



CHAPTER 5 CONSULTATION AND COORDINATION

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INTRODUCTION

This chapter describes the public participation opportunities made available through the development of the Draft RMP/EIS. This chapter also describes consultation and collaboration efforts conducted by BLM with various entities. A distribution list identifies agencies, congressional staff, businesses and organizations that were sent a copy of the Draft RMP/EIS.

The Draft RMP/EIS was prepared by an interdisciplinary team of resource specialists from the Butte Field Office, Montana State Office, and Maxim Technologies (RMP contractor).

Members of the planning team have consulted formally and informally with various agencies, local government representatives, groups and individuals during the preparation of this document. Consultation, coordination, and public involvement occurred as a result of scoping, briefings, informal meetings, and individual contacts.

SCOPING AND PUBLIC INVOLVEMENT PRIOR TO THE DRAFT RMP/EIS

A number of opportunities were available to the public to educate themselves about the planning process and participate in development of the plan prior to release of the Draft RMP/EIS for public review and comment.

A press release with regional distribution was issued at each major stage of the planning process including scoping, travel management planning, and issuance of the Proposed Planning Scenario. In addition, three planning updates were mailed to the general mailing list to announce the start of the planning process, again to announce the start of the travel planning effort, and again to describe preliminary draft alternatives and request Draft RMP/EIS document preference.

The web site www.mt.blm.gov/bdo/rmp/index.htm provided information on the resource and travel planning processes.

The Western Montana Resource Advisory Council, a 15 member advisory group appointed by the Secretary of Interior, was briefed at a number of their meetings on the status of the Butte RMP/EIS and given the opportunity to ask questions and provide feedback. The council's role is to provide advice to BLM on a variety of issues associated with public land management.

TRAVEL MANAGEMENT PLANNING

Five public meetings were held over a two-week period during November and December 2004 on travel plan-

ning. Separate meetings were held specific to five Travel Planning Areas: Upper Big Hole, Boulder/Jefferson City, East Helena (North Hills), Helena (Scratchgravel Hills), and Lewis and Clark NW (Marysville). The overall goals of the meetings were to identify public travel planning issues and concerns for BLM lands, and to identify possible solutions to issues and concerns. Public attendance at these meetings is presented below:

- Upper Big Hole – 4 attendees;
- Boulder/Jefferson City – 7 attendees;
- East Helena (North Hills) – 24 attendees;
- Helena (Scratchgravel Hills) – 101 attendees; and
- Lewis and Clark NW (Marysville) – 16 attendees.

COLLABORATIVE EFFORTS

A variety of public involvement strategies have been implemented throughout this planning process to improve communication and develop understanding of the issues and the process in development of the RMP/EIS. In addition to the scoping efforts and public meetings described in Chapter 1, various potential cooperators including Tribes, the Governor's Office, state and federal agencies, and local governments within the Planning Area were solicited to become cooperators in summer 2002. No agencies or governments signed on as cooperators for the development of this draft plan.

TRAVEL MANAGEMENT WORKING GROUPS

In an effort to help BLM develop site-specific travel management alternatives agreeable to the public as well as the agency, community based collaborative working groups were initiated. Two working groups, representing a wide, "balanced" range of public land users, were recruited and managed under the direct supervision and guidance of the Lewis and Clark County Board of Commissioners. One of the groups was assigned to assist with travel planning for the Helena (Scratchgravel Hills) and East Helena (North Hills) TPAs, and the other for the Lewis and Clark County NW (Marysville) TPA. Membership criteria included: Montana residency, familiarity with the TPAs, and a willingness to work collaboratively with people of differing viewpoints. In order to provide for balanced representation, members were selected from three different interest categories (in accordance with the Western Montana Resource Advisory Council criteria), as described below.

Category 1:

Hold federal grazing permits or leases within the Travel Planning Area;

Represent interests associated with transportation or rights-of-way;

Represent developed outdoor recreation, OHV users, or commercial recreation activities;

Represent the commercial timber industry; or

Represent energy or mineral development.

Category 2:

Nationally or regionally recognized environmental organization;

Dispersed recreational activities;

Archaeological and historical interests; or

Nationally or regionally recognized wild horse and burro interest groups.

Category 3:

Hold state, county, or local elected office;

Are employed by a state agency responsible for the management of natural resources, land, and water;

Represent Indian tribes within or adjacent to the Travel Planning Area;

Are employed as academicians in natural resource management or the natural sciences; or

Represent the public-at-large.

