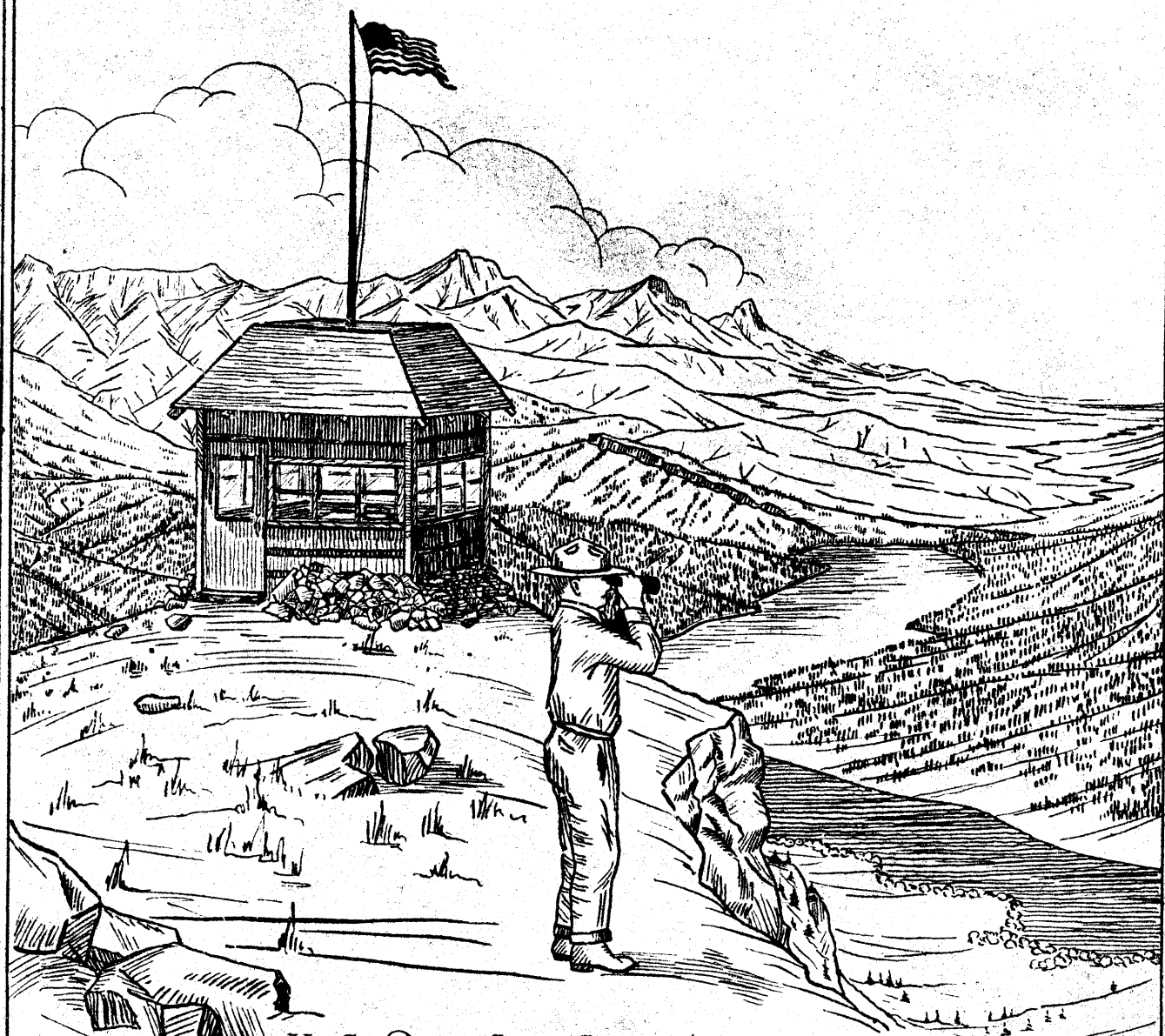


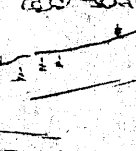
ALUMNI BULLETIN

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"SHOULD AULD ACQUAINTANCE BE FORGOT"

(Editorial Foreword)

This little booklet has a mission.

A couple of years ago it occurred to some of the leaders of the Service that as an organization we were falling far short of our full duty to those who pioneered the way for us and made comparatively smooth our present-day paths. In the Intermountain District some few hundred men and women, after varying periods of honorable and effective service have left us in response to the call of outside opportunity. These we have allowed to drift away, out of touch with the Service and its work. The feeling has grown that this has constituted a grave injustice to our former associates who in many cases had given the best years of life to our cause.

If any proof of that injustice was needed it was amply supplied by the more than one hundred replies received by the District Forester in response to a circular sent out early this winter (to all of our alumni whose addresses were known) announcing the project which this bulletin sets in motion. Almost unanimously the letters proved beyond question a genuine interest in the Service and its work - a real affection for the Service as an organization, even though certain policies, procedures or individuals came in for a sound cussing.

And so comes this first issue of the alumni bulletin. Its primary mission is to express again to a longer list of former co-workers the appreciation of the Service for your individual contribution to the progress of our great cause. And then - we want to tell you the news - review the road over which D-4 has traveled - renew acquaintance and renew or maintain your enthusiastic interest.

The Service needs the interest and support of you, who, having done your bit with us, have entered new lines of endeavor. It needs and will welcome the constructive criticism and unbiased advice which your freedom from official restraint, broadened experience and new viewpoints will enable you to offer.

We call upon those whom we may term our Alumni to rejoin or stay within what we hope to make an enlarged Forest Service family. On our side we will try and show you that the Service considers your interest and support as worth a real effort to maintain.

THIS IS YOUR BULLETIN. Will you contribute some material for an October issue? Help us locate some of those on our "missing" list - give us a good newsy article - take a shot at something connected with our work wherein you think an improvement might be made. Or, give us some suggestions for improving this bulletin and establishing among our former associates a strong, active association which in private life will hasten the advancement of the cause we all have at heart.

The DISTRICT FORESTER at Ogden is never too busy to cordially welcome and as cordially consider and act upon a communication from you. LET US HEAR FROM YOU. Let us all get together - take an active part in "family" affairs. We can all help each other.

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THE RANGER'S JOY

Did you ever for a summer try a bachelor's
stunt alone,
In a lonely mountain meadow forty miles
away from home,
Where mosquitoes wore no muzzles and the
flies knew how to bite,
And the rattlesnakes were plenty, and
the coyotes howled at night,
Did you ever flip your flapjacks in a
house so full of smoke
That your tears dripped in the batter?
It is funny but no joke.
Have you burned your beans and bacon,
wished devoutly for a wife?
If you haven't them you've missed just
half the joys of Ranger life.

Look up, and not down, Look forward, and not back
Look out, and not in - and Lend a Hand.

"BOUQUETS" AND "BRICK-BATS" CORDIALLY WELCOME

R. H. Rutledge. District Forester. Ogden.

The response to our letter of November 20, 1920 has been very fine. I never spent time more interestingly or more profitably than in reading and re-reading your replies. From each and every one comes something of value officially and to me personally. There are "bouquets," sentences here and there and discussions which give one a glimpse of the way in which the work of the Service is touching, affecting and being received by the public, and which give one a feeling of pride in being a part of an organization for the ideals of which the ex-members retain and cherish such strong interest and attachment. I am deeply appreciative of the immense value of your interest as a Service asset so long as we hold fast to these ideals. There are "brick-bats" also, straight, frank, wholesome criticisms. These I consider extremely valuable, and we would be dense indeed if we tried to dodge the issues and we would be untrue to those now in the Service if we did not bend every effort to improve those conditions justly criticised. I want to touch briefly on a few of the points raised:

1. Inadequate Compensation.

Some progress has been made on this matter during the last two or three years. Everyone along the line, including the Forester, is doing everything possible to secure proper classification and compensation. In the last analysis, however, this matter is under the jurisdiction of Congress and that body is to a great degree responsive only to Public Opinion.

2. Inadequate measure of the ability of members of the force, resulting in overlooking some in advancement and in placing or keeping the "round peg in the square hole".

This point has been the subject of very serious thought and work by many men in the Service for a long time. Some progress is being made, and an adaptation of the Army Rating Scheme, based upon careful inspection and personal contact, offers the most promising method of solution at the present time.

3. Delegation of authority and responsibility.

This question is as old as the Service itself and will always be a vital one. The attitude on it varies just as personality varies. The Service policy is becoming more and more clearly defined as one of placing the greatest possible degree of authority and responsibility upon every individual, together with accountability for results.

4. Feeling of freedom for self-expression.

Progress has been made in the last year or two through the Washington Service Bulletin and similar District and Forest publications in encouraging frank discussions and arguments on all Service matters. The response is not yet what it should be. The new office of Public Relations is also working hard to encourage self-expression by every member of the Service "in place of" instead of "through" someone else. We are all striving to establish that feeling of confidence in one another which brings everything pleasant or otherwise into the open for fair consideration.

Your discussions point so clearly to the fact that those now in the Service must be thinking along the same lines that I want to assure you that your expressions were taken seriously and honestly. I sincerely hope that some of you at least will find time to give us some articles for the Bulletins and that each will feel free to send us a good letter at any time.

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The Field Program.

Do you remember it - the little white booklet that came out every three months and told who was who and why in the Service? Good reading too, for one could always dig through and find where old friends were located, who had been boosted up the rungs, who had had their title added to or deducted from - yea, even those hired and fired. Recorded in the Program through the course of years were the changes in names and offices and arrangement of work that marked the growth of the Service to its present shape and size.

