah and began his career with Reclamation in the late summer of 1977, working as a Realty Specialist in the Land Acquisition Group. His first assignment was on the Ridgway Dam and Reservoir, Dallas Creek Project, relocating a family that lived in a home where the Ridgway Dam is now located.



Rick has played a key role in several major land acquisition and relocation projects for McPhee Dam and Reservoir, Dolores Project and Strawberry Reservoir Enlargement, which involved the relocation of over 900 cabins and trailers that surrounded the old reservoir. In addition, the Jordanelle Dam and Reservoir had over 40 families, farms, and a ranch that had to be relocated. The Dolores project had about 40 individuals and families that had to be relocated plus two cemeteries.

Rick also was instrumental in working with the process of eminent domain, or land condemnation when negotiations to purchase the land necessary for a project failed. He worked with the Office of the Solicitor, the Department of Justice in Washington DC, and the Assistant U.S. Attorneys in several states within the Region to assist in filing all of the documents with the courts, and then working with the attorneys during trials in the U. S. District Courts.

Rick helped with the negotiations for the acquisition of angler access for fishing easements and mitigation lands for the Utah Reclamation Mitigation and Conservation Commission.

Rick's patience and calm demeanor helped to defuse several years of a somewhat hostile anti Government sentiment towards the mitigation project, he was able to successfully negotiate the remaining miles of easements on the Duchesne and Strawberry Rivers.

During his long and distinguished career, Rick has always been a key part of so many important Reclamation projects in the West, and has served and assisted other regions in various relocation and land acquisition projects. He has been a wealth of knowledge and historical background on projects, his management skills and quiet and resourceful manner of getting the job done has been impressive.

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Upper Colorado Snowpack and Hydrology Summary

By Heather Hermansen
Hydraulic Engineer
Upper Colorado Regional Office

After a bump over the holidays, snowpack in the Upper Colorado Region has remained steady at somewhat to greatly below average levels over the last few weeks. Another major storm system is forecasted to arrive later this week with the hope that it will improve the snowpack across the region. The Colorado Basin River Forecast Center (RFC) has released the January 1st spring runoff forecast of the April-July runoff volume. Despite snowpack being only slightly below average for the Upper Colorado and Eastern Great basins, the RFC is forecasting significantly below average spring and summer April-July streamflow volumes in those basins because of the dry antecedent soil moisture conditions that were present throughout the fall months. The RFC April-July unregulated inflow forecast into Lake Powell is 4.4 million acre-feet or 61 percent of average.

The Rio Grande, Middle Rio Grande and Pecos River Basins all have below-average snowpack. The Natural Resources Conservation Service (NRCS) has released the January 1st spring runoff forecast for the spring season with seasonal runoff ranging from 37 to 64 percent of average, depending on the forecast point. Based on the January 1, 2013, NRCS/NWS spring runoff forecast at the San Marcial gauging stations and present hydrologic conditions, Reclamation anticipates a less than full supply for irrigation during 2013 for the Rio Grande Project water users. This is also true for the Middle Rio Grande and Pecos River Basins, which are also struggling with low reservoir storage to begin the water year and a continually dry snowpack with little relief in sight.

UC Region Hydrologic Statistics as of Jan. 9, 2013

River Basin	WY	WY	Avg Daily	Reservoir Storage	2-week <u>Weather</u>	
	SWE	Precip	Unreg Inflow		Temp	Precip
	% Avg	% Avg	% Avg	% Full		
Upper Colorado R Basin	77	73	41	55	Below Avg	Below Med & EC
Eastern Great Basin	90	92	70	67	Below Avg	Below Med
Rio Grande Basin	64	58	42 ¹	13	Below Avg	Above Med
Pecos River ²	47	57	74 ³	11	Below Avg	Above Med

¹ Rio Grande (RG) near Cerro, NM; RG at Embudo, NM; RG at Otowi Bridge, NM; RG at Albuquerque, NM; RG at San Acacia, NM; and RG at San Marcial, NM.

² Pecos River SWE and total precipitation equivalent to Wesner Springs SNOTEL site.

³ Pecos R. (PR) near Puerto de Luna, NM; PR near Acme, NM; and PR near Artesia, NM.



