



## Cooperative Project Helps Restore Burned Area

Story and photos by Nora Taylor, MSO



Some areas of the Bundy Fire burned so severely that no vegetation survived to resprout this spring.

In July 2006, the Bundy Bridge Fire burned more than 90,000 acres of public, private and state land about 20 miles north of Pompeys Pillar. Some of the areas were burned so severely that no vegetation survived to resprout this spring.

In order to restore some of the big game habitat and stabilize the tops of some critical drainages, the BLM proposed a habitat enhancement project to the Rocky Mountain Elk Foundation (RMEF). The foundation approved the project and provided \$8,000 for shrub seedlings. Twenty-five hundred seedlings were purchased from the Montana Conservation Nursery. Selected species included silver buffaloberry, chokecherry, skunk sumac, American plum, black hawthorn, and plains cottonwood.

From the beginning, the collaborative project involved numerous participants. Just getting the seedlings from Missoula to Billings included several different hand-offs. Once the seedlings reached Billings, they were stored in commercial coolers that were

donated by local businesses.

All that was left was getting them into the ground. The planting date was set for Saturday, March 31. Equipment was borrowed from other offices, the Boy Scouts were lined up, Rocky Mountain Elk Foundation volunteers were ready,

BLM employees were good to

go, the Porta-potties were delivered, and chili was ordered for lunch.

Then it snowed eight inches Friday night.

Urgent calls to local ranchers revealed that conditions were not right for a bunch of people to plant seedlings; the roads were extremely muddy and impassable. Fortunately most of the volunteers were contacted before they left town, and only a couple of BLM employees didn't get the word in time and drove out to the site.

The planting was rescheduled. April 14 dawned sunny and beautiful

and a troop of Boy Scouts, RMEF volunteers, BLMers, and a few others started putting shrubs in the ground.

Everyone worked hard and did a great job. They took a lunch break for chili, cornbread and brownies, and then went back to work. About half the shrubs got planted. Several days of soaking rain followed, giving the seedlings a good start.

*(continued on next page)*



MSO employee Jennifer McKinley (standing) watches her daughter (Emily Powell) and grand-daughter (Marley Toffton) plant a shrub.



Mesh tubes protect the seedlings from grazing animals.

But what about the rest of the seedlings?

Montana State Office and Billings Field Office employees were encouraged to sign up for a day in the field. The night before the chosen day it rained....and

rained...and rained. The roads were a muddy mess, so the work day was cancelled.

The BLM finally issued a small contract and the seedlings were all in the ground by the middle of May. As of June 29, the seedlings

are leafed out and doing extremely well — except for a few pulled out by a curious elk that obviously had not read the news release. We plan to monitor the planting for three to five years to assess the success of the project.



## A Message from our Associate State Director

Many of our employees have been (very) actively involved in planning across the three state area. I can't remember a time when we've had so many RMP/EIS-type documents being prepared all at the same time. It is exhausting, often frustrating work but, as we all well know, absolutely required and necessary. We have been very fortunate to receive the dollars needed to initiate these plans and to subsequently work collaboratively with our many partners and publics to arrive at land use decisions.

Certainly we find ourselves embroiled in many challenges to the decisions we are proposing or have, in fact, reached. Implementing the decisions has often proven to be challenging as well.

The latest energy "boom" and all that it means has been one of the most carefully watched aspects of our decisions by folks from all walks of life. Socioeconomic impacts pro and con (depending on the view of who you talk to), wildlife concerns, water quality, air quality, energy independence and protection of cultural resources are but a few of the examples of issues generating much public interest and debate.

My observation is that I can't imagine an organization using sound science and trying harder than ours to do the right thing for all of the resources involved. I am continuously impressed by the well thought out, collaborative process that seems to be the rule across the many plans we are producing or have recently completed. Does that mean we always "get it right" in terms of our drafts? No, probably not, but of course that's the reason for the process itself.

