

DAUGHERTY Peter * ODF

From: DAUGHERTY Peter * ODF
Sent: Monday, June 05, 2017 12:44 PM
To: ODF_DLS_ALL FORESTRY
Subject: 2016 ODF Agency Achievement Award recipients

Importance: High

Folks,

I value the good work of all ODF employees across the state. Your work is essential to our success and credibility and is the foundation of our reputation as a can-do agency. I have been recognizing your service at the end of every All-Forestry e-mail that I send and I am now very pleased to recognize, for my first time as State Forester, the 2016 ODF Agency Achievement Award recipients.

As always, this year's awards showcase creativity, collaboration, teamwork, and leadership across the department. My sincere congratulations go out to everyone who was nominated and to the recipients, whose achievements are summarized below.

We will honor our 2016 award recipients in person during at the Leadership Team meeting on June 15th in Salem. To the entire ODF family, thank you for all that you do. Your work is much appreciated, within our agency and beyond.

Regards, Peter

Peter Daugherty, Oregon State Forester
Mobile: 503-689-6884

James E. Brown Leadership Award
Andy White, Northwest Oregon Area Director

Andy was nominated for this award by Dave Lorenz, Southern Oregon Area Director.

Andy's leadership exemplifies many of the qualities that characterize the very best leaders: integrity, valuing others, professionalism and honest communications. Andy's strong leadership skills are demonstrated through his willingness to mentor and support employees, providing guidance and encouragement, as well as listening and working through the most difficult issues. His approach fosters problem-solving and creative solutions.

Andy's leadership strengths are exemplified in his role as Planning Section Chief for the agency's Incident Management Team 3. In the midst of the chaos and confusion of an incident, Andy's calm, confident, low-key leadership creates order and organization, bringing others together and providing a clear path towards meeting the overall objectives and contributing to success in managing the incident.

Andy has a positive attitude, the ability to create a positive work environment, and strives towards beneficial outcomes – all the attributes of an outstanding leader. Throughout his ODF career he has exemplified the spirit and intent of this award through his commitment to leadership at the highest level.

Working Guidelines Award

Heidi Steiner, Human Resources Generalist

Heidi is the recipient of this year's Working Guidelines Award, which she has earned for the manner in which she consistently – both professionally and personally – embodies the working guidelines professionally and personally, day-in and day-out, using them to further agency activities and efforts to listen, communicate, problem-solve, and behave in a highly effective manner.

Heidi's work in human resources often deals with the most difficult and challenging situations, and she is known for listening to all of the information, keeping the focus on the situational specifics, and striving for fair and productive outcomes. She does this in a quiet and thoughtful manner that maintains other employees' integrity and sense of self-worth.

Heidi is also known for her polite and respectful behavior, and never engaging in derogatory comments or put-downs about others. She keeps a positive attitude, and has fun and encourages others to do the same. Her colleagues note that Heidi regularly listens and seeks first to understand, and strives to achieve "win-win" solutions.

Technical Achievement Award

Steve Timbrook, GIS Data Administrator

Steve received this year's Technical Achievement Award for his work to ensure that ODF's GIS data is accurate, as well as for his commitment to keeping ODF up-to-date with the latest GIS technologies.

As the GIS Database Administrator, Steve has worked with GIS staff throughout ODF to gather input to create a useful and robust enterprise strategy for the agency. A key component is that the data needs to be easy for the GIS specialists to edit and use, and accessible to district employees with the most local knowledge. Steve's work has saved time, developed standards to follow that make finding data easier and ensures seamless GIS data is available and usable across the agency, as well as creating the workflows and business processes that streamline GIS data uploads and downloads. This work not only benefits the GIS data specialists, but also other ODF employees. Steve has also worked with the statewide Oregon Geographic Enterprise Office in sharing data among ODF and other agencies, created statewide agency web-based GIS applications – such as the Regulated/Public Use Map, and developed a secure workflow to allow the FERNS application to incorporate data into ODF's enterprise data system.

ODF's GIS data program would not be as useful, robust, and well-used as it is today without Steve's technical expertise, demonstrating his commitment and dedication to ODF's GIS data systems and programs.

Team Awards

We have four recipients of the 2016 Team Agency Achievement Awards.

Team Award

Tillamook District Administrative Staff

Vicki Ackley

Debbie Queen

Jennifer Wallmark

This team was nominated by Tina Meyers, Tillamook District Office Manager, and was selected by the review group as exemplifying the requirements of a team's extraordinary achievements for an extended duration of time, as well as providing high-quality customer service.