Well, the Field Program is no more, -but in its place is a glorified Program, another expression of the growth of the Service. It is called the Service Directory. Bigger, issued semi-annually, and more complete, it gives much information heretofore not listed. All of the Ranger Districts are named, with the names of Rangers in charge. Chief Clerks on Forests are also listed. Quite an improvement, taken all together.

THE NATIONAL FORESTRY PROGRAM

We are glad to say that it is more proper now to discuss the "National Forestry Bill" than the Program, for Bill it is, and already introduced into Congress. This Bill is entirely separate from the current appropriations bill for the Forest Service for next year and embraces the crystallized sentiment that has resulted from two years of discussion, conventions, conferences, education and publicity that followed the first announcement of the need of a national forest policy by Col. Graves upon his return from Europe in 1918.

But let Chief Forester Greeley tell you of the successive steps that led up to the Bill and also something about the Bill itself. This statement deserves the careful reading of every ex-forest officer since, to those of us inside as well as outside the Service, this should be one of the biggest things before the Nation today.

PROGRESS TOWARD A NATIONAL FORESTRY POLICY. By Col. W. B. Greeley.

The very rapid development of support for a national forestry policy indicates how thoroughly the need for doing something is appreciated by Americans as a whole and how ready the country is to stride forward. The movement is rolling on with the increased size and momentum of a huge snowball. While partly an old story, it is of interest to summarize what has happened.

Following the earlier work by Col. Graves and W.L. Hall, in the form of publications, addresses and meetings, a brief summary of the campaign to date was issued by Col. Graves last February entitled "The Next Steps in a National Forest Policy". This contained the essential points in both Federal and State forestry legislation. In April appeared a report of the Forestry committee of the National Pulp and Paper Association, approved by the Association, which recommended Federal legislation almost exactly in line, point for point, with Col. Graves' "Next Steps". On June 1 the Forest Service report in response to the Capper Resolution was handed to the United States Senate. It contained, in addition to the discussion of timber depletion and related matters, a fairly specific program of both Federal and State forestry legislation, corresponding closely to that advocated by Col. Graves four months earlier.

As far back as October, 1919, the Western Forestry & Conservation Association had endorsed the main outlines of Col. Graves' plan. This association had an active influence in the position taken by the National Lumber Manufacturers' Association which, early in July, 1920, through its Forestry Committee, endorsed the Forest Service program. Later in July was held a Reforestation Conference at Madison, in connection with the Decennial Celebration of the Laboratory, at which steps were taken to organize the enormous and varied wood-using industries of the country, from barrels to railroad ties, in a super-association for the purpose of working actively in behalf of a National Forest policy and of better conservation of wood throughout its varied stages of manufacture.

On October 15 a meeting was held at New York City to discuss the specific terms of a bill which would put into effect the main points in Federal legislation advocated in these various conferences and endorsements. The meeting was attended by representatives of the National Lumber and Paper Manufacturers' Associations, the American Newspaper Publishers Association, the American Forestry Association, the Association of Wood-Using Industries and the National Wholesale Lumber Dealers Association as active participants, while the Forest Service and the United States Chamber of Commerce sat in an advisory capacity. The meeting unanimously approved a Federal forestry bill which was simply the legislative embodiment of the ideas set forth previously in the two publications of the Forest Service and in the report of the American Pulp and Paper Association.

On December 20 this bill was introduced in the House of Representatives by Representative Snell of New York. By that date it had been formally endorsed by all of the associations represented in the October meeting at New York City; and a "National Forestry Program Committee" had been formed and financed by them to work actively for the adoption of the measure.

In the meantime, two of the most important planks in the Snell Bill had been submitted to Congress separately as supplemental appropriation estimates originating with the Secretary of Agriculture and the National

: (The National Forestry Program-Cont'd) :
:

: Forest Reservation Commission. The first was a request :
: for one million dollars to carry on the cooperation with :
: States, proposed by the Snell Bill, in fire prevention and :
: other phases of forestry; the second was a report from the :
: National Forest Reservation Commission recommending an :
: appropriation of ten million dollars for the ensuing fis- :
: cal year to continue National Forest purchases under the :
: Weeks Act. :

: Hearings on both of these supplemental estimates :
: were held by the Agricultural sub-committee of the Com- :
: mittee on Appropriations January 7, at which most of the :
: outside groups interested in forestry legislation were :
: represented. Hearings on the Snell Bill were held by :
: the Committee on Agriculture January 26. As was expected :
: and particularly in view of the general necessity for :
: economy in public expenditures, no progress in actual :
: legislation along the lines advocated was made at the :
: short session of Congress closing on March 4. But the :
: progress of education necessary to effect important :
: legislation of this sort is going steadily on. :

: The most important proposals of the Snell Bill :
: are:

: 1. The Federal cooperation with the States on :
: large financial scale in fire prevention and reforestation, :
: subject to the adoption by the States of such essential :
: requirements as the Secretary of Agriculture determines to :
: be necessary. This cooperation is not to be limited to :
: the watersheds of navigable streams. :

: 2. An intensive survey of the forest resources, :
: rate of growth and timber requirements of the country. :

: 3. Purchases of National Forests, not limited :
: to the headwaters of navigable streams, on the basis of :
: 10 million dollars annually. :

: 4. General authority to the Secretary of Agri- :
: culture to acquire timberlands by exchange for National :
: Forest lands, stumpage or timber certificates. :

: 5. The ultimate inclusion in the National Forests :
: of all lands now under Government ownership or control :
: chiefly valuable for timber production or watershed pro- :
: tection, through a process of classification and Executive :
: Orders, in which the National Forest Reservation Commission :
: will take an important part. These provisions include :
: unsurveyed public lands and timber or watershed lands in :
: Indian Reservations (subject to liquidation of tribal rights) :
: and in all other reservations except National Parks. :

: 6. Liberal appropriations for research in :
: forest products and reforestation and for planting denuded :
: lands within the National Forests. :
:-----

Meanwhile the country has had before it another forestry bill introduced by Senator Capper last May, which embodies the plan of Federal control by privately owned forest lands advocated by Mr. Pinchot and approved by a majority of the ballots cast by the Society of American Foresters last spring. Mr. Pinchot has informed us that a new bill will be ready shortly, revising the Capper Bill in some particulars but retaining its essential principle of Federal control of private forest lands. Mr. Pinchot concurs in the main features of the Snell Bill, with the exception of the section which recognizes the States as the agencies which should pass laws regulating the use of privately owned forest lands. Mr. Pinchot advocates liberal Federal cooperation with the States in aid of fire prevention, under State authority, but would eliminate any reference in the Snell Bill or in the appropriation proposed by the Secretary of Agriculture to State regulation of methods of cutting, or any recognition of State authority or control in this field. This whole phase of the question Mr. Pinchot would leave open to direct Federal control under supplemental legislation such as the Capper Bill or a new bill along similar lines.

The Forest Service owes so much to Gifford Pinchot and its members justly hold him in such high esteem that I want them to understand this situation exactly. There is no man in the Service who has a greater admiration for "G.P." than the individual who is now trying to fill his shoes. And Mr. Pinchot holds the interest and welfare of the Forest Service just as much at heart as he ever did. We are both seeking the same objects. The difference is as to the method of reaching them.

I believe that the National Government should do everything that it can to promote reforestation. I do not object on grounds of principle to national control of private forest lands and I will not oppose any measures which may be brought before the country through Mr. Pinchot's effort seeking such control, but I don't believe the method will work. The question with me is one of expediency, of the most practicable and rapid way to get results as measured by acres of growing forests on the lands now cut or being cut.

Whether we get at privately owned forest lands through national control or State control, we are putting it in the class of public utilities. We are putting restrictions upon its use in the public interest. We must recognize the equities of the owner of the land that is thus classed as a public utility; and we must put around that land the conditions which will render the discharge of its public obligations commercially practicable. In

: (The National Forestry Program-Cont'd) :
: :

: other words, side by side with regulations seeking to bring :
: about reforestation, there must be equitable adjustments in :
: forest taxes and effective control of fire hazards. :
: :

: It is difficult for me to see how authority to :
: regulate forest land can be separated from the police powers :
: of the State which must be brought into play if regulation :
: is to be equitable and hence is to stand. Furthermore, :
: aside from constitutional questions, it is difficult for me :
: to see how an overlapping Federal control would avoid ser- :
: ious conflict with authority in the same field which the :
: States undoubtedly have and can exercise if they choose. :
: :

: I believe in the principles of the Snell Bill, not :
: because I am satisfied that they represent the last word in :
: our national forestry policy, but because I see in them :
: practical roads to progress which the country is prepared to :
: take now and which in the aggregate will take us a long way. :
: I see no reason why these steps should not be taken now as :
: the immediate and expedient thing, whether they prove to :
: be ultimately sufficient or not. I see no reason why the :
: several States should not be encouraged to go just as far :
: as they will in the reforestation of private lands, or why :
: any State that brings to pass substantial reforestation :
: under its own laws and administrative organization should :
: not be permitted to continue to handle the forests within :
: its own borders even after legislation authorizing Federal :
: control might be obtained. If Federal control of private :
: forest lands can be gotten by our Courts and worked out :
: practicably in reference to local taxation and the policy :
: functions which control fire hazards, well and good. But :
: anything accomplished meanwhile will be that much ground :
: gained. We will be ahead to the extent of fire protection :
: organizations built up of the local interest and initiative :
: which have been brought into play, though only a small :
: number of States should adopt and enforce the regulatory :
: measures needed. Then let Federal control come, if it can, :
: as the last stone in the arch, as the means of securing :
: reforestation in States which are unwilling or unable to :
: act for themselves. :
: :

: It is of course a matter of regret to me that :
: there should be any division between the Forest Service and :
: our former illustrious leader in this matter. But what- :
: ever the last word in our national forestry policy may be, :
: I can see no reason why all should not accept the opportun- :
: ity for immediate progress which the pending legislation :
: offers and accomplish all that we can under it. :
: :

MORE PLEASURES OF THE RANGER

Have you tried to catch your horses in a meadow
wet with dew,
Where grass grew rank and luscious, that wet
your clothing through;
Watched them kick their heels with pleasure, and
then start on the run
Across that same wet meadow 'til you wished you
had a gun?
Did you finally corral them in a corner of the fence,
Stamping, snorting, wildly eager, looking for
another chance
To dash by you, kick their heels up, just as
though you were a stranger?
If you haven't then you've missed just half
the pleasures of the Ranger.