You hear anecdotal stories or concerns about how some plans (someplace) have had pressure brought upon the employees involved to produce a certain result. No doubt we do have emphasis programs and responsibilities commensurate with being the nation's largest landowner. But I can truthfully say we have always been allowed to let the process proceed and for sound science to rule the decisions we are charged with making. That's fairly remarkable when you consider the special areas that we manage including a portion of the Rocky Mountain Front, tremendous

cultural heritage areas such as Weatherman's Draw, world class wildlife habitat areas, as well as the fact that our land pattern is so intermixed and entwined with private, state and other federal agencies.

Many conclusions are reached and reported to the media as we go about this planning process from various members of the publics we serve. Often those conclusions are contradictory among those making the observations. That's nothing new. What seems new to me to is that we are receiving more coverage of our decisions. If we were ever in a "back-water" safe from controversy, clearly that time has passed. Briefings on the progress and conclusions reached in these documents being prepared are a large part of our responsibility to the front office. I'm very pleased with the quality and diverse involvement among various resources that takes place in developing these documents.

I don't believe the controversy is the result of quality issues. What I think instead is that any "easy" allocation and use decisions have long since been made, and that, coupled with the fact that the public lands are more and more prized for the attributes that they possess, makes controversy a natural byproduct.

There's nothing really new or inspirational about any of what I have laid out. I wish I was more capable of those types of messages. However, without a doubt, the message to each of you is that, in your own way, regardless of your occupation or location, you are contributing to the overall mission of this agency in support of the PEOPLE we serve.

You are doing a tremendous job. No question the mission is highly complex. Your professionalism and dedication are superb. We will continue to be challenged. Our process and stance will remain open and non-defensive. We'll continue to listen to our critics. We'll continue to collaborate. We'll continue the planning process with a resolve that no one cares more or tries harder to make the best decisions possible. Finally, regardless of the controversy, we'll continue to be second to none in the manner in which we perform the job we have been given. It's with a great deal of pride and respect that Gene and I have the good fortune to be a part of YOUR organization. As one of our previous state directors was fond of saying: "until you're otherwise better paid," thank you for all of your work!

A handwritten signature in black ink, appearing to read "Howard A. Lemm".

Howard A. Lemm

# White Sandy is BLM's Newest Recreation "Jewel"

Marilyn Krause, Western Montana Zone

The BLM and PPL Montana co-sponsored a dedication ceremony for BLM's newest campground on May 24.

White Sandy Recreation Site, located on Hauser Lake about 20 miles northeast of Helena, features a cement boat ramp with ample day-use parking, camping spots for 30 families, a fish cleaning station, swimming area with shaded picnic



Montana Governor Brian Schweitzer acknowledged the contributions of PPL Montana and congratulated BLM on its newest recreation facility. Photo by Marilyn Krause

tables, a group picnic site and administrative facilities.

Associate State Director Howard Lemm acknowledged BLM's partners and announced to

the crowd that use fees will be waived at White Sandy in 2007. Other speakers included Brian Schweitzer, Governor of Montana; Brad Spencer, PPL Montana Chief Operating Officer; Mike Waite from Congressman Rehberg's office; Ed Tinsley of Lewis and Clark County; and Tom Reilly of Montana Fish, Wildlife and Parks. Each one congratulated BLM on the new facility and



Associate State Director Howard Lemm and Brad Spencer, Chief Operating Officer for PPL Montana, cut the cake at the conclusion of the dedication ceremony. Photo by Marilyn Krause

proclaimed that the site would be an asset to BLM and the people of Montana. In addition, representatives for Senators Max Baucus and Jon Tester read letters of congratulations.

To conclude the ceremony, Butte Field Manager Rick Hotaling recognized BLM's partners with appreciation plaques for their contributions and support.

Following the dedication, attendees were treated to cake and other light refreshments compliments of PPL Montana. PPL also offered tours of the Hauser Dam power plant facility.