The Working Groups consisted of eight or nine members, representing each of the three interest categories. These individuals included:

Helena-East Helena Working Group

- Cleve Johnson (Category 1)
- R. Allan Payne (Category 1)
- Randy Pearson (Category 1)
- Andy Baur (Category 2)
- Cedron Jones (Category 2)
- Connie Cole (Category 2)
- Rich Moy (Category 3)
- Bonnie Morgan (Category 3)
- Marilyn Pearson (Category 3)

Lewis and Clark County NW Working Group

- Mike Clark (Category 1)
- Eric LeLacheur (Category 1)
- Rudy Strobbe (Category 2)

- Ken Wallace (Category 2)
- Shaheen Siddiqui (Category 2)
- George Marble (Category 3)
- George Bower (Category 3)
- Michael McHugh (Category 3)

Each group held a series of five or six meetings during June and July 2005. The meetings were attended by at least one BLM representative available to answer questions, provide information and feedback from the BLM's interdisciplinary team, and provide written materials and maps as needed. Group recommendations for route-specific management were based on consensus. In the end, the working groups were able to arrive at complete consensus for the Marysville (subset of Lewis and Clark County NW TPA) and North Hills (subset of East Helena TPA) areas, but only partial consensus for the Scratchgravel Hills (subset of Helena TPA) area.

The Working Groups presented their findings to the Lewis and Clark County Commissioners at their regularly scheduled meeting in Helena on September 22, 2006. The Lewis and Clark Commissioners forwarded Working Group recommendations to the BLM soon afterward. BLM incorporated working group recommendations into Alternative B for each of these three Travel Planning Areas.

FORMAL CONSULTATION

FISH AND WILDLIFE SERVICE CONSULTATION

Federal agencies are required to comply with provisions of the Endangered Species Act of 1973, as amended. This includes a requirement to "consult" with the U.S. Fish and Wildlife Service on any action that may affect species listed as threatened and endangered or result in destruction or adverse modification of habitat designated as critical for listed species. In addition, federal agencies must "confer" with USFWS on any action that is likely to jeopardize the continued existence of any species proposed to be listed or any action that may result in the destruction or adverse modification of critical habitat proposed to be designated for listed species.

This RMP/EIS is considered to be a major project and this document describes potential impacts to threatened and endangered species as a result of management actions proposed in the RMP. Contacts were made with the USFWS early in the RMP process, and a representative of the USFWS was on the planning team during development of the plan to adequately address and discuss the effects of management actions on listed and proposed species and their critical habitats. The USFWS also provided guidance to the BLM regarding

compliance with Executive Order 13186 for the conservation of migratory birds.

Early drafts of alternative provisions were provided to USFWS staff for discussion and review. An initial list of federally listed threatened or endangered plant, animal, or fish species or habitats present in the Butte Field Office Planning Area was requested on March 23, 2006, with an update received March 29, 2006. Four federally listed threatened wildlife species and one threatened plant species potentially occur, or potential habitat is available in the Planning Area. These include: grizzly bear (*Ursus arctos horribilus*), gray wolf (*Canis lupis*), Canada lynx (*Lynx Canadensis*), bald eagle (*Haliaeetus leucocephalus*), and Ute ladies' tresses (*Spiranthes diluvialis*).

A draft biological assessment that evaluates the impacts of the preferred alternative on federal threatened and endangered species has been submitted concurrently with public release of this document to the USFWS. The Proposed RMP/Final EIS will include the final biological assessment and resulting USFWS biological opinion.

STATE HISTORIC PRESERVATION OFFICE CONSULTATION

The BLM cultural resource management program operates in accordance with 36 CFR Part 800 which provides specific procedures for consultation between the BLM and the State Historic Preservation Office. The SHPO was consulted during the development of the Draft RMP/EIS concerning cultural resources that may be affected by being included on the RMP mailing list throughout scoping and public involvement. The Proposed Planning Scenario and solicitation for feedback were also sent to SHPO in June 2005.

TRIBAL CONSULTATION

In accordance with the National Historic Preservation Act as well as in recognition of the government-to-government relationship between tribes and the federal government, letters were sent to the Blackfeet, Shoshone, Salish and Kootenai, and Shoshone-Bannock tribal governments and officials on August 13, 2002 to invite them to be cooperating agencies on the Butte RMP. The letters also requested their input on issues and concerns to be considered during the planning process and initiate efforts to identify areas of traditional cultural concern.