Readers can view a snow pack map on the Water Resources internet web page at <http://www.usbr.gov/uc/water/notice/snowpack.html> and the weekly Hydrology Summary at <http://www.usbr.gov/uc/water/rsvrs/ops/index.html>

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Campaign to Cut Waste (CTCW)

By Mary Halverson
Human Resources Assistant
Upper Colorado Region

Hopefully everyone is already aware of President Obama's Campaign to Cut Waste (CTCW) and the budget restrictions by Budget Object Class (BOC) it places on Reclamation. For FY 2013 the rules of the Campaign to Cut Waste (CTCW) have changed significantly. This year the targets include all funds (K, X, S, and B funds were added) with the exception of mandatory Indian Water Rights. Additionally more Budget Object Classes (BOCs) are included this fiscal year. Listed below are the BOCs we are required to cut this year:

- 21: Travel
- 22: Transportation of Things
- 24: Printing
- 251: Advisory and Assistance Services
- 252: Other Services
- 26: Office Supplies
- 31: Equipment

BOCs 21-31 are considered administrative costs, so whenever it is appropriate to use a BOC outside of this range, please do so.

The biggest expense in BOC 252 is category 252Z which is defined as "Other services: Other." It appears that BOC 252Z is often used as a "catch all." We need to make sure we are coding purchases correctly for this category. This can be done by identifying different BOC codes with your budget analyst or the regional budget office. There is also a complete listing of BOC codes on the [BOR intranet site](#). Categorizing purchases correctly will allow us to meet our target.

The travel target will be very challenging to achieve this year. Travel trends for FY 12 showed the average trip was 3.66 days. If we can reduce our length of travel to an average of approximately 3 days, UC region could meet its travel target. When making travel plans, please consider flying in the day of the conference or work assignment and flying out the day it ends to eliminate extra overnight stays. This means we can all be home with our families more!!

Thank you for your efforts to work within our targets. I understand that it is frustrating. Most importantly, we must continue to do our work in a safe and conservative manner.

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Cleaning Out Files for the New Year!!

By Letesia Reid
Records Management Specialist
Upper Colorado Region

Now that it's a new year it's time to get to that resolution you have about cleaning up your office and clearing out old files, manuals, junk, etc., done. As your Records Officer, I want to provide you with a friendly reminder that just because an item is no longer of use to you, doesn't mean that it can simply be thrown away. Official records documenting our decisions, actions, and policies are lost every day. Below are a few examples of how agency data gets lost.

Example 1 - You received a BC or CC copy of a letter or memo and the original was not returned to Central Files. That means that the CC sitting on your desk is the only copy Reclamation has.

Example 2 – An employee detached the attachment associated with a record and returned the record to Central Files. Ten years from now when their successor goes to find the record the attachments won't be there and the original employee's files have been boxed up, stored, lost in the basement, etc.

Example 3 – Historic record keeping logs were paper based and have been misfiled, lost, or destroyed.

In light of the fact that several of our offices are downsizing and moving to meet GSA's new space requirements, I've added some guidance for you to use while cleaning out your office.

Things to keep in mind:

- The UC Regional Office mailroom has been scanning and indexing daily correspondence into the Upper Colorado Electronic Document System (UCEDMS) since 2001. The images are available for all UC employee's to view. (If you don't already have it, the ability to add documents is coming to your office in 2013.)
- The UCEDMS will allow you to add your reference files, as well as records for future use.
- You have an obligation to preserve and protect official records.
- Records reside in many different formats (not just letters or memos).
- There are penalties for the misuse and mismanagement of records.



- When in doubt, don't throw it out (check with the record's management staff).

Attached below are a few tools to help you identify non-record materials.

[Attachment 1 – Is It A Record](#), this is merely a flow chart to help you identify if an item should be considered as a record.

[Attachment 2 – Purge Criteria](#), is a list of known non-record file types and also provides a list of known Items that should be retained.

Please make sure to consult your local records staff when cleaning out large amounts of data.

Happy Cleaning!

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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-101
ADM-1.00

JAN 17 2013

VIA ELECTRONIC MAIL ONLY

MEMORANDUM

To: All Upper Colorado (UC) Region Employees

From: Larry Walkoviak /s/ Anamarie Gold (FOR)
Regional Director

Subject: Nominations for the 21st Annual Administrative Professional of the Year and
Administrative Services Professional of the Year Awards (**Action by February 4, 2013**)

It is my pleasure to announce the UC Region Administrative Support Council's Annual Awards Program call for nominations. I encourage each of you to review the accomplishments of eligible employees and to take this opportunity to acknowledge those you consider to be deserving of this award. Nominees must be assigned to one of the following position types:

- Administrative Professional of the Year – Nominees must work directly for a manager and provide office management or administrative assistant/secretarial support.
- Administrative Services Professional of the Year – Nominees must be assigned to an administrative support position (other than positions providing direct administrative assistance or office managerial support for a manager) and provide administrative assistance to an organizational group.