Butte Field Manager Rick Hotaling served as emcee for the dedication and acknowledged BLM's partners for their contributions and support. Photo by Marilyn Krause

Years of related work preceded the White Sandy Recreation Site opening. Outdoor recreation planner Brad Rixford worked with PPL Montana and Montana Fish, Wildlife and Parks to acquire the land, complete planning requirements, develop a cooperative management agreement, and secure long-term funding through the FERC relicensing program for hydroelectric dams.

The Butte Field Office engineering staff — Kent Satterlee, Lee Walsh, and Bill Gibson — developed the site plans and oversaw the construction that took more than \$2 million and two years to complete.



Vickie Anderson and Floyd Thompson were two of several Butte FO employees who participated in a work day at White Sandy to help finish the site in time for the dedication and Memorial Day weekend. Photo by Jim Perkins

At the same time, Butte's recreation staff — Brad Rixford and Jim Perkins, assisted by Jim Maloney and recreation seasonals — worked diligently to get the site ready for use. This spring, landscaping needed to be completed along with installing signs, additional trees, a 2-mile drip system for about 250 trees, barrier posts, fences, swim area, dock installation, regulatory buoys, trails, picnic tables and grills — all this at the mercy of uncertain spring weather.

Completion of White Sandy was definitely a team effort with support from all areas of the Butte Field Office. Judging by the compliments BLM received at the dedication — it was a job well done!

# Adoption Finds Homes for Horses and Burros

Marilyn Krause, Western Zone

More than 70 percent of the animals available for adoption in Helena were snatched up at a recent event.

“Eight of the ten burros offered went to private care and 23 of the 34 horses found homes,” said Nancy Bjelland, adoption coordinator for the Montana/Dakotas. “Overall, we were pleased with the turnout for the adoption; we also had several people interested that may attend a future event.”



Associate State Director Howard Lemm conducted the oral bid portion of the adoption, assisted by his wife, Robin. *Photo by Chris Tincher*

Steve Mantle, a Wyoming horse trainer under contract with BLM, provided two training demonstrations and talked to many people individually. Generally, the horses that Mantle had worked with prior to the adoption brought higher than the minimum bid of \$125. His demonstrations attracted large crowds.

Another highlight was the participation of three U.S. Border Patrolmen with their recently acquired wild horses. The horses are used to patrol the rugged border in northwestern Montana from Glacier Park west. Titled operation “Noble Mustang,” the horses should save taxpayers money while keeping borders more secure.

The patrolmen gave impromptu demonstrations on their newly acquired horses to show how the mustangs could be trained and gentled in a short time if people were willing to invest the time and energy needed.



Three members of the Border Patrol stationed in Montana demonstrated what could be accomplished with the mustangs in a short time.

*Photo by Marilyn Krause*

Operations ran smoothly thanks to a seasoned cadre of BLMers who handled the tasks of setting up corrals, feeding, watering, moving, sorting and loading. Montana/Dakotas employees included Jared Bybee, Larry Padden, and Rick Ekwortzel, assisted by wranglers from Oregon and Nevada. Nancy Bjelland, Teri Bakken, Marilyn Krause, and Howard and Robin Lemm helped with the administrative end of the adoption.



Steve Mantle provided two popular training demonstrations at the adoption. He had also worked with five of the younger horses prior to the adoption; they were not gentled to ride but were comfortable with a halter and around people. *Photo by Marilyn Krause*

## THE MONTANA DINOSAUR TRAIL



WWW.MTDINOTRAIL.ORG

### **Montana Dinosaur Trail Partnership Promotes Tourism**

*Chris Miller, MSO*

The BLM and several partners were honored recently for the production and printing of the *Montana Dinosaur Trail* brochure. All trail partners received plaques during the 2007 Montana Governor's Conference on Tourism and Recreation held in Helena April 2-3.

Some of the world's most significant dinosaur discoveries have been found in Montana, and many of those were on public land. The Montana Dinosaur Trail brochure features 15 museums across Montana where visitors can discover dinosaurs where they lived, and receive a "passport" that can be stamped at each site they visit. Some of these facilities even offer the opportunity for members of the public to participate in paleontology field digs.