In December 2004 BLM invited the following tribes to an agency update briefing on the Butte RMP that was held in Helena on February 15, 2005: Tribal Council of the Confederated Tribes of the Flathead Reservation, Shoshone-Bannock Tribes Business Council, Shoshone Business Council, and the Blackfeet Tribal Business Council.

BLM solicited feedback when the Proposed Planning Scenario was sent to the following tribal governments in June 2005: Turtle Mountain Band of Chippewa Indians, Blackfeet Tribal Business Council, Chippewa Cree Business Committee, Tribal Council of the Confederated Salish-Kootenai Tribes of the Flathead Reservation, Crow Tribal Council, Fort Peck Tribal Executive Board, Northern Cheyenne Tribal Council, Shoshone-Bannock Tribes Business Council, and the Nez Perce Tribes.

Feedback was further solicited in additional mailings of the Proposed Planning Scenario in Spring 2006 to the Tribal Historic Preservation Offices of these tribes: Turtle Mountain Band of Chippewa Indians, Chippewa Cree Business Committee, Tribal Council of the Confederated Salish-Kootenai Tribes of the Flathead Reservation, Fort Belknap Community Council, Fort Peck Tribal Executive Board, Northern Cheyenne Tribal Council, Shoshone Business Council, Arapaho Business Council, Shoshone-Bannock Tribes Business Council, Nez Perce Tribal Executive Committee, and Blackfeet Tribal Business Council.

INFORMAL CONSULTATIONS

BLM has conducted less formal coordination and consultation with various entities throughout the development of the Draft RMP/EIS. As directed by the Watershed Protection and Flood Prevention Act and the Clean Water Act, BLM has included the U.S. Environmental Protection Agency, Montana Department of Environmental Quality, and Natural Resource Conservation Service in scoping activities, including the scoping of the Proposed Planning Scenario in June 2005.

Livestock grazing permittees and lessees have been included in public scoping efforts and mailings. Interested permittees were included in the scoping of the Proposed Planning Scenario in June 2005.

PLAN DISTRIBUTION

Since initial scoping, BLM has maintained a mailing list of individuals, special interest groups, and federal, state, tribal, and local government entities interested in development of the Butte RMP. In an effort to reduce printing costs, notices were mailed to everyone on the RMP mailing list in September 2006 to remove those no longer interested in receiving hard copies of the plan from the mailing list. People responding to this notice by November 15, 2006, were guaranteed a hard copy of the document.

Copies of the Draft RMP/EIS are also available for public review at the following locations:

BLM Butte Field Office

BLM Dillon Field Office

BLM Missoula Field Office

Helena National Forest Supervisor's Office
Gallatin National Forest Supervisor's Office
Beaverhead-Deerlodge National Forest Supervisor's Office
Beaverhead-Deerlodge National Forest Butte Ranger District/S.O. Annex
Beaverhead-Deerlodge National Forest Wise River Ranger District
Butte Public Library
Helena Public Library
Bozeman Public Library
Dillon Public Library
Whitehall Public Library
Anaconda Public Library
Livingston Public Library
Boulder Public Library

The Draft RMP/EIS is also available electronically at the Butte Field Office website at, www.blm.gov/mt/st/en/fo/butte_field_office.html.

Concurrent with the distribution of the Draft RMP/EIS, a Notice of Availability was published by EPA in the Federal Register which marks the beginning of the 90-day public comment period. BLM also published a Notice of Availability in the Federal Register announcing the availability of the Draft RMP/EIS for public comment.

Hard copies of the Draft RMP/EIS have been distributed to the following organizations, agencies, and individuals who requested them, or as required by regulation or policy.

Federal Government Agencies

Bureau of Reclamation
Environmental Protection Agency – Region 8
US Army – Montana National Guard
US Fish & Wildlife Service – Helena
US Fish & Wildlife Service – Billings
Beaverhead-Deerlodge National Forest Butte Ranger District/S.O. Annex

USDA Forest Service – Beaverhead-Deerlodge NF - Dillon
USDA Forest Service – Beaverhead-Deerlodge NF - Whitehall
USDA Forest Service – Beaverhead-Deerlodge NF – Wise River

USDA Forest Service – Gallatin NF
USDA Forest Service – Helena NF – Helena
USDA Forest Service – Helena NF – Townsend
USDA – National Resources Conservation Service – Dillon
USDA – National Resources Conservation Service – Townsend