Have you ridden for an hour beside a roaring brook,
Watching trout jump in the sunlight when you didn't
have a hook;
When the shadows on the water were alluring
as a dream,
Did you swear by all that's holy that as sure
as Sunday came,
You'd be back there with your fishrod and
mix with that little game;
Did you roll out Sunday morning, half awake and
half asleep,
To get this little message: "Will you go count
Freeman's sheep"?

Have you ridden through the Forest with the shadows
at your feet,
While the grouse were drumming 'round you, and
you hadn't any meat,
And the quails were thick as spatter, and you
couldn't take a shot?
Did the badge on your suspenders help your
feelings out a lot?
And at night when you're so tired you could
hardly even eat,
Did some tourist "drop in on you", take your only
easy seat,
Stick his feet up on your stove hearth, and al-
though he was a stranger,
Tell you calmly as he lolled there, "It's a
snap to be a Ranger"?

(Montana Forestry Kaimin)

GRAZING ADMINISTRATION IN DISTRICT 4.
A Review and a Forecast.

C. N. Woods. Assistant District Forester. Ogden.

Ten years ago most of our Forests had been under administration but a few years, and we were just getting grazing matters shaped so as to be able to make some progress in range administration. Many of our ranges were still depleted, many allotments had too many stock, or there was poor distribution of stock over the Forest, seasons opened too early, and much remained to be done in improving the handling of stock on the Forests, particularly cattle, which were generally turned loose, allowed to drift onto the Forest and had little attention during the grazing season. We had but limited data on the important plant species on the Forests, and still less data on the palatability and economic importance of these species. Our information on our forage resources was limited. There was a very considerable amount of grazing trespass.

During the past decade we have accomplished considerable in gathering necessary information and in getting action along a number of lines. We have a considerably better distribution of stock, have made some reductions for forest protection, and have done something toward securing a later opening of the grazing seasons. A lot has been accomplished in bringing about better handling of cattle. A protracted study has been made of the possibilities of revegetating depleted ranges and of improving the native herbaceous cover by artificial methods. Much study has been given the matter of plant species, their palatability and economic importance. A great deal has been accomplished in making range improvements, such as drift and division fences, water development and eradication of poisonous plants, particularly larkspur. We have learned much in the past ten years about our forage resources and have covered several million acres with an intensive grazing reconnaissance. We have also gained a lot of valuable information on carrying capacity. We have been instrumental in promoting the formation of many grazing associations, the appointing of advisory boards and a closer cooperation with stockmen. This has resulted in greatly increased interest on the part of the grazing permittees in the forest ranges and has made it much more practical to properly handle stock on the Forests. We have endeavored to give the greatest possible stability to the stock industry in the use of Forest ranges by

allowing permittees to use the same allotments from year to year and by issuing five-year term permits.

During the next ten years, we hope to get a pretty complete inventory of our forage resources. This will probably be done by a system of extensive range reconnaissance. In connection with this we should obtain some pretty accurate information relative to the carrying capacity of every allotment and every Forest in the District. We expect to secure a material improvement in the handling of stock so as to get a more even utilization of our forage resource. A lot of stock is being lost through poisonous plants. It is hoped that appropriations will be sufficient to allow eradication of poisonous plants in most all cases where any considerable loss of stock occurs. A lot of range improvements in the way of fences for the better control of stock, and water development for the better and more even utilization of the forage it is hoped can be installed during the next decade, and this will be done if sufficient appropriations are made by Congress. Studies will continue to determine proper grazing seasons. Within the next ten years in practically all cases we should know what the proper date for opening the season is, and should be able to apply the information. We need and will secure more information regarding the proper class of stock for different ranges. We are not entirely satisfied as to the handling of our browse range, particularly in Utah. Browse carrying capacity studies are being undertaken and the information these studies yield will be promptly applied.

There is still a considerable amount of trespass by cattle through exceeding of permits. It is believed that this will be largely eliminated within the next few years. We have considerable areas that are still more or less depleted, but revegetation of these should be largely accomplished within the coming ten years. It is believed that the tendency in the past has been toward too close utilization of the forage. The Supervisors generally in this District are becoming more conservative in this matter, and the tendency is decidedly toward less close utilization. Much less time during the next decade will be spent in the formulation of policies and grazing regulations, and much more will be spent on the ground in getting more data and better utilization of forage, together with the proper protection of the Forests - utilization with revegetation and perpetuation of all vegetable resources.

FROM TEAPOT TO AIRPLANE

Guy B. Mains. Forest Supervisor. Payette.

Between Ranger Bill Baker, patrolling his district in 1908 with his teapot for a fire extinguisher, and the airplane patrol we are to have this season is a considerable advance in the art of fire suppression. It seems to me to sum up briefly the progress made in the fire protection game in the past twelve years. In between lie the struggles, the failures and triumphs of accomplishment.

There is still much to do before our protection system can be perfected but we have made progress and will continue to do so if we keep our eyes to the front. We have learned much about the fire protection game in the past twelve years but have been delayed by lack of funds and men in doing many things we know to be necessary to give the forests adequate protection.

If the fire hazard we have had to meet on the central Idaho Forests during the past four years had prevailed the first few years of their administration we would have little but blackened wastes to supervise now. Such an emergency could not have been met and handled with the small force of men we were allowed and without the system of roads, trails, telephone lines, lookouts, patrols and equipment we had ready when the need came. And this is not meant as a disparagement of the early Rangers who for the most part single-handed fought the good fight against heavy odds with poor equipment, and saved the forests they were sent out to guard. Bill Baker and his teapot in 1908, fighting his fire alone in the spruce thickets, is just as much a hero as the Ranger who led a hundred men successfully in the fight in the same territory in 1919. Both accomplished their task by giving all that was in them. But Bill with all his courage and determination could not have won out single-handed in 1919. The odds would have overwhelmed him.

Due to lack of funds, District 4 is somewhat behind the other districts in protection measures. The season of 1910, which proved disastrous to the other districts, touched us rather lightly. Consequently

our fire hazard was considered small and we were treated accordingly in the subsequent distribution of protection funds. This made it slow and difficult to perfect fire protection plans and organizations on the timbered Forests in the district. Some of our own officers were lulled into a sense of fancied security by these conditions until the fires of the past four years convinced the most skeptical that we have a real fire hazard. Also the inventory of our timber resources made necessary by the war has convinced the nation that the end of our timber supply is in sight if we continue to waste and burn our forests, and that every living tree has a very definite future value.

Charts covering a period of years show that the summer electrical storms, which work the greatest havoc in our Forests, follow certain definite routes across the central part of Idaho. These storm routes coincide with three or four troughs or valleys that extend north and south across several of the Forests and contain our heaviest stands of timber. These are the areas we must concentrate upon first in perfecting our protection plans and organization. It is not likely that we will ever be able or will want to maintain an organization that will meet all emergencies. We must depend upon the adjoining settlers and communities to furnish help when it is necessary to expand our forces to meet extraordinary demands such as occurred in 1919.

It is in such crises that the ex-forest officer can serve his country and lend his personal support to the conservation of our waning timber supply by making his services available to officer our fire fighting crews. A trained man on such occasions can save his Government hundreds of dollars, and the satisfaction of having done his part toward conserving the economic wealth of the nation should be worth considerable.

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In Those Good Old Days.

In looking over some old records in this office we find this item in the diary of former Supervisor Squires: "July 27-28, 1906. Supper, bed, breakfast and lunch at the Walton sawmill, \$1.00".
Times have changed. In these days we would be lucky to get our choice of one of the four for that sum.
"Cache Register".

APPLIED SCIENCE IN OUR GRAZING PROBLEMS

David A. Shoemaker. Grazing Examiner. Ogden.

Mark Anderson was in charge of the Grazing Studies work in District 4 from some time prior to 1916 until the early summer of 1919. From that time until July 1920, Lawrence J. Palmer held the reins and since then D. A. Shoemaker has directed the work. Along with these changes resulting in three different chiefs in this office there have been numerous changes in the personnel which has fluctuated from a maximum of eight to a minimum of three men. We now have four men, not one of whom was in the work at the beginning of 1916.

During the field season of 1916 the intensive grazing reconnaissance of the main division of the Cache was completed. The data collected in this reconnaissance was formulated into a Grazing Working Plan during the following winter. The Plan was made effective in 1917 and has worked very successfully.

In 1916 also the topographic map of the Sevier was completed. This reconnaissance was begun in 1917 with two parties. At the end of August the force was reduced to one man, the rest having voluntarily entered military service, and the work was discontinued with one division completed. This data grew into a working plan during the following winter and the plan has been in successful operation since the summer of 1918.

Due to the small number of men remaining during the 1918 season, two more of the Grazing Examiners having joined the Navy, and also to the fact that important inspection work had come up as a result of allowing a ten percent "emergency increase" in cattle permitted on the Forests, as well as the big campaign of poisonous plant eradication carried on to save beef for the boys "over there", no reconnaissance was undertaken. The work was resumed in 1919 and the reconnaissance of the other division of the Sevier completed in August. The grazing plan based on this work was applied during the 1920 season.