Brochures are available at all the sites, and at each BLM field office. Discover more at [www.mtdinotrail.org](http://www.mtdinotrail.org).

The project was spearheaded by Travel Montana. The BLM assisted with editing the brochure and contributed funds for printing. Other partners included Custer Country, Bozeman Convention & Visitors Bureau, Missouri River Country, Russell Country, Yellowstone Country, Malta Chamber of Commerce, PhillCO Economic Growth Council, and the Parks Division of Montana Fish, Wildlife & Parks.

## THE MONTANA DINOSAUR TRAIL



150 MILLION YEARS IN THE MAKING.



# Early Public Involvement Crucial to Successful Resource Planning

*Craig Flentie, Lewistown FO*

Involving citizens early in public resource planning often helps create better decisions.

This axiom has proven itself over and over again and the Lewistown Field Office is currently benefiting from early public involvement with several planning efforts.

One of those efforts is travel/road/trail management in the Judith and Moccasin Mountains near Lewistown. As many know, travel planning can create a life of its own because the differing wants and needs are so extremely diverse between motorized and non-motorized users.

Nearly a year ago, the Lewistown FO approached the Central Montana Resource Advisory Council (RAC) about creating a subgroup to help entwine the public's opinions with any recommendations the RAC may convey to the Lewistown FO concerning trails and travel in the Judith and Moccasin Mountains.

The subgroup began taking shape about six months ago and has since conducted several public meetings and a field trip into the North Moccasin Mountains to verify various roads and trails shown on BLM maps and discuss management options. As common sense and

regulation would require, the subgroup consists of a good mixture of interests including—but not limited to—landowners, hikers, horseback riders and motorized interests.

The subgroup plans to host similar field trips into the South Moccasin and Judith Mountains this summer. With the information and ideas generated by these field trips and public meetings, the subgroup plans to craft the fundamentals of a travel plan for the RAC to consider. In turn, the RAC will include all or a portion of the subgroup's product in a recommendation(s) to the Lewistown FO.

Subgroups are not easy. An effective group depends upon dedicated citizens willing to give of their time and ability while representing their peers in delicate public resource discussions.

"The consensus-driven process that this diverse RAC subgroup is going through will be immensely helpful to the BLM in developing a credible, well-conceived travel plan that provides something for the wide range of uses that the recreating public desires," according to June Bailey, Lewistown field manager.



RAC subgroup members and BLMers discuss trails and travel in the North Moccasin Mountains. *Photo by Adam Carr*

# SUMMER IS FOR FISHING



Nearly 170 children registered for the Kid's All-American Fishing Event on June 9 at McNenny State Fish Hatchery near Spearfish, S.D. The family fishing and educational event focused on topics such as where fish live, lures, fishing equipment, casting techniques, and handling fish once they are caught. All registered children received a prize. Organized by the South Dakota FO, the event was co-sponsored by the Bureau of Reclamation, National Park Service, Forest Service, Fish and Wildlife Service, the South Dakota Game, Fish, and Parks, and local chapters of the American Fishing Society and High Plains Anglers.

Catch of the day. Photo by Mike Barnes, US Fish & Wildlife Service

The 2007 Dickinson Kids Fishing Derby on June 2 drew a record 660 participants. Each of the 344 registered children received a fishing net and small tackle box filled with tackle, and the anglers who caught the largest fish received trophies. The derby was co-sponsored by the North Dakota Field Office, Forest Service, and Southwest Anglers Association.