State Government Agencies

Honorable Brian Schweitzer, Governor of Montana
Montana Bureau of Mines and Geology
Montana Department of Environmental Quality
Montana Department of Natural Resources and Conservation
Montana Fish, Wildlife & Parks - Bozeman
Montana Fish, Wildlife & Parks – Butte
Montana Fish, Wildlife & Parks – Helena
Montana Fish, Wildlife & Parks – Townsend
Montana Fish, Wildlife & Parks – Dillon
Montana State Historic Preservation Office

Local Governments

Beaverhead County Commission
Beaverhead County Weed Coordinator
Broadwater County Commission
Broadwater County Weed Coordinator
City of Helena Parks and Recreation
Deer Lodge County Commission
Deer Lodge County Weed Coordinator
Gallatin County Commission
Gallatin County Weed Coordinator
Jefferson County Commission
Jefferson County Weed Coordinator
Jefferson County Weed District
Lewis and Clark County Commission
Lewis and Clark County Planning Department
Lewis and Clark County Weed Coordinator
Park County Commission
Park County Environmental Council
Park County Planner
Park County Weed Coordinator
Silver Bow County Commission

Silver Bow County Weed Coordinator

Tribal Governments and Committees

Arapaho Business Council

Blackfeet Planning and Development

Blackfeet Tribal Council

Chippewa Cree Business Committee

Confederated Salish and Kootenai Tribes

Crow Tribal Council

Fort Belknap Community Council

Fort Peck Tribal Executive Board

Nez Perce Tribal Executive Committee

Nez Perce Tribes Cultural Resources Committee

Northern Cheyenne Tribal Council

Shoshone Business Council – Fort Washakie

Shoshone-Bannock Tribes Business Council – Fort Hall

Turtle Mountain Band of Chippewa Indians

Congressionals

U.S. Representative, Dennis Rehberg

U.S. Senator, John Tester

U.S. Senator, Max Baucus

Nongovernmental Organizations and Businesses

American Wildlands

Boone and Crockett Club – Townsend

Butte Skyline Sportsmen

Capital Trail Vehicle Association (CTVA)

Driftwood Ranch

East Pioneer Experimental Stewardship Program

Elkhorn Working Group

Gold Prospectors Association

Graymont Western US, Inc.

Helena Mineral Society

International Association of Fish and Wildlife Agencies

Jefferson River Watershed Council

Johns Ranch, Inc.

Lamarche Creek Ranch

Lewis and Clark Search and Rescue

Lorengo Logging

Mining City Trailriders

Montana Foundation for North American Wild Sheep

Montana Logging Association

Montana Mining Association – Helena Chapter

Montana Natural Heritage Program

Montana Snowmobile Association

Montana Stockgrowers Association

Montana Trail Vehicle Riders Association – Bozeman

Montana Trail Vehicle Riders Association – Great Falls

Montana Trout Unlimited

Montana Tunnels Mining, Inc.

Montana Wilderness Association – Bozeman

Montana Wilderness Association – Dillon

Montana Wilderness Association – Helena

Montana Wildlife Federation

Montana Wood Products Association

Northwestern Energy

Pacific Legal Foundation

PPL Montana, LLC (PPLM)

Public Lands Access Association, Inc.

Reinhardt Ranch

Renewable Technologies

Rocky Mountain Elk Foundation

Safari Club International – Southwest Montana Chapter

Safari Club International – Washington, DC Office

Silver City Lumber, Inc.

Sims Ranch

Skyline Sportsmen Association

Smurfit Stone Container Company

Snowmobile Alliance for Western States

Stanchfield Cattle Company

State Land Coalition

Stoel Rives, LLP

Sun Mountain Lumber

Sunny Vista Homeowners Association

Teddy Roosevelt Conservation Partnership

Three Horse Ranch

Tomahawk Ranch

Vigilante Electric Cooperative

Western Association of Fish & Wildlife Agencies

LIST OF PREPARERS

An interdisciplinary team of resource specialists from the BLM Butte Field Office, and the State of Montana BLM office prepared this RMP/EIS. Maxim Technologies, a subsidiary of Tetra Tech Inc. assisted the BLM

in the planning process and preparation of these documents (**Table 5-2**). Rick Hotaling, Field Manager of the Butte Field Office, provided guidance, oversight, and support in developing the Draft RMP/EIS and moving the planning process forward.