In cooperation with the Coast and Geodetic Survey primary triangulation control was run for the Fillmore and the Glenwood Division of the Fishlake during 1919. Also that season secondary control, topographic sketching

and intensive range reconnaissance was completed on about 132,000 acres of the Fillmore. The range data collected was used primarily in settling a range dispute over two community allotments. During 1920 one party completed similar work on the Oak City Division of the Fillmore, comprising about 108,000 acres. The resulting information will be applied this coming season.

On account of limited funds and the press of other work fully as important, it is planned to do only a small amount of intensive reconnaissance the coming season, and instead use what men and money we have for applying our grazing plans, conducting carrying capacity tests, and making detailed range studies by building seasonal variation enclosures and establishing and charting quadrats on our most heavily grazed ranges.

Several sheep handling and carrying capacity tests on central Utah Forests in 1916 demonstrated that the open herding and bedding out system of handling sheep was far superior to the old method of close herding and returning to the same bed ground for several nights in succession. The adoption of the first named method has resulted in better conditions of both sheep and range.

Prior to 1916 it had been clearly demonstrated that the heavy losses of cattle from tall larkspur poisoning could be effectively controlled by eradication of the plant through grubbing. Extensive eradication work was initiated in 1916, enlarged upon in 1917 and 1918, curtailed in 1919 and practically stopped last season. The slackening up was from two causes; one being the lack of Government funds and the other the fact that the practicality of the work had been thoroughly demonstrated to the cattlemen and the viewpoint was taken that it was more to the stockmen's interest to reduce losses to the stock than to that of the Service. More important to us are other range improvements which will result in protection to the range, in securing better utilization of the forage and facilitating range management. To date there have been about 1375 acres of larkspur grubbed at a total cost of \$10,792; \$4,805 of which was contributed by stockmen. The average cost per acre has been \$7.79. Losses have been practically eliminated on many areas and greatly reduced on others. All of our eradication projects have been well justified by the reductions in annual losses as compared with the costs of the work.

So-called Period Studies have been made during the early part of the season the last two years. Areas on the Fishlake, Fillmore, Sevier, Uinta, Wasatch, Powell and Manti Forests have been examined in order to determine the proper date for opening the ranges to grazing in the spring, and what the season of grazing, the number of stock, and the methods of handling should be for each "seasonal zone" of the range. Each seasonal zone is determined by elevation, slope, exposure, soil vegetative type, climate and vigor of the vegetation. Most of our cattle allotments are areas of more or less rough topography which present a varying number of these seasonal zones. These studies have resulted in securing grazing seasons which more nearly conform to what we term the "vegetational readiness" which means when the principal forage plants have reached a stage of development so their reproduction and maintenance will not be seriously interfered with by stock grazing, and also in getting better handling of the stock on the early ranges. All of this has brought about conditions which will greatly improve the forage and watershed values of these ranges.

Our plans for future range reconnaissance have already been mentioned. However, we will undoubtedly again take up this work as soon as necessary men and money become available, so reasonable progress can be made. It is planned in the meantime to do as much extensive reconnaissance as possible, since this work gives us necessary information upon which to base better range management in a much shorter time and at less expense than does the intensive reconnaissance and is satisfactory for solving the more general problems.

Period Studies will be continued until all areas have been examined where conditions are such that this kind of data is needed. Additional carrying capacity information will be secured. Detailed and more or less scientific range investigations will be necessary on many of our ranges which are not in very good shape.

Our ranks are now small, but we are none the less enthusiastic, and though we can not do nearly all the work in Grazing Studies that there is to be done in District 4 we plan on doing well every job that we tackle. In view of the large amount of this kind of work to be done we believe that some day sufficient funds will be allotted so that an organization can be built up that will be able to successfully handle every GS job or problem that may arise.

THE "BIRTHDAY AT THE 'LAB'"

Ten years ago a number of small products laboratories, started under the auspices of the Forest Service in various parts of the country, were wisely concentrated in one place. At Madison, Wisconsin, in cooperation with the great University of that State, the Forest Products Laboratory was founded on June 4, 1910, and began its work in a small way and with a limited personnel. Through the broad field of fundamental research in the various uses of wood and in wood technique, the Laboratory hewed a pioneer trail that has since widened into a wide road traveled by the representatives of the vast wood using industries of this and other countries, and by scientists eager to learn the peculiar and varied technical methods invented and developed through the years. With its mass of infinitely valuable data gathered quietly year after year and based upon tens of thousands of painstaking tests and experiments, the Laboratory stepped to the fore during the war period as the foremost institution of its kind in the world, and practically the sole authority in many phases of the mechanics, physics and chemistry of wood.

In recognition of its tenth birthday, the Laboratory held a two-day celebration in June of 1920. An executive committee headed by the former director, Mr. H. F. Weiss, and divided into 18 groups, handled the celebration. It is especially noteworthy that the committee was composed of men outside the Laboratory and all of them executives and leaders in big wood using industries and interests. This alone is an evidence of the good will which has been built up by the Laboratory and one of which it can be proud.

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URGENT BUSINESS.

A negro private had spent long, tiresome months in a camp near New York and wanted to go off on leave. He had a pass but not the password, and when he came to the sentry the sentry refused to let him go. The negro pulled out his little pass and offered it.

"That isn't enough," said the sentry. "You must have the word."

"You mean that piece o' paper won't let me out?" demanded the darkey.

"Have to have the word."

The negro reflected, then he pulled out a razor and began stropping it on his sleeve. "Man", he said impressively, "I gotta father in hell, a mother in heaven, and a girl in Harlem, and I'se gwine see one of 'em tonight."

AN OPPORTUNITY TO SERVE

Dana Parkinson, Forest Supervisor. Wasatch.

Your connection with the Forest Service of necessity resulted in the accumulation of considerable capital in the form of training, education, familiarity with the unselfish aims of the Service and with the possibilities for making the national forests contribute more to the public. If the alumnus forgets all of this knowledge and experience gained, if he does not make this capital bear interest either to himself or to the public, if he does not whole-heartedly give the community the advantage of his own ability along this line - what has happened? That part of his (or her) life invested in the Forest Service brings in practically no return. That part of his capital has been allowed to depreciate to such an extent as to have not even a wrecking value.

On the other hand - if he looks after the upkeep of this part of his investment in life it will always bring in mighty good interest. In fact enough so that he can declare a dividend and distribute it among all members of his community.

One need not search long to find what may be termed the shallow-minded existence with which we are surrounded. The girl who is constantly busy with powder and puff, incessantly consulting her mirror, is anything but unusual. Equally numerous are those busy business men, occupied in business from dawn till dark, wearing himself out to obtain an abundance of material things that he may live in ease. He creates an atmosphere of cold blooded dealings wherever he goes. His life is wholly spent by the time he has accumulated what he deems a plenty. His head has been down so long in his efforts to get his share of "stuff" he cannot take with him that he can never get above the grind. Only to a few is it given to rise above this seething mass of aimless humanity and to find in life a big worth while purpose. To anyone of Forest Service training the opportunity is given in a peculiarly worth while form.

There is no place better than the National Forests to bring about a remolding of the artificial characters so common among us into personalities more than skin deep.

If there is a place where one down-and-out can get a new grip on life it is in God's big out-of-doors. If there is a place where people who are disconsolate as a result of the heartless grinding of the wheels of industry can regain themselves it is in the Forests. If anywhere one can forget to be artificial, snobbish and selfish it is in the hills. If there is a place where all classes of people can secure contentment, recreation and renewed energy to attack the problems of city life, it is out among the woods, streams and lakes, in communion with nature.

What percent of the people who need and desire an annual outing get it? As a rule is it not essential to own a car, tent or summer home? How many desirable free camping places are there where one can spend a week or more unmolested? Is not one of the principal causes of unrest and radicalism the fact that the middle class of people as well as the poor can see no justice in an existence which deprives them, extremely in need of the diversion though they may be, of a share in the great out-of-doors, and in the wonders of nature?

The Forest Service Alumni are in a position to familiarize the public with the tremendous potential opportunities in the National Forests, which, if taken advantage of, will contribute much to the well being of society. You may know of a specific service which the Forests can render your community. You may know the specific organ through which this service can be brought about. Merely a suggestion to a civic organization or to a high type of social organization will often grow into a big public spirited movement.

The Forest Service offers you its assistance in converting your ability into useful public service. The Service desires to see the capital invested during your connection with it again put on a productive basis.

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How a Forest Service Man Got Rich.

He started poor as a proverbial church mouse ten years ago. He is now retired with a comfortable fortune of \$50,000.00. This money was acquired through industry, economy, conscientious effort to give full value, indomitable perseverance, and the death of an uncle who left him \$49,999.50.

(Madison Laboratory Bulletin)

PUTTING THE "HUM" IN HUMBOLDT

Clarence E. Favre. Forest Supervisor. Humboldt.

An outstanding feature of Forest administration in Nevada during the past decade is found in the consolidation a few years ago of the old Ruby, Santa Rosa and Humboldt into one enlarged unit under the name of Humboldt. The present unit covers about one and a half million acres of the best "sunshine and sagebrush" in the District. The headquarters are at Elko where we occupy the entire upper floor of the Title Guarantee & Trust Building. The personnel now consists of nine yearlong Rangers, with 2 or 3 summer men to assist them, a Supervisor, Deputy, Principal Clerk and Second Clerk. We hope to have two or three additional grazing reconnaissance men here this summer to conduct an extensive reconnaissance of the Forest.