A young fisherman is thrilled with the new fishing net he received at the Dickinson Kids Fishing Derby. Photo by Connie Kolling



Miles City Field Office Civil Engineer Technician Rick Herman (far left) and physical scientist Dex Hight (far right) provide pointers on casting technique to local students during the annual Kid's Fishing Day held May 24. The event was jointly hosted by the BLM and Montana Fish, Wildlife and Parks at Spotted Eagle Lake in Miles City. Other events included fish identification, boating safety and hypothermia. Photo by Mark Jacobsen

# Making a Difference

Mary Apple, MSO

A commemoration of William Clark's 1806 stop at Pompeys Pillar recently evolved into a trip to Washington, D.C., for two Montana BLM employees.

Sandra Padilla, park ranger in the Lewistown Field Office, and Ann Boucher, volunteer coordinator in the Montana State Office, were co-recipients of the 2007 *Making a Difference Award*. Designed to recognize and promote the BLM volunteer program, the awards are presented annually to the bureau's outstanding volunteers and employees who work with the volunteer program.

Sandra and Ann's roles in recruiting, training, scheduling and supervising nearly 400 volunteers for last year's *Clark on the Yellowstone* National Signature Event earned them the nomination and the subsequent award. The signature event was held last July at Pompeys Pillar National Monument east of Billings.

Over four of last summer's hottest days, an estimated 47,000 people visited the monument, a relatively small site with few built-in accommodations. Volunteers ranging in age from students to seniors were prepared to handle a variety of tasks and situations. Among other things, volunteers set up a temporary "tent city," directed traffic, provided visitor information, distributed refreshments to workers, delivered supplies to food vendors, and removed trash. Despite 100+ degree F temperatures, a fierce thunderstorm, and large crowds, there were no serious incidents or injuries, thanks in part to the volunteer staff that donated a total of 5,970 hours during the four-day event.

Sandra and Ann's work began long before the signature event's opening ceremony. Six months prior, they joined partner organizations in working out the event's final details. Four months prior, they began conducting training sessions to prepare the volunteers for the task ahead. They conferred with each person to match their schedules to their interests and availability, and filed all the necessary paperwork. When it was all over, they made sure that each volunteer received recognition for his/her contributions.

Both are quick to point out that the volunteers themselves are what made their job a success.

"We had some great volunteers from the community," said Ann. "They were thrilled to be part of the event and were always willing to help out wherever



Associate State Director Howard Lemm, Sandra Padilla, Ann Boucher, and BLM Deputy Director Henri Bisson at the BLM's annual Making a Difference award ceremony in Washington, D.C. BLM photo

they were needed – even picking up trash and directing traffic.”

Sandra agreed, adding that a lot of support came from inside the BLM. “We wouldn't have been able to do it without the help of employees and the support of the management team,” she said. “Management allowed their staffs the time to help with everything from designing the t-shirts to setting up the tents, and afterwards provided the funding for us to host a reception to thank the volunteers.”

Volunteers have repeatedly expressed gratitude for the opportunity to take part in such a well-organized and rewarding event. Ann and Sandra's work ethic, attention to detail, organizational skills, and ability to anticipate needs were crucial factors in building such a capable volunteer workforce; their leadership elicited the respect of everyone who worked with them on this once-in-a-lifetime event.

The BLM will enjoy some long-lasting benefits from the signature event. It was a partnership effort on a grand scale, and the highly visible and essential roles that Sandra and Ann played emphasized the value of those partnerships and encouraged future partnership and stewardship opportunities. Additionally, the volunteers experienced first hand the satisfaction of their personal involvement, and many of these same people continue to volunteer at Pompeys Pillar.

Sandra and Ann traveled to Washington, D.C., the week of May 7 to receive their awards. There they joined award recipients from five other states for a visit with Secretary of the Interior Dirk Kempthorne and the awards ceremony in the Main Interior Building.



## New Trail Enhances Fort Benton Interpretive Center

*Connie Jacobs, Fort Benton; and Ann Boucher, MSO*



A new interpretive trail in Fort Benton highlights some of the area features. *Photo by Connie Jacobs*

A new interpretive trail at the Upper Missouri River Breaks National Monument Interpretive Center will add another dimension of interest for visitors.