Name	Responsibility	Location	Years Experience	Education
Tim LaMarr	Project Manager	Butte Field Office	19	B.S. Fisheries Biology, Humboldt State University, 1987
Kelly Acree	Lands and Realty	Butte Field Office	23	Oregon State University, University of Oregon, 2000 Lands & Realty Academy, NTC Phoenix
Gary Beals	Lands and Realty	Butte Field Office	30½	B.S. Animal Science, MSU Bozeman 1971 B.S. Range Management, MSU Bozeman 1972 Lands and Minerals School, BLM
Jodi Belanger-Woods	Abandoned Mine Lands/ Hazardous Waste/Soil/ Water	Butte Field Office	12	B.S. Environmental Engineering, 1995 M.S. Civil Engineering, 2004 University of Montana - Montana Tech
John Bown	Oil and Gas	Montana State Office, Billings	27½	B.S. Geology, Millsaps College M.S. Geology and Geophysics, Uni- versity of Missouri - Rolla
Kirsten Boyle	Noxious Weeds	Butte Field Office	3	B.S., Land Resources and Environ- mental Science, Land Analysis and Management, MSU 2004
Mike Browne	Abandoned Mine Lands/ Hazardous Waste	Butte Field Office	27	Hazardous Waste Management Certi- fication, Wayne State University, 2004 M.S. Soil Science, Montana State University, 1987 B.S. Agronomy, Plant Production, Montana State University, 1977 B.S. Fish & Wildlife Management, Montana State University, 1974
Joan Gabelman	Minerals/Abandoned Mine Lands	Butte Field Office	19	B.S. Geology, California State Uni- versity, Hayward, 1985 M.S. Geology, New Mexico Institute of Mining and Technology, 1988
Lindsey Goetz	Forestry/Vegetation	Butte Field Office	6	B.S., Forestry, Northern Arizona Uni- versity, 2000
Carrie Kiely	Cultural Resources/ Paleontology	Butte Field Office	15	B.A. English Literature, Colorado State University, 1985 M.A. Anthropology, Colorado State University, 1993
Sarah LaMarr	Wildlife/Fisheries/ Vegetation	Butte Field Office	16	B.S. Fish and Wildlife Management Michigan State University, E. Lans- ing, MI 1991

Table 5-1 List of Contributors				
Name	Responsibility	Location	Years Experience	Education
Huey Long	Soil/Water	Butte Field Office	34	B.S. Agricultural Science, Soils Montana State University Bozeman, MT 1971
Ruth Miller	Project Manager	Montana State Office, Billings	14	B.S. Forestry Recreation Resources, 1991 Oregon State University Corvallis, OR
Brian Mueller	GIS	Butte Field Office	10	B.A. Anthropology, University of Minnesota, 1994 B.A. Geography, University of Utah, 1998 Masters GIS, University of Minnesota, 2004
Brad Rixford	Recreation/Special Area Designations/ Visual Resources	Butte Field Office	28	B.S. Recreation/Forestry, University VT, 1974
John Sandford	Noxious Weeds	Butte Field Office	26	B. S. Recreation Resource Management, University of Montana, 1980
Traci Scott	Secretary	Butte Field Office	9	High School Graduate, Business Computer Certification
Mike Small	Forestry	Butte Field Office	23	B.S. Forest Sciences, Humboldt State University
Katie Stevens	Document Review	Montana State Office, Billings	5	B.A. Environmental Studies, Montana State University Billings, 2002
Floyd Thompson	Grazing/Sensitive Plants	Butte Field Office	17	Range Management, Montana State University
John Thompson	Economics	Montana State Office, Billings	28	BS, Economics and Political Science, South Dakota State University MS, Agricultural Economics (Resource Economics) Purdue University
John W. Thompson	Fire/Air	Butte Field Office	20	A.A.S. Civil Engineering Technology, Montana Tech College of Technology 1990 B.S. Forest Resource Management, University of Montana 1994
Joan Trent	Social Resources	Montana State Office, Billings	26	B.A. Psychology, Miami University (of Ohio) M.En. with a concentration in the social sciences Miami University
Charles Tuss	Fire/Air	Butte Field Office	16	B.S. Resource Conservation, University of Montana
Dave Williams	Solid Minerals/ Abandoned Mine Lands	Butte Field Office	30	B.S. Geology, Bates College, M.S. Igneous and Metamorphic Petrology, University of Montana
Pat Zurcher	Travel Management	Butte Field Office	3 (Travel Planning)	B.S. Political Science (International Relations), University of Oregon Master Arts in Teaching, Reed College, Oregon