As you all know, the Humboldt has always been one of the principal grazing Forests of the country and, therefore, this is our most serious problem. Due to various causes the ranges have been overgrazed until now some very definite action must be taken to remedy the situation. Reducing the number of stock to be grazed and shortening the seasons is usually the method followed, although on the Santa Rosa unit it has been found necessary to close an area of about 40,000 acres against all grazing. This area has been closed for the past two years and the revegetation is remarkable. A lot of good cooperation from the stockmen has been enjoyed in all of this work. If plans materialize all of the 300 mile boundary on the Humboldt division, except about 50 miles, will be fenced. Practically all of the Ruby division will be fenced and considerable division fencing will be done on the Santa Rosa. All of this will be accomplished at the expense of the stockmen themselves.

The Humboldt still holds first place in total receipts for the District. We still graze a greater number of stock than any other Forest in District 4, the present authorization being 272,000 sheep and 52,700 cattle and horses. Our receipts from special uses were highest in the District for the Fiscal Year 1920. We enjoy about the average timber sale business of the District.

The Jarbidge area is now being taxed very heavily for timber to supply the mines in that locality. The mining business there is now on a permanent basis, the Guggenheim interests having constructed a large mill and conducting operations on an extensive scale.

Perhaps the only member of our personnel who is a real "old timer" and with whom you all are acquainted is Ranger Charley Butler, who now is stationed at the Jack Creek Ranger Station near Tuscarora. Charley is still as lively as ever and has just as much fun out of the "school marms" as he ever did. C. S. Tremewan and Doc Arthur, while no longer connected with the Service are still in the vicinity. The one is a stock raiser and rancher in the North Fork country, while the other is in an electric establishment in Elko.

Gradually a comprehensive trail system for the Forest is being developed. At present a scenic trail is being constructed along the top of the Rubies from Harrison Pass to Lamöille. This trail will take in no less than ten lakes, some of which are exceptionally beautiful. These lakes lying in the very tops of the Ruby Mountains and fed by perpetual snow banks are real wonders in the desert regions of Nevada.

The Humboldt force wishes to express deep appreciation for the many difficult tasks satisfactorily accomplished by the pioneers in our work here in Nevada, and we will be only too glad to take you over your old stamping grounds if ever you return to the land of sunshine and sagebrush.

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Pensions: Beginning with the August, 1920 salary payments, all employees in the Civil Service were put under the civil service retirement law passed shortly prior to that date. The Fiscal Agent deducts $2\frac{1}{2}\%$ of each pay check and it goes into a fund for the ultimate payment of the pension to the individual. The government contributes a certain proportion of the pension in addition. In case the individual does not remain in the Service long enough to become a pensioner, he receives back his contributions, with 4% interest compounded annually. Those of us who do not plan to stick until the ripe old age of 70, can look forward to receiving a neat little nest egg upon taking up that ranch or other billet we have in our mind's eye as a nice place in which to ripen and grow old gracefully.

TEN YEARS AGO AND TO-DAY

Hopkin I. Rice, Forest Ranger. Cache.

Ten years ago there were more Rangers to administer the work on the same sized Forest than there are to-day. The pay was small and no forage allowance was made. There was not the responsibility that there is now. At the present time, in the majority of cases, one Ranger has the same district that two Rangers handled in earlier years and is held pretty strictly accountable for conditions. Years back the Ranger rode the range to see the condition of the cattle and sheep, but did not consider the condition of the range itself to any great extent. To-day the Ranger has a salting plan worked up for the proper distribution of the salt, and in most cases the stockmen hire a herder to distribute the stock properly over the range and hold the range up to a standard of forage production. Nowadays the Ranger is expected to be somewhat of a botanist, to know and name the principal forage plants, and to tell the time of flowering and the ripening of the seed of the plants on his district. Also the Forests that have been covered by a grazing reconnaissance are tending to raise the standard of grazing administration still higher.

Years ago some simple range improvements were undertaken, also roads and trails were worked in a kind of haphazard way, knocking the brush and logs out of the way. This work extended over a large stretch of country, with very little money allotted for the construction of improvements. To-day the roads and trails of importance are surveyed and given a standard type in width, grade and clearance. More money is available to-day for construction, and roads and trails are worked up to a standard. Ranger Stations are equipped with more and better utensils than in the early days.

The Ranger's diary was prepared on Form 874-2, two days to a page, and approved by the Supervisor. The preparation was nothing to speak of in the way of standard. To-day the diary is expected to be up to a definite standard, giving the time in hours spent on each project or line of work, so that the Ranger's time may be distributed in the office. Years ago the Ranger's job was not considered of a great deal of importance, and it was stated that the Forest Service would not amount to much. The majority of the users were opposed

to the regulations of the Forest Service, especially the larger stock owners. The administration of the Service has borne fruit in the majority of cases. To-day the Ranger in a community is looked upon as being a desirable citizen. In numerous cases his judgment is sought and acted upon with good results, much more often than in the days of our youth.

The change in the handling of timber sales is small. The Regulation S-22 sales at cost to homestead settlers and farmers for any domestic use on the homestead or farm has been made use of quite extensively the past six to eight years. The method of brush disposal has gone from piling and burning to lopping and scattering, and now seems to be swinging back to piling and burning again.

During the past ten years the salary has not been increased in proportion to the responsibility placed upon the Ranger, or the pay he could receive outside the Forest Service. When the Ranger has been in the Service a number of years he feels that with the general training and experience he has acquired in the performance of his work, it would have to be a job with a much larger salary to offset the work in the Service. That is, I think, why so many men have left the Service.

I sometimes think that in a general way the responsibility placed on a Ranger to-day is almost equal to that of a Supervisor ten years ago, and from what I can see of the future there is going to be more responsibility placed on the Ranger. Years ago the Supervisor received the grazing applications, approved the permits transfers and holdovers, and made most of the decisions. To-day this is done by the Rangers to a large extent. The Ranger of today also has found a new field of effort in getting out and doing a lot of community work in cooperation with commercial clubs, schools, boy scouts and similar organizations, all tending to make the Forests of greater direct service to the general public.

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Rangerettes. The last Forest Ranger examination was open to both men and women. Doubtless the reason for the Civil Service Commission throwing down the bars was the recent enfranchisement of the women of the country. They may also have reasoned that having women lookouts we might also use women Rangers. It may be said in passing that a Bureau in making selections from a list of eligibles need not select a woman eligible when the nature of the work requires a man for its performance. Huh? No-not yet.

THE "BEAR" AND NAKED FACTS

Extract from Ranger "Sunny" Allan's Diary
for November 5, 1920. (Targhee)

Editorial Note. To delve into the bowels of the earth after bear, while exciting and requiring no little amount of courage and determination, is, nevertheless, only a mere incident in the day's work of a busy Ranger.

7.00 A. M.

Left headquarters on horseback for trip over my east end.

9.00 A. M.

Met bear hunter with pack of hounds. Fell in with hunter and hounds and continued on.

9.30 A. M.

Came across large, black track of bear. Followed same to mouth of cave leading back into mountain side.

10.00 A. M.

Entered cave on hands and knees, flashlight in mouth, bowie knife in belt, automatic grasped firmly in right hand. Pulse normal, temperature normal, heart action good, followed by hunter and hounds in like manner.

10.02 A. M.

Entered long, high, narrow chamber just wide enough to permit me and my brave followers to proceed in single file and in an upright position and frame of mind. Followed passage about sixty feet, came to declivity in ceiling which required the all-four method of procedure again. We proceeded thus, equipped as before, pulse a little abnormal, temperature rising, heart action irregular but strong.

10.10 A. M.

Entered second chamber about the size of first one but a trifle wider. Marked time here in single file. Flashlight beginning to show signs of weakening but in spite of concerted efforts of entire party of the first part to entuse it with courage and a sense of duty. Sounds of deep breathing and restless sleep coming from regions to our left; dogs becoming unmanageable, showing signs of eagerness to proceed and pursue. Pulse flighty, temperature becoming subnormal, heart action disgraceful, strong impulse to about face and beat it, but fear overruled reason and we remained.

10.15 A. M.

Sounds from sleeping chamber to left becoming more pronounced as if coming from a conscious and wakeful

animal. Flashlight unable to stand the strain and expires leaving its dead body on my hands. Total darkness, pulse racing and resting alternately, temperature down to freezing especially along the spine, no heart action worth mentioning except a strong impulse on its part to look out of my mouth to see what was going on, hair beginning to assume the perpendicular, vocal organs paralyzed, hunter in same condition only worse, sense of direction missing in action. Dogs squeeze by and rush in a foolhardy, headlong manner into sleeping chamber, great commotion, yelps, grunts, squeals and sounds of heavy blows striking soft bodies fill the air and runs over.

10.17 A. M.

Hunter and I facing north in single file, total darkness punctuated by sounds of tumult coming rapidly from sleeping chamber: suddenly struck in solar plexus by an all impelling, large, black, growling, grunting, clawing, rapidly moving force which caused me to assume a horizontal posture with my head to the south and facing up. Hunter meets like fate and the above described force passes over us followed by the hounds in hot and noisy pursuit. Pulse doing a shimmie, temperature away below par, ice cold perspiration issuing from all pores of body, hair standing at attention, heart on strike.

10.20 A. M.

Regained reasoning faculties to some extent and guided by instinct and compelled by the force of gravity we followed course taken by bear and hounds, forgetting to assume the all-fours position necessary to reach the outer chamber until coming face to face with the declivity in the ceiling with more force than good judgment. Proceeding in total darkness ran into bear stuck in outer chamber and suddenly realizing our opportunity for revenge we proceeded to pass over him in much the same manner as he had passed over us.

10.21 A. M.

Reached mouth of cave and daylight, closely followed by the bear thirsting for revenge. No improvement in status of pulse, temperature or heart action. Hair still standing at attention but faded. Daylight and fresh air brought us back to normalcy and a high regard for other Republican doctrines, especially those pertaining to protection and self preservation. One well aimed shot from my trusty automatic, which I found still grasped firmly in my right hand, sent bruin to the mat for the count.