Completed May 14, the quarter-mile trail meanders through a riparian area, connecting the interpretive center with the riverfront and the rest of Fort Benton's levee walk trail. Those who take the short

walk are likely to see native song birds, waterfowl and raptors among the aspens, cottonwoods and green ash trees. The path also offers a view of the interpretive center's steamboat and white cliffs motifs.

Interpretive signs are being installed this summer. While exhibits inside the interpretive center highlight the cultural and natural history of the Upper Missouri River Breaks National Monument, the trail will feature the Undaunted Stewards program; the historic Roundhouse, which was one of the first municipal wells in Montana; the interpretive center's patio design – a steamboat deck complete with a “grasshopper spar,” which was used to lift steamboats over sandbars in the river; some of the tribal ties to the area, such as the Little Shell of the Chippewa and others; and the riparian areas along the river.

The trail has been part of the center's plan from the beginning. It was designed, developed and constructed by the BLM in partnership with Undaunted Stewards.

You can contact the Upper Missouri River Breaks Interpretive Center and River Management Station at 406-622-4000, or toll free at 1-877-256-3252. The center is located at 701 7th Street in Fort Benton.

## Training Prepares Fire Investigators to Answer Critical Questions

*Jason Caffey, MSO*

The same question comes up with every wildland fire: “How did it start?”

While the word “lightning” is the answer in many cases, many others are not so easily explained. The realm of “human-caused” fires is far more complicated, and requires some skilled reasoning to define.

Thanks to three *Wildfire Origin and Cause Determination* classes held this spring, various agencies throughout Montana and neighboring states now have nearly 100 trained wildfire investigators to help answer these questions. Through classroom lectures and field exercises, students learned the science and methodology of reading fire indicators to determine the point of origin and cause of a wildfire.

To mimic wildland arson fires, instructors and firefighters set small burns under controlled settings with various sources of ignition. Students investigated the scenes to find the points of origin and determine the causes. The practical exercise on the final day included processing a fire scene and interviewing suspects and witnesses — roles well played by BLM fire program managers.

The class, hosted by the Montana State Office April 30-May 4, was attended by BLM rangers and firefighters from Montana, Nevada, Utah, South Dakota and Wyoming. The U.S. Forest Service, Montana Department of Natural Resources and Conservation, Montana Department of Justice (State Fire Marshals)



Students in the class studying the fire behavior place indicators after having grid-searched the specific point of origin and located the cause of the fire. *Photo by Forest Service Law Enforcement Officer Cindy Gradin*

and the Lewis & Clark County Sheriff's Office also attended. The training was funded with money obtained as the result of an investigation of a human-caused fire in South Dakota. Additional classes were held in Miles City and Missoula earlier this spring.

Whenever the cause of a wildfire is in doubt, a fire investigator can be requested through the local fire dispatch office. The BLM Law Enforcement Duty Officer number is 800-826-3023 and someone is available 24/7 for any type of crime report on public lands.

# BLM Employees Dedicated to Environmental Education

Ruth Miller, MSO

Despite limited funds and challenging schedules, Montana-Dakotas BLM employees continue to serve their communities through environmental education.

Environmental education crosses all specialties and serves many purposes. It can show homeowners how to protect their property from wildland fire, encourage the wise use of natural resources, demonstrate the role public lands play in our everyday lives, and introduce students to career opportunities in natural resource management.

Employees in every office contribute their time and knowledge, and the effects are far-reaching. Last year alone, thousands of visitors participated in BLM's educational programs. If we include the Lewis and Clark bicentennial events, participants number well over 100,000.

Programs presented in 2006 included events such as kids' fishing days, living history presentations, and conservation days, as well as programs on fire ecology, archeology, and wildlife. In



Geologist Dave Coppock tells about the geology of Pompeys Pillar during the *Clark on the Yellowstone* National Signature Event in July 2006.