These three team members have over 50 years of combined experience working for ODF, working together as a team for more than 16 of those years. They are the first face or voice encountered by customers, serving as that friendly and knowledgeable presence responding to questions and providing information. This requires the team to work closely together, constantly learning and staying up-to-date on agency policies, procedures, and changes related to State Forests, Fire Protection, Private Forests/landowner assistance, and Administrative Services. Through time and change, the team has remained flexible and progressive, constantly striving for win-win solutions. The team willingly accepts additional workloads and new challenges, and leads by example.

Each team member's participation is crucial to the success of the work unit, as is the positive, problem-solving attitude that they each exemplify.

Team Award

Tillamook Forest Center Staff

Fran McReynolds

Darryl Anderson

David Pearson

Denise Berkshire

Luke Wahl

Morgan Remington

Jen Warren

Cam Amabile

This team was nominated by Fran McReynolds, Tillamook Forest Center Director, and was selected by the review group as exemplifying the requirements of a team's extraordinary achievements in a special project or assignment – specifically, for the team's exceptional work on the Tillamook Forest Center's 10-year anniversary celebration.

The employees of the center personify the affirmative aspects of a strong team, exhibiting cohesiveness, positive attitudes, creativity, energy, problem-solving and enthusiasm. In addition to regular workloads, the team coordinated a very successful anniversary celebration in 2016 that exceeded all expectations. Synergy flowed from the creative processes and allowed the best ideas to rise to the top. As the year went along, it would have been easy to become overwhelmed and worn down, but the team stayed positive, focused, flexible, and supportive, helping each other, and communicating with caring and understanding.

Team Award

Human Resources Recruitment Team

Paula Jones

Michele Olson

This team was nominated by Garrett Klever and Heidi Steiner, specifically for their outstanding achievement and increasingly complex workload, while ensuring quality customer service. They were selected by the review group as exemplifying the requirements for significant long-term team efforts and accomplishments.

Examples of this team's excellent performance include their communications and collaborative working relationship that ensures seamless coverage and excellent customer service, as well as expertise in both recruitment and selection and FMLA/OFLA administration. As these subjects have become increasingly complex, and workloads have significantly increased, the knowledge and expertise that the team adds to the agency is invaluable.

Each of these team members has demonstrated and exercised considerable initiative to synergize and work together, exhibiting a positive, problem-solving attitude that delivers the needed results.

Team Award

Riparian Rule Analysis and Implementation Team

Susan Dominique

Greg Wagenblast

Terry Frueh

Daniel Olson

John Hawksworth

Marganne Allen

Brandon Kaetzel

Josh Barnard

Brad Knotts

Keith Baldwin

Paul Clements

Michael Lathrop

Thomas Whittington

Dave Kjosness

Peter Daugherty

Lena Tucker

Kyle Abraham

Jennifer Ward

Jennifer Erdmann

Jay Walters

Dan Menk

Ashley Lertora

John Krause

Kevin Nelson

Ryan Gordon

The Riparian Rule Analysis and Implementation Team was nominated for this award by Lena Tucker, Private Forests Division Chief, and Kyle Abraham, Deputy Chief of the Private Forests Division, specifically for the team's work of almost five years to develop and implement revisions to riparian rules. The team was selected by the review group as exemplifying the requirements for significant team efforts and accomplishments.

This team's work began in 2012 when it was first charged with developing rule proposals incorporating findings from the Ripstream Analysis that developed into the rule concepts for the Board of Forestry's consideration in 2015. The project continued during work with an advisory committee developing proposed rule language, and through the public hearings process and ultimately the Board of Forestry decision on the final rule language in 2016. The team then developed training that has been delivered internally and is now offered to external audiences. This variety of work required a significant amount of time, planning, flexibility, and dedication – in addition to normal workloads – on the part of all team members.

This team demonstrated and exercised considerable initiative to work together, delivering the needed results. Each team member's participation was crucial to the success of the work, as was the positive, problem-solving attitude team members exemplified throughout the project.

State Forester's Safety and Wellness Award

This year there are two team recipients of the State Forester's Safety and Wellness Award

1. Salem Facilities Staff

***Michael Baker
Earl Hazekamp
Chris Stewart***

***Jeremy Ballard
Sam Hoover***

***Michelle Cleland
Paul Koreiva***

The Salem Facilities Staff team was nominated for this award by Elise Loewen, State Forests Division, and selected by the review group as exemplifying the spirit and intent of the award for their contributions to the safety and wellness of the Salem campus, particularly in keeping the campus accessible and maneuverable during the severe adverse weather conditions of last winter.