The attached nomination package provides details about the awards and how to submit a nomination. Each nominee will be evaluated based on accomplishments during the period January 1, 2012, through December 30, 2012. Nominees must have been with the Bureau of Reclamation for at least six months. The nomination narrative should include how well the nominee performed assigned duties, along with any special accomplishment(s) over and above the normal assigned duties.

Nominations made by other than a supervisor must be signed by the nominees' supervisor (No. 7 on the nomination form). Submit the completed nomination package in a Blue Envelope to Mrs. Levi Hutchinson (Attn: UC-101), no later than February 4, 2013.

A local selection panel will evaluate all nominations in each category. The UC Region's winning nomination packages will be forwarded to the Reclamation-wide Selection Panel for consideration of Reclamation-wide awards.

Please contact Levi Hutchinson at 801-524-3603 for further information.

Nomination Form and Instruction Sheet below

NOMINATION FORM INSTRUCTION SHEET

**BUREAU OF RECLAMATION
RECLAMATION and LOCAL ADMINISTRATIVE SUPPORT COUNCIL
ADMINISTRATIVE PROFESSIONAL OF THE YEAR
or ADMINISTRATIVE SERVICES PROFESSIONAL OF THE YEAR AWARD
January 1, 2012 – December 31, 2012**

LOCAL COMPETITION: The Local Selection Panels will be Chaired by the local Administrative Support Council (ASC) Senior Advisory member (Executive Leadership Secretary) and composed of an ASC representative, an EEO representative, two managers, and two employees as selected by the Chair. Each panelist will review all Nomination Forms and select one from administrative professional and one from administrative services professional staff. All award winners will be announced locally in April throughout Reclamation in coordination with local award ceremonies.

RECLAMATION-WIDE COMPETITION: The Nomination Form for the local competition winner in each category will be forwarded to a Reclamation-wide Selection Panel. This panel will be Chaired by a member of the Reclamation Leadership Team (RLT) and composed of one senior manager from the Commissioner's Office, one senior manager from the Denver Office, and one senior manager from each of the five Regions as selected by the RLT member serving as Chair of the Selection Panel. The exception being that two of these seven slots will be held by the RLT member serving as Chair and the Reclamation Administrative Professionals Support Council (RAPAC) Chairperson. The panel will review Nomination Forms and select one administrative professional and one administrative services professional to represent Reclamation. Both Reclamation-wide winners will be invited to attend the annual RAPAC meeting in April at which time they will be presented their award by the Commissioner at a RAPAC Awards Ceremony.

CRITERIA FOR NOMINATION: Nominees should have achieved significant accomplishments (assigned responsibilities, as well as personal work initiatives) and must have been a Reclamation employee during **ANY 6 MONTHS from January 1, 2012 - December 31, 2012.**

Administrative Professional of the Year nominations can be made for anyone who works directly for a manager and provides office management or administrative assistant/secretarial support to any organization within the Reclamation (i.e., secretaries, administrative assistants, executive assistants, etc.). **Administrative Services Professional of the Year** nominations can be made for anyone in a clerical or support position, other than positions defined above, who provide clerical or administrative assistance to any organizational group within Reclamation (i.e., clerk typists, office automation clerks, mail and file clerks, personnel clerks, technical clerks, accounting clerks, etc.). Both awards are individual awards and are not designed to recognize team accomplishments. Team accomplishments should be recognized through other awards available (i.e., Group Awards, STAR Awards, or Human Resources Awards).

RATING CRITERIA: Nominees' **rating will be based strictly on the information provided in the narrative.** In order to give nominees maximum consideration, please provide a detailed, informational narrative for the following three rating factors.