11.30 A. M.

Finished skinning the bear and started for home.
5.00 P. M. Arrived at my headquarters.

BOOM DAYS IN "ACCOUNTS"

Homer A. Seip. District Fiscal Agent. Ogden.

Ten years ago the Office of Accounts had an allotment of about three-quarters of a million dollars for the fiscal year. National Forest receipts in this District were \$363,054.38. The present fiscal year's allotment, including the funds handled for the Bureau of Public Roads, is \$2,605,506.32, an increase of close to two million dollars, while the receipts for the past fiscal year amounted to \$761,728.88 and have more than doubled in the past decade.

This large increase in the volume of Accounts work has been handled by an increase in the personnel of the Office of one person. There had been no increase whatever in the force until we began to disburse for the Bureau of Public Roads. This was in 1919.

During the present fiscal year our allotment from Road funds is more than \$1,500,000. This includes all Forest Service appropriations and Cooperative funds in cooperation with the Bureau of Public Roads.

Some idea of the volume of accounting and clerical work in the Office of Accounts may be gained from a brief summary of work done during the last fiscal year. During this period 15,765 vouchers were paid, 29,949 checks were drawn in the payment of these vouchers; total disbursements for the year \$1,029,597.65; transportation requests issued 2,132; department bills of lading for freight transportation 2,292; money received from sale of Government property \$648.01; letters of authorization issued for shipment of household effects 60; mileage letters of authorization 113; letters of authorization for official travel 87; amount of money received from Co-operative work \$264,897.82; amount of money received from sale of timber, grazing, special uses, etc., \$761,728.88.

The handling of all this Government business entails a vast amount of work, much of which is a high grade of accounting and can be done efficiently only by persons skilled in this particular line of work. The auditing of vouchers, bookkeeping, check-writing, abstracting receipts, appointment work, etc., require training not gained in a few weeks or months, but to become

thoroughly efficient, in some cases, years of experience are needful. Absolute accuracy is required in all the accounting procedure. In dealing with Uncle Sam's Treasury all disbursements and receipts must balance to a penny. Results must be absolutely exact - "approximately so and so" finds no hearing in dealing with the U. S. Treasury.

For several years of this period an intensive Cost Keeping scheme has been in vogue. By this scheme it has been necessary to keep the cost of the various lines of work or activities, 84 in number. The assembling of all this data from the different Forests is done in Accounts. To balance the costs (activities) with funds (appropriations) is a task which requires infinite perseverance and lots of hard work.

During the World War, Cost-Keeping was dropped for two years. Later a modified scheme of eleven activities was adopted. It is now the Forester's plan to go back to the pre-war Cost-keeping system. As heretofore it is planned that this compiling and assembling of data be done in the Office of Accounts.

Forest Service accounting in various ways is quite different from Commercial accounting, but after all the principles of accounting apply here as in commercial life. Much is said about Government "red-tape", but if one looks into the accounting schemes of the different business firms, companies or corporations, one will decide no doubt that there is considerable "red-tape" so called outside the Government. The important thing in any accounting system is to get results. There is no question but that the Forest Service gets definite results from its accounting procedure.

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A New National Forest District:

A new National Forest District, with headquarters at Juneau, Alaska, embracing the two Forests in Alaska, was established January 1, 1921. Charles B. Flory, who has been Superintendent of Alaska Forests, has been made the District Forester. This move is in line with the Government efforts to promote the welfare of the Territory by coordinating federal activities and getting federal administrative officers as close to the ground as possible.

Noah was six hundred years old when he built the Ark
DON'T LOSE YOUR GRIP.

RETROSPECTION

Foster Steele, Forest Ranger. Targhee.

When one gets reminiscent and looks back over the road we have come since 1905 we sometimes wonder how we have managed to arrive at 1921 looking as well as we do. It is a pleasant retrospection, however, this looking back over the old trail, and it brings to our minds the pleasant difficulties - you never heard of a pleasant difficulty! - well - there are lots of them and we have all experienced them - they are the difficult fights we have won and the success we have attained after long, hard struggles. We see ourselves as we entered the Service back there in 1905, with nothing but the vigor of youth and the horse sense acquired on a cow ranch to commend us to the Service.

We tackled our first assignment with light hearts and willing hands - and our perspective of the Service! - Why, there was no such animal known to the Rangers in those days - that is not for a while. The "Forest Reserves" had been created, and most of us knew nothing about the matter except in a vague way until someone asked us if we wanted a job in the Forest Service. Sure we wanted a job, and the title of "Ranger" was sweet music to our ears. We had visions of uniformed men, on fine looking horses, riding around with a saber maybe and looking wise and awe inspiring. Then we were told about the Civil Service examination we would be required to take and pass if we expected to remain with the Service very long. We went up against that first examination in blissful ignorance of what we were going to be expected to tell or do, but our horse sense came to our rescue there and we got by and finally settled down to business.

We began to find out that there was something to do besides ride around horseback and look wise, etc. Then followed the critical period, 1905 to 1908, when our problems were many and our critics more. This is the period in which the Service found itself, and we established ourselves in the confidence of the public, put many of our problems to rout and quieted our critics. They were strenuous days, filled with cross currents of opinion, but the teamwork was wonderful. Trusting im-

explicitly in our leaders, the policies they formulated were put into effect to the very best of our ability.

It was then that the ranger force began to realize the value of the Service to the public and to ponder over the future. We had entered the Service because we wanted a job and the work, as we imagined it would be, appealed to us. Otherwise many of us were like a lot of other people - we had to be convinced of the practical value of the thing before we could become enthusiastic about it. Our vision was limited because of our environment, but we finally did awaken to the great possibilities of the Service. We came to realize that these possibilities were limited only by our viewpoint. If some of us were slow to progress in this line, it was generally because of our environment or associations. When we had an opportunity to associate with some of the leaders of the Service, leaders in thought and vision, we naturally expanded mentally. I often wonder just how much the Service owes to those pioneer leaders who piloted the Service craft over those rough and troubled seas, and who instilled in the minds of their subordinates a broader vision, a correct perspective of the situation and a loyalty to the Service which has never been excelled. I reckon we owe the very existence of the Service to them, and the privilege that is ours - to carry on.

As we gaze into the mirror of retrospection we see the many familiar landmarks along the trail we have come - landmarks left there by those who are with us no more. Here is a rough, steep grade which required the concerted effort of all to boost the Service over the top. Here again is a place where the load was heavy and the going bad, but where teamwork again saved the Service from sticking in the quagmire of public opposition and being left there to disintegrate. And here we see the parting of the ways where some fellow-worker's trail leads off from ours to follow the way to his goal in life. And here we note the resting place of some associate who died in harness, - and we pause to pay merited tribute. And with every path that leads from ours, marking the departure from the Service of some faithful employee, we feel a pang of regret at his going, and we start a little string of good wishes up his trail with the hope that they will overtake him and make him happier in his work, and preserve that bond of comradeship which existed between us when he left.

Retrospection, Cont'd.

We have lost men from the Service whose faculties for promoting good fellowship among their associates and promoting that esprit-de-corps so necessary for our best efforts and success have helped us over many rough spots and made our future bigger and brighter. The value of these men to the Service is inestimable and we owe them much as individuals and as an organization.

If we could see as clearly into the future as we can into the past we would, I am sure, have much cause to rejoice. Our future is bright, our organization strong in leadership and with high ideals of service. The salary question which has driven so many good men from our ranks is nearing a satisfactory solution. Congress is beginning to take heed of the needs of the Government employees, and our financial future looks much brighter. The public is beginning to depend upon us in many ways and we are becoming an essential part of the public's need. Instead of having reached the peak of constructive endeavor, we are just getting started, and to those who feared the Service work would cease to be constructive after a few years comes the realization that the field for constructive thought and action is getting broader every day. To the old timers who have traveled the trail from 1905 to 1921 the trip has been a wonderful one, full of human interest and filled with that which appeals to the best there is in us.

What the future holds in store for the Service we of course can not see, but from the viewpoint of one who has spent the best fifteen years of his life in this Service it holds much to look forward to and much that will justify our best efforts. The road is growing smoother and the ship is riding on an even keel. We have more time to devote to scientific research, and a greater opportunity than ever before to perform real public service.

Our Trademark: The Forest Service is going to make a far wider use of its "trademark" - the shield - than ever before. At the suggestion of D-6 the Forester has issued instructions to print the shield on letterheads, envelopes, publications, forms for external use, etc. This is good business. The lone pine tree should be known to everyone for it is the symbol of a fine ideal, and the very word "forest" carries an instinctive appeal to every normal human being.

THE DISTRICT OFFICE BUNCH - APRIL, 1921.

DISTRICT FORESTER - R. H. Rutledge.

Public Relations - James E. Scott, N. F. I. In Charge.

IAW - E. S. French, Assistant to the Solicitor.

ACCOUNTS - Homer A. Seip, Chief of Office and Fiscal Agent. Alva C. Wycoff, District Fiscal Agent.

OPERATION - Chas. D. Simpson, Assistant District Forester
Carl B. Arentson, executive assistant,
R. B. Adams, telephone engineer.

Maintenance - W. B. Crites.

FOREST MANAGEMENT - C. B. Morse, Assistant Dist. Forester,
S. S. Stewart, Forest Examiner.

Planting. - N. J. Fetherolf, Planting Assistant.

GRAZING - C. N. Woods, Assistant District Forester,
Ernest Winkler, Inspector of Grazing.

Grazing Studies - D. A. Shoemaker, Grazing Examiner.