The nomination describes many of the extra efforts needed to keep the Salem campus safe and comfortable. Each team member also demonstrated individual commitment by arriving early and staying late to deal with whatever was required.

As much as for the work itself, the team is commended for the attitude with which all of these members continually do their work – not only during the recent severe weather conditions, but every day – cordially and respectfully, with smiles on their faces. In addition, the nomination commends the team for the quality of care and condition of the Salem campus.

2. Wolf Creek Shooting Area Project Team

***Randy Peterson
Les Hannah***

***Erin Olson
Jason Rautenkranz***

Brock Ronning

This group of employees was nominated by Mike Cafferata, Forest Grove District Forester, and Wayne Auble, Forest Grove Assistant District Forester. The team was selected by the review group for exemplifying the spirit and intent of the award, and for their contributions towards making the Tillamook State Forest safer for employees and the recreating public – in terms of both personal and fire safety.

The nomination focuses on the group's work in the area of target shooting on the Tillamook State Forest. This is a long-standing activity that has increased and created unsafe situations for people in the forest – employees, contractors, and the public. The activity sometimes conflicts with other forest uses, has environmental impacts and sanitation issues, and increases fire danger and fire starts, all resulting in additional risks and costs to the agency.

The group began their work with an end in mind that addressed the current issues, recognizing that success could only be achieved by working closely with the target shooting community, whose support was strong and positive. Working with those partners, the group inventoried and identified specific areas where target shooting could achieve the most success with the least amount of risk, designing four shooting areas that capitalized on lessons learned from other land management agencies and that addressed the above issues. Last spring, four areas were completed.

While work remains, the difficult steps of identifying actions and moving forward has been successful. The group is deserving of this award for their leadership, dedication, and the hard work that makes continued progress on this project possible.

Workforce Diversity Award

Keith Baldwin

Keith was nominated for this award by Lena Tucker, Private Forests Division Chief, and selected by the review group as exemplifying use and support of the agency's diversity goals and the benefits of achieving these goals.

Keith has worked for over 35 years at the Oregon Department of Forestry, and prior to that through college course work in inter-cultural studies and a two-year assignment with the Peace Corps working with subsistence farmers as an Agroforestry Extension Agent in Guatemala.

Keith has served in a wide variety of positions at ODF, including fire-line assignments, culminating in his current developmental assignment as Government-to-Government Project Leader, working directly with the Executive Team to develop and enhance the agency's collaboration and communication with Oregon's nine federally recognized American Indian Tribal Governments.

In years prior to this developmental assignment, Keith has served on the State-Tribal Cultural Resources Cluster, and more recently also on the Interagency Cultural Resource Council. He is extremely knowledgeable about Government-to-Government policies and procedures, and dedicated to providing valuable insight into the agency's work with Oregon's Tribes. Keith's passion for increasing awareness of ODF's unique relationship with the Tribes is reflected in his work.

Seasonal Firefighter Leadership Award

Tyler Averyt

Tyler was nominated for this award by his colleagues and supervisor, Shelly Hoffer, Kendra Von Essen, and Karl Witz, because of his demonstrated passion and commitment to outstanding firefighter leadership with the Oregon Department of Forestry since 2006. He was selected by the review group as personifying both the spirit and intent of this award.

Tyler has demonstrated firefighter leadership at every level and assignment, consistently going above and beyond the expectations of his positions. This includes his work with the FireWise Program in Josephine

County (establishing four new FireWise communities during the last six months of 2016), mentoring and training new firefighters, and organizing, coordinating, and leading educational, fire prevention, and other public events. He is always willing to help others, doing so in a positive and professional manner. Tyler is looked upon by others as a leader and the "go-to" person for questions. He is skilled in bringing others together to work as a team, recognizing each person's unique skills and talents, and how those will best contribute to success.

Tyler has been active in fire team assignments, demonstrated over this past year when he served on several fire assignments in various positions, including Task Force Leader, Heavy Equipment Boss and Contract Administrator. He continues to increase his skills and abilities in wildland fire leadership by serving as a Trainee Air Attack Group Supervisor and working on his task book as a Helicopter Manager. He is always challenging himself and willing to take on new responsibilities.

A final kudos and congratulations to all of our 2016 Agency Achievement Award candidates and final recipients!