Description of Significant Accomplishments: Include - *goals exceeded implementation of new procedures, research and completion of special projects, exceptional customer service provided, and assumption of additional assignments and the performance of those assignments.*

Description of Benefits Derived From Employees Actions: Include - *positive impact on a situation, cost savings realized, and efficiencies gained.*

Description of Professionalism Exhibited: Consideration will be given to the degree of "professionalism" exhibited in *relating and communicating efforts and in working with managers and employees at all levels in the organization and with the general public.*

NOMINATION FORM

**BUREAU OF RECLAMATION
RECLAMATION and LOCAL ADMINISTRATIVE SUPPORT COUNCIL
ADMINISTRATIVE PROFESSIONAL OF THE YEAR
or ADMINISTRATIVE SERVICES PROFESSIONAL OF THE YEAR AWARD
January 1, 2012 – December 31, 2012**

1. **TYPE OF AWARD** (PLEASE CHECK APPROPRIATE BOX)

- ADMINISTRATIVE PROFESSIONAL OF THE YEAR AWARD
- ADMINISTRATIVE SERVICES PROFESSIONAL OF THE YEAR AWARD

2. **NAME OF NOMINEE**

First: _____ MI: _____ Last: _____

3. **TITLE AND GRADE**

Title: _____ Grade: _____

4. **ORGANIZATION INFORMATION**

Organization and Mail Code: _____

Location: _____

5. **CITATION** (In 35 words or less, summarize the nominee's service or contribution as appropriate for the official citation.)

6. **REQUIRED SIGNATURES**

Signature of Nominator: _____

(Please **print** name of Nominator): _____

Signature of Supervisor of Nominee: _____

(Nominations made by other than a supervisor (i.e., employee, manager, or work group) must be coordinated with, and signed by, the nominee's supervisor.)

(Please **print** name of Supervisor): _____

7. **NARRATIVE STATEMENT** (Complete Narrative Statement on next page. Do not exceed one page. Reference Nomination Instruction Sheet.)

NOMINATION FORM NARRATIVE STATEMENT
(Do Not Exceed One Page)

NAME OF NOMINEE: _____

ACCOMPLISHMENTS *(Include goals exceeded, implementation of new procedures, research and completion of special projects, exceptional customer service provided, and assumption of additional assignments and the performance of those assignments):*

BENEFITS DERIVED FROM EMPLOYEE'S ACTIONS *(Include positive impact on a situation, cost savings realized, and efficiencies gained):*

PROFESSIONALISM EXHIBITED *(Include attitude, integrity, image, quality of work products, relating and communication efforts, working with managers and employees at all levels in the organization and with the general public):*

Recycle That. Put it in what Bin?



By EMS Team
Upper Colorado Region

There are different colors for recycling bins. They exist in various sizes for use in homes, offices, restaurants, public events, etc. Separate containers are often provided for paper, tin, aluminum cans, glass or plastic bottles. When it comes to choosing the color of new recycling collection containers, most people associate the color blue with recycling paper because they have only seen blue bins designated for recycling paper at their offices and schools.

Colors that represent most of the bins are:

- Blue - recycling
- Green - composting
- Black** - waste
- Yellow or Red - medical or hazardous wastes

To eliminate the confusion, standardized labels need to be placed on each type of recycling bin. This not only helps each of us to know what to put in each bin, but also helps the people cleaning the building to properly handle the contents. Recycling does not need to be confusing. We are in the process of labeling our blue bins to eliminate confusion.



On each floor of the Salt Lake Federal Building, GSA has identified Green bins that segregate out as: Waste, paper & plastic, cans and bottles.

One bin on the 8th floor is identified as glass in the cafeteria and blue bins in each cubicle or in designated areas.

Click to see [What Goes in the Blue Bin?](#)



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Safety Happenings

Ever wonder how your safety efforts are paying off, or, if they will ever pay off?

We are now into the winter season, with snow in the mountains, and, extremes in temperature. This can be a fun time to go out on a lake or reservoir and do some serious recreating with family and/or friends. This is also one of the best times of the year to do some ice fishing. For others, it's a great time to take 4 wheelers and snowmobiles onto the ice and snow at one of our great reservoirs, where the ice surface is flat, and, one can go fast and far.

It's interesting to note that while some of our reservoirs are at the same elevation as each other, some are covered with thick ice, while others almost remain open water (in places) almost all year long.

Do we know what to do if we, or one of our family members fall through the ice into the icy water?

The Weber County Sheriff's Department suggests that once you've fallen through (heaven forbid), you want to temporarily wait for the shock to subside. One way you can get back on the ice is to carry a set of ice picks around your neck. If no one has a rope or safety bag, then possibly an extension cord or set of jumper cables can be used to help pull someone out of the water, by sliding them across the ice.