LANDS - R. E. Gery, Acting Assistant District Forester,
W. B. Rice, Forest Examiner, S. B. Locke, For-
est Examiner, in charge Fish & Game.

Research - F. S. Baker, Forest Examiner, In Charge.

ENGINEERING: J. P. Martin, District Engineer,
F. J. Ryder, administrative assistant.

Maps & Surveys - Drafting. Marshall S. Wright, In Chge.

Roads. - J. P. Martin, H. G. McPheters, R. A. Brown
and O. W. Torgeson.

Water Power, J. P. Martin.

Last September the Property Auditor's office was put through a process of decentralization, and Property Audit was made a District Office function. J. G. Falck, formerly Property Auditor for the Service, is now in charge of the Supply Depot at Ogden, with the title of Property Assistant.

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A Home-Lover. Mrs. S. "My Husband goes out every evening for a little constitutional. Does yours?" Mrs. T. "No, he has quite a stock on hand at home."

A Congressman received repeated requests for pea seed from one of his constituents. At last he sent a letter asking, "What are you doing with so much pea seed? I ship order to-day, but are you planting your whole county to peas?" The answer was, "We are not planting them at all. We are using them for soup."

"OLD-TIMERS" IN THE TETON COUNTRY

A. C. McCain. Forest Supervisor. Teton.

One day last summer, at Big Piney, Wyoming, I climbed up beside the driver of the mail truck and we were off for Pinedale. Before we had gone many miles Jimmie Jensen, the driver, was asking all kinds of questions about the present day work of the Service, and recounting interesting stories of his early day experiences as a Forest Officer on the old Yellowstone Forest Reserve, of which the present Teton was a part.

Interesting! I should say so. If you ever have the good fortune to ride with Jimmie don't overlook the opportunity to hear some good stories of the old days.

I hadn't been in Pinedale an hour before a small group of men were recounting experiences in fighting fire. These men had responded to the call for fire fighters years before and had rendered good service on the Gros Ventre fire on the Teton. They endured not only inconvenience but hardships, and had worked hard and long. However, there was not a word of complaint, and one got the impression that here was a group of men that the Service could depend upon in any emergency.

The next day en route back to our own bailiwick we stuck in the Hoback River, and no amount of persuasion could induce "Lizzie" to crawl out. Just as we were about to cut a willow and start on the long hike for help who should show up but B. F. Bondurant, with a team and a long rope, and soon "Lizzie" was on dry land coughing the water out of her throat, and Mr. Bondurant was telling us that he was glad to help a Forest Officer any time for old times' sake, since he was once of the breed himself.

Here in Jackson we are in constant and close touch with several old timers. Chas. Deloney, familiarly known as "Pap", the first supervisor of what is now the Teton and several of the adjoining Forests, is always interested in Service work, especially fire protection. Cal. Carrington drops in frequently to keep posted and discuss the work, both past and present. Cal also has some good stories about the old days, when no ranger on the Forest ranked below a First Lieutenant, and Major Anderson conducted the affairs of the Forest on a military basis - drill, salute and all.

Emile Wolf drops us a line occasionally anent the game situation, and tells us of packing on his back the first hay that was fed to the elk. Sometimes we sense a commotion out in our barn, and upon going out Jack Fee's voice booms out from between the steaming horses, advising us that he just thought he'd put his team up and stay in town awhile, and incidentally tell us how to run the blooming Forest.

Nate Davis says that the reason for the coyotes being so numerous and tame on his old district is because they became so used to his harmless shooting. However, he couldn't resist shooting and the coyotes became so numerous that he could no longer afford to buy ammunition and had to quit. Anyway Nate can spot a fire just as promptly as of old, and since the lookout from his ranch commands a wide view of the Forest west of Snake River, we depend upon him a great deal in fire protection.

Jimmie Imeson, although absorbed in the care of a bunch of Holsteins which we won't allow on the Forest because they shed big black and white spots, finds time to come in and read the Manual and discuss Service problems. Jimmie also writes occasionally for publication, and his articles never give the Service the worst of it.

Capt. McDerment still frequents his old haunts in the upper end of the valley, and when we see him talking to a bunch of Dudes we know they are getting the proper kind of a talk regarding the necessity for care with fire, - and, incidentally, some good advice about how to land a big mackinaw. Al Austin went out last fall to attend an aviation school, and the last we heard of him he was flying. Along about next August we would not be surprised to see Al alight in our front yard and tell us to hop in and he would take us to a fire he had spotted on the way in.

And there is Robt. E. (Bobby) Miller, Supervisor of the Teton for many years prior to 1918. Mr. Miller is the last of the Teton officers to join the Alumni, except Albert Gunther, who has so recently left that we haven't yet become accustomed to thinking of him as an ex-officer. Mr. Miller has every phase of the local Forest Service work so readily at his command that we sometimes fear he gets tired of our asking him questions. However, his interest never flags, and it is only a few days ago that he was heard to remark that he was proud to have been a member of the Forest Service; this upon the occasion of a

discussion concerning certain published statements derogatory to the work of the Service.

The Teton at present is fully manned. However, I feel that should the occasion demand, the present personnel could step out to a man and a crew recruited from local representatives of our Alumni would carry on the work without a hitch. Could there be a greater indication of interest and loyalty than this?

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THE FIELD LINEUP IN DISTRICT 4 - APRIL, 1921.

GREAT BASIN FOREST EXPERIMENT STATION, Manti N. F.
Arthur W. Sampson, Plant Ecologist, In Charge.

KAIBAB: J. C. Roak, Forest Supervisor: Kanab, Utah.
Rangers: Delmar McCuistion and Benjamin Swapp.

BOISE: E. Grandjean, District Forest Inspector, In Chge.
W. M. Campbell, Forest Supervisor, Mabel M. Sturgis, Senior Clerk. Rangers: John E. Irby, Walter Berry, Harry Heller, John D. Selby, Warren C. Taylor, Floyd P. Howard.

CARIBOU: Earl C. Sanford, Forest Supervisor, Montpelier.
Robert W. Strong, Deputy Supervisor, Lucile C. Krogue, Senior Clerk. Rangers: Jess L. Bedwell, Lewis C. Mathews, Chas. A. Spackman, James B. Bruce, Arthur Peterson, Camas Nelson.

CHALLIS: David Laing, Forest Supervisor, Challis.
A. L. Moats, Senior Clerk. Rangers: Chas. C. Shaw, John S. Malm, Willard Frost, Ned Foster, Edgar P. Huffman.

IDAHO: John Raphael, District Forest Inspector, In Chge.
McCall: Andrew A. Casner, Deputy Supervisor, Rangers: John W. Merritt, Henry W. May, Morris Powell, Chas. A. Chitwood, Chas. M. DeWitt, Frank E. Gray, Walter A. Estep.

LEMHI: C. F. Evans, Forest Supervisor, Mackay.
Rangers: Robert Johnson, L. L. Hammer, J. L. Phillips, Carrol C. Pelton.

MINIDOKA: R. D. Garver, Forest Supervisor. Burley.
J. W. Stokes, Deputy Forest Supervisor.
Evelyn Ferrin, Senior Clerk. C. H. Burrage and
D. M. Rustay, Forest Assistants,
Rangers: C. E. Jensen, E. E. Stock, H. L. Smith,
J. H. Kroencke, W. H. Taft, Bert Mahoney.

PAYETTE: Guy B. Mains, District Forest Inspector, In Chge.
F. S. Moore, Forest Supervisor, Francis Wallis
Deputy Supervisor, A. P. Larson, Senior Clerk.
Rangers: Arthur Potter, Frank H. Miller, George
E. Russell, H. J. Burr, DeWitt Russell, Graham
E. McConnell.

SALMON: S. C. Scribner, Forest Supervisor, Salmon.
E. R. Renner, Deputy Forest Supervisor,
Rangers: Carlton F. Clark, Edward J. Caperon,
R. E. Allen, A. H. Wheeler, C. D. Heustis,
Don M. Casterlin.

SAWTOOTH: M. S. Benedict, District Forest Inspector, In
Chge. W. L. Priest, Senior Clerk; Rangers:
N. C. Jensen, A. R. Griffith, W. H. Horton,
J. E. Minear, A. T. Osborn.

TARGHEE: S. W. Stoddard, Forest Supervisor, St. Anthony.
John N. Kinney, Deputy Forest Supervisor,
Lemuel Steele Jr. Deputy Forest Supervisor,
Theresa B. Harris, Senior Clerk.
Rangers: Foster Steele, K. C. Allan, D. L.
Enteman, Ira Latham, Ray Pickett, Claud C.
Shannon, Francis Moss, Arthur G. Nord, T. D.
Cowan.

WEISER: Lyle F. Watts, Forest Supervisor, Weiser.
T. V. Pearson, Deputy Forest Supervisor,
Irene A. Knight, Clerk; Rangers: Robert E.
Clabby, Elmer C. Ross, Keith A. Dodge, Elmer
E. McGinness.

HUMBOLDT: Clarence E. Favre, Dist. Forest Inspector,
In Chge. O. W. Mink, Deputy Forest Supervisor,
John A. O'Connell, Senior Clerk. Rangers:
Chas. E. Butler, L. E. McKenzie, R. M.
Mathews, A. C. Rohwer, J. W. Mink, Paul L.
Travis, Chas. E. Smith.

NEVADA: Alexander McQueen, Forest Supervisor, Ely.
Effie J. McQueen, Senior Clerk.
Rangers: Graham S. Quate, M. C. Sorenson,
George E. Moore, Lloyd Robison.

TOIYABE: J. W. McGowan, Forest Supervisor, Austin,
Ruth Trolson, Senior Clerk. Rangers: A. W.
Mayett, R. H. McDougall, J. D. Schoeller,
Roy Brown.