**Table 5-1
List of Contributors**

Name	Responsibility	Location	Years Experience	Education
Daphne Digrindakis	Project Manager Travel Management	Contractor	20	BA, Geology, University of Montana, 1980
Summer Adamietz	Recreation, Special Area Designations	Contractor	7	MU.P, Land Use Planning, University of Washington 2001 BS, Natural Resource Management, Texas State University, 1999
Matt Dadswell	Social, Economics, Environmental Justice	Contractor	12	PhD Candidate, Geography, University of Washington, 1995-1997 MA, Geography, University of Cincinnati, 1990 BA, Economics and Geography, Portsmouth Polytechnic, 1988
Joe Elliott	Vegetation, Weeds, T&E Species	Contractor		PhD, Botany, University of Montana, 1969 BS, Biology and Chemistry, Wisconsin State University Eau Claire, 1965
Cameo Flood	Assistant Project Manager, Forestry, Fire Management, Visual Resource Management	Contractor	20	BS, Forestry, University of Montana, 1985
Fred Gifford	GIS	Contractor	20	BA, Geography, University of Texas-Austin, 1984
Terry Grotbo	Project Manager	Contractor	25	BS, Earth Science (Geology major, Soil minor), Montana State University, 1977
Miriam Hacker	Air Quality	Contractor	11	MS Civil and Environmental Engineering University of Wisconsin-Madison 1995 BA Mathematics Skidmore College 1991
Dave Highness	GIS	Contractor	12	MA, Geography University of Montana, 1998 BA, Anthropology University of Alaska, 1988
Allan Kirk	Geology, Minerals	Contractor	32	MS, Geology (Structural Geology & Economic Geology), State University of New York-Buffalo, 1972 BS, Geology (Igneous Petrology), University of New Hampshire, 1969
Richard Leferink	GIS	Contractor	11	BS, Economics, Montana State University, 1991
Mike Manka	Wild and Scenic Rivers	Contractor	12	BS, Biology, Ecology & Systematics, Cornell University 1992
Mary McCormick	Cultural Resources	Contractor	23	MA, History (Historic Preservation and Archival Management), Colorado State University, 1985 BA, History and Anthropology, University of Nebraska-Lincoln, 1978
Joy McLain	Lands and Realty, Grazing	Contractor	11	BS, Environmental Health, Boise State University, 1995

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Name	Responsibility	Location	Years Experience	Education
Angie Nelson	Special Designations	Contractor	10	BA Biology/English, Drake University, 1995
Mark R. Pearson	GIS	Contractor	17	BS, Geology, University of Minnesota, 1983
Stacy Pease	Wildlife	Contractor	8	MS, Watershed Management, University of Arizona, 2000 BS, Wildlife and Fisheries Science, University of Arizona, 1998
Doug Rogness	Water Resources	Contractor	22	MS, Hydrology-Groundwater, University of Idaho, 1983 BS, Earth Sciences/ Geology/Soil, Montana State University, 1979
Alice Stanley	Assistant Project Manager, Water, Hazardous Materials, Abandoned Mine Lands	Contractor	18	MS, Hydrogeology Montana State University, 1978 BS, Geology, University of Colorado, 1987
Judd Stark	Grazing	Contractor	6	BS, Land Rehabilitation (Soil Science), Montana State University-Bozeman, 1999
Ed Surbrugg	Soil	Contractor	20	PhD, Soil Science (Soil Physics), North Carolina State University, 1992 MS, Land Rehabilitation (Soils), Montana State University, 1982 BS, Range Ecology (Land Rehabilitation), Colorado State University, 1979
Bruce Suenram	Fire Management	Contractor	35	BA, Biology; California State University-Stanislaus; 1973
Walt Vering	Fisheries	Contractor	13	MS, Natural Resources (Wetlands), University of Wisconsin-Stevens Point, 1993 BA, Biology, Wartburg College, 1988
Heidi Turek	Lands and Realty	Contractor	10	BS, Geography/ Cartography, University of Wisconsin-Madison, 1987
Walt Weaver	Transportation	Contractor	40	BS, Civil Engineering, Iowa State University, 1961
Jill Wilkinson	GIS	Contractor	2	BA, Political Science, Montana State University, 2000 Certificate, ArcView-GIS, University of Montana, 2004