What if you are in the water and nobody is around? You can drape your body (clothing) over the edge of the ice and just stay like that. Your body (clothing) will actually freeze to the ice in a short period of time. That way if someone comes along, they will be able to see you, and, second, they can try to rescue you.

While the ice can be thick in the middle of a water body, the edges of the water bodies may be very thin, and could easily break. Make sure that you know how deep ice is before you and/or your family goes out on it.

You might think that these are just stories that happen on the news or to other people. However, a few years ago, one of "our" employees had the ice break while riding a new 4 wheeler. The employee lived to tell about the event, however, the 4 wheeler dropped to the bottom of the reservoir! On behalf of **YOUR Safety Advisory Committee**, please be safe at work, at home, and, at play.

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Black History Month Reclamation Trivia

Here's this week's set of questions:

1. **From Vol 5 Issue 1** – This year there are several important civil rights anniversaries. 2013 marks name one of those anniversaries ?
2. What year was Martin Luther King Day first **observed** as a federal holiday?
3. Where Did Frederick Douglass Get His Last Name?

Last week, We asked,

1. **From Vol 4 Issue 23** – What act would authorize Reclamation to plan, design, and construct the Pojoaque Basin Regional Water System? **The Claims Resolution Act of 2010**
2. **From Vol 4 Issue 24** – Ken Beck was asked what was the most memorable thing about his career was. What did he say? **"The people"**
4. **Jonathan Aubuchon** of the Albuquerque Area Office is the Engineer of the Year for the Upper Colorado Region.

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

January 2013
Upper Colorado Region



What Is the Media Saying About Reclamation This Week?

[Flaming Gorge Task Force: 'I guess neutral is a big win for us' -- Aaron Million](#)

[Grand Canyon Flooding Worked--for Now](#)

[WATER LINES: Locals featured in series of short films on the Colo. River](#)

[Drought watch: hey, at least it didn't get any worse!](#)

[New aquifer may ease woes in Mexico City](#)

[Colorado Grand Canyon](#)

[Federal agency proposes endangered species protection for Zuni bluehead sucker in Ariz. and NM](#)

[Feds' Canyon flood a success; beaches, habitat restored](#)

[Deep-well injection likely cause of quake](#)

[Flaming Gorge livesColorado Business Magazine | Weisner Media | Denver News | ColoradoBIZ Magazine](#)

[Flaming Gorge Task Force's phase one report is hot off the press](#)

[Southwest Fish Proposed for Endangered Species Act Protection With 293 Stream Miles of Protected Habitat](#)

[Controlled Flood in Grand Canyon a Dud: Federal Scientists Say Sand and Beaches Continue to Erode Away #coriver](#)

[Flaming Gorge study group wraps phase one](#)

[EPA proposes carbon reduction plan for Navajo Generating Station coal plant](#)

[Earthquake reported at 4.4 magnitude near Moab](#)

[EPA Proposal for Navajo Generating Station Cuts Harmful Emissions 84%, Improves Visibility at National Parks, Protects Public Health](#)

[Arizona: Navajo Groups And Advocates For The Grand Canyon, Public Health, And Clean Energy Encouraged By EPA Pollution Control Proposal For Navajo Generating Station](#)

[Navajos Split on Grand Canyon Mega Development](#)

[Page Electric wins contract for McNary Dam rehabilitation project](#)

[Glen Canyon Dam.](#)

[Across maps of the arid West, expensive water pipelines are being plotted to meet the region's profound need for water. Among those under serious consideration are a 263-mile pipeline to bring eastern Nevada water to Las Vegas,...](#)

[WOTR: Big water projects should make Westerners queasy](#)

[Editorial: Realistic Goals Needed For San Juan Water](#)

[Water Utility Readies For Third Year Of Drought](#)

[WATER LINES: Learn all about water in February](#)

[January 17 News: Drought-Hit Texas Sues New Mexico And Oklahoma Over River Water Access](#)

[Water Education Workshop - Training for Teachers](#)

[What would a San Juan-Chama 2013 water shortage look like?](#)

[Magnitude 3.9 earthquake near Bedrock, felt in Grand Junction](#)

[3.9 earthquake strikes Paradox Valley, south of Grand Junction](#)

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