*Photo by Sandy Ward*

ences ranging from young children to adults and seniors. For instance, the visitor centers host hundreds of school kids each year as well as numerous Elderhostel groups, and Defensible Space Night at the Helena Brewers baseball game educated homeowners about wildland-urban interface living.

A few employees have environmental education as part of their job duties; however, most of the environmental education occurring is simply due to employees caring about what they do and passing along their knowledge.

In addition, an assortment of events through our visitor centers at Garnet Ghost Town, Pompeys Pillar National Monument, and the Upper Missouri River Breaks National Monument offered site-specific information.

Environmental education programs are tailored for various audi-



Geologist Dan Benoit shows students how to pan for gold during Take Your Child to Work Day at the Montana State Office.

*Photo by Ann Boucher*



Miles City Field Office archaeologist Doug Melton assists a visitor with setting up an atlatl (a throwing stick and dart) during Miles City BLM's annual Archaeology Day.

*Photo by Mark Jacobsen*

# Temporary Employment Program Benefits Students and BLM

Ann Boucher, MSO

Several Billings students are taking advantage of the BLM's Student Temporary Employment Program (STEP) to gain practical work experience in a professional setting.

The students are working in 12-week positions in six different sections of the Montana State Office. Working closely with their supervisors, the students complete meaningful assignments while learning new skills. Although the BLM set out to fill only one posi-

tion, the applicants were so well-qualified that the state office wanted to give them all the opportunity to work.

"We got some really great candidates," said Sara Romero-Minkoff, Equal Employment Manager. "These students have a lot of potential and just needed the chance for some on-the-job experience."

The students represent all four Billings high schools and Montana State University-Billings. Many of

them have exceptional grade point averages and one was named a 2007 award winner for "significant achievement in youth leadership" (the *Billings Gazette's* "20 Under 20"). Their experience with the BLM will further enhance their resumes.

The MSO STEP students are working in the Public Room, Information Resources Management, Human Resources, Equal Employment Opportunity, Fire and Recreation.



Cristina Donez  
Fire Dispatch



Alex Diaz  
IRM



Anna Mack  
Public Room



Kelsey Tom  
EEO



Samantha Sandau  
Human Resources

The primary goal of the Student Temporary Employment Program (STEP) is to augment a student's education with practical work experience. The program also benefits the BLM by having the motivated student's assistance. Sometimes when the student and the job are a particularly good fit, the student is able to convert to a Student Career Experience Program (SCEP) position. After completing

his/her education, logging 640 hours of work experience, and successfully learning the job, a student may then be converted to a permanent position with the BLM.

A total of 25 STEP students are currently employed throughout the rest Montana/Dakotas BLM.

For more information about the STEP or SCEP, please contact Katherine Ilari at 406-896-5230.

## Attention BLM Retirees

The BLM Retirees Association meets at 11:30 a.m. on the first Tuesday of even-numbered months at the Guadalajara in the Riverboat Casino (444 S. 24th St. West) in Billings. If you would like to receive email or postcard notifications of these meetings, please call Shirley Heffner at 259-1202, Cynthia Embretson at 252-1367, or send your address to Cynthia at ceatsage@wtp.net.

The Public Lands Foundation offers new retirees a free one-year membership. Please contact David Mari, Montana PLF Representative, at (406) 538-7121, or email dmari@earthlink.net. If you send an email, please note "PLF" on the subject line.

Please also help us keep our *Quarterly Steward* mailing list current by contacting Ann Boucher of the External Affairs staff at (406) 896-5011 or aboucher@mt.blm.gov with address changes.

Retired since March 2007:

Larry Apple – 31 yrs  
Wildlife Biologist, Miles City Field Office

Larry Busby – 11 years  
Park Ranger, Miles City Field Office

John Fahlgren – 33 years  
Assistant Field Manager, Glasgow Field Station

Brian Lynnes – 31 years  
Realty Specialist, Miles City Field Office

Bill Volk – 31 years  
Soil Scientist, Montana State Office

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<http://www.blm.gov/mt/st/en.html>

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