ASHLEY: Wm. M. Anderson, Forest Supervisor, Vernal.
Rangers: George W. Walkup, Albert A. Hardy,
H. O. Van Tassell, Albert E. Rae, Thos. R.
Parry, Albert E. Blood.

CACHE: E. C. Shepard, Dist. Forest Inspector, In Chge.
Logan. E. B. Spencer, Forest Supervisor,
Margaret E. Jensen, Senior Clerk.
Rangers: H. I. Rice, R. R. Davis, L. C. Smith,
W. S. Averill, Leroy Lindsay, F. O. Rowen,
S. R. Justice, W. H. Campbell, Moses
Christensen.

DIXIE-SEVIER: Wm. M. Mace, Forest Supervisor, Cedar
City. R. T. Forbes, Senior Clerk.
Rangers: Parley P. Peterson, S. A.
MacFarlane, Wm. M. Hurst, Frank W. Seaman.

FISHLAKE-FILLMORE: Carl A. Mattsson, Forest Supervisor,
Richfield: James E. Gurr, Deputy Forest
Super. Rangers: Bert L. Robins, James Jensen,
H. M. Christenson, Chester Olsen, James H.
Baldwin, John Barnard, Albert Albertson, Rex
Barnard, Allen C. Folster, Joseph L. Thorpe.

LA SAL: Chas. DeMoisy, Jr., Forest Supervisor, Moab.
Ethel Moore, Senior Clerk.
Rangers: Lewis T. Quigley, W. E. Tangren.

MANTI: J. W. Humphrey, Forest Supervisor, Ephraim.
Luella Christensen, Senior Clerk.
Rangers: Edward P. Cox, D. H. Williams, Wells
Thursby, Byron A. Howard, Seth H. Ollerton,
Orange A. Olson.

POWELL-SEVIER: Geo. H. Barney, Forest Supervisor,
Widtsoe. Addie Barney, Senior Clerk. Rangers:
J. E. Hickman, Jr., J. J. Porter, W. H.
Adair, L. D. Heywood, Wilford Bentley.

UINTA: W. W. Blakeslee, Forest Supervisor, Provo.
W. M. Riddle, Deputy Forest Supervisor.

UINTA-Cont'd. Emma Evans, Senior Clerk.

Rangers: Fred O. Johnson, Parley C. Madsen,
James A. Cahill, Geo. C. Larson, E. J. Adair,
Wm. L. Huff, A. P. Christiansen.

WASATCH: Dana Parkinson, Forest Supervisor, Salt Lake.
David A. Arrivee, Deputy Forest Supervisor.
Walter G. Mann, Forest Supervisor.
Rangers: Geo. A. Green, Jr., Vivian N. West,
W. W. Smith, Morgan Parke.

TETON: A. C. McCain, District Forest Inspector, In Chge.
E. P. Ellis, Senior Clerk.
Rangers: Felix Buchenroth, R. H. Ohl, Rudolph
Rosenkrans, Bruce L. Coulter, W. H. McKahan,
Chas. S. Horel, Earl W. Harris.

BRIDGER-WYOMING: Consolidated. Chas. A. Beam, Forest
Supervisor, Kemmerer. Ernest E. McKee, Deputy.
Lewis B. Koch, Lumberman, Elsie Bayer, Clerk.
Rangers: George H. Dunn, Fred Graham, Irwine W.
Smith, John W. Davis, James T. Moffatt, Albert
A. David, Harry A. Cheeseman, D. R. Hicks,
E. V. Cockins, Martin Murphy.

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WHY IS A RANGER

Oh, a Ranger is in danger of congestion of the
brain, if he tries to keep all posted up on every latest
plan. He is but one lone mortal, at the crossing of the
ways of a thousand different theories, of a thousand
different days. He must be an expert woodsman and a guide
and trapper too; and must know in all emergencies the pro-
per thing to do; how to fix a motor, mend a leg or rope a
steer, play a tune on the typewriter to please the diplo-
matic ear; also how to run a survey, find a corner where it
aint, and, in extra stressful moments, exercise restraint.
He must be a sawmill expert, cowboy and lumberjack, and an
information bureau, plumb full of statistic fact. And he
must be trained in botany, know every growing plant--so's
to educate the cattle what they can eat and what they
can't. He must know the birds and animals, the insects and
the fish, their every need and comfort, their every wile
and wish, including why a woodchuck would and why a dodo
don't, as well as why a whipporwill and a coyote won't.
All professions and sciences and every common trade is the
fund of useful knowledge for which he is so princely paid.
And still there is something to it that holds the Ranger
on, when he tells himself and all his friends that he
would fain be gone.

'LANDS' NEW STOCK IN TRADE
W. B. Rice, Forest Examiner. "Lands" Ogden.

The Office of Lands at the present time is in somewhat of a transition stage between old activities and new. The classification of the National Forests, one of the biggest jobs Lands has ever tackled, was brought to a conclusion nearly three years ago, and only the occasional necessity of classifying a new addition keeps this activity green in our memories. With the completion of the classification, Settlement work practically ceased and the Supervisors are no longer bothered with hurry-up requests for the examination of "June elevenths".

The classification has made good and has held beyond our expectations. Occasional applications for the listing of land are received, but usually not more than four or five a year are carried to the Secretary on appeal for reclassification, and only a very small percentage of these are able to show that the Forest Service made an error in the original classification.

The winding up of the classification and settlement work naturally dooms the agricultural claims work to a lingering death, and a few more years will no doubt reduce this activity to a negligible amount.

Entry Surveys at one time an active and noisy child of Lands is also in the throes of a lingering death. Over 800 homesteads have been surveyed during the past 8 years and the survey of 50 more will complete this line of work for all time. Entry Surveys have been absorbed by Engineering and as far as Lands is concerned it is already a thing of the past.

From what has been said you might be led to expect to read the obituary of the entire Office of Lands in an early issue of the Bulletin, but the closing up of old lines of work is merely clearing the decks for new and increasingly important activities.

The consolidation of forest lands through exchanges has been proposed in a number of bills presented to Congress and it seems likely that such a general bill will be enacted in the near future, and will eventually involve some twenty million acres of land throughout the National Forests. Already a number of exchange bills, involving specific lands, have been

enacted which are giving us preliminary experience in handling the many complex questions arising in making forest exchanges. An exchange of eighty-odd thousand acres of school land with the State of Idaho is making good progress, and Utah will probably desire to perfect a similar exchange in the near future.

The increasing use of the National Forests for recreation purposes has made it necessary for the Service to provide for its proper administration, and this work has been assigned to the Office of Lands. Summer home sites and public camp grounds are in demand, and an effort is being made with limited funds to supply the most urgent needs.

The fish and game work has been placed in Lands on account of its close relation to Recreation. The remarkable increase in hunters and fishermen has placed a heavy drain on the fish and game resources, and only careful planning will maintain a supply. Public sentiment is growing more favorable to protection, and the State Game Departments are giving active cooperation. There are several definite lines of activity being carried on by the Service but the most important at the present time is education and organization. Sportsmen everywhere are beginning to take an active interest in plans to conserve fish and game. Through organization of such men it is possible to bring about much greater knowledge of and interest in the work, as well as strong public support.

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Esprit de Corps.

"Despite the heavy turnover in recent years, I believe there is more genuine "Esprit de corps" in the Forest Service than in any organization, public or private, of like size in existence. For fifteen years the Service has thrived on it, and there have been times when it has had little else to exist on. Esprit de corps to the Service might be likened to the rim of the wagon wheel, taking the knocks and bumps as they come, warding off the rocks, yet holding the structure firmly together and leaving a clear-cut, square-edged imprint in the roadbed over which it travels." District 2, "Review".

Says Ranger Bill, "I ain't never figured out why the Govt. pays for transferrin' a tin 'Lizzie" but draws the line on your wife."

GETTING DOWN TO FUNDAMENTALS

F. S. Baker. Forest Examiner. Ogden.

Research work in District 4 is not much different than it used to be to all outward appearances. You would see different faces in the office than you used to see if you are an old timer, but the place would probably look about the same as it did when Hodson used to cover his desk with big sheets of figures about something or other. The work looks about the same, but we are progressing and slowly gathering together a large mass of information about timber conditions in this region.

Something over a year ago Research work in the Districts was reorganized under a plan calling for two men in each District. One of these men is assigned to the Washington office and is to do strictly scientific, fundamental work, the other is supposed to make studies of a more general nature and to take the results of the Washington office man's work and so treat them that they will be of direct value in administration. This plan was hardly put into effect when Research, like pretty nearly everybody else, got hard up for funds. Nevertheless, so far as funds would permit we tried to keep the plan going. Mr. Korstian who is the Washington office man under the new plan, has spent a large part of his time on fundamental studies, while Baker is confining his activities to more general lines.

It used to be that Research had too many irons in the fire, and in late years they have been cutting down the activities pretty fast, so now there are only a few big lines of work upon which we are actively engaged. In the old days planting was one of our great big problems and most of the older men have first hand knowledge of what it meant and of how one plantation after another died off. After administrative planting stopped, we continued for a while with experiments, but now since all the nurseries in the District are to be abandoned and planting will become a thing of the past locally, we are discontinuing even experimental work. We have found a good many things out, however, and we know that successful planting in this District is not impossible, - there are a good many fine plantations in existence scattered in many parts of the District. Still we realize that the trees are pretty hard to get established, and a dry season the first year will ruin a plantation almost every time, and even

though they are successful, their growth is pretty slow.

Having dropped planting experiments, we are able to turn our attention more to the natural reproduction studies and the effects of cutting on the stand. We have had some sample plots for a good many years on the Payette Forest in western yellow pine, and now we are going to work to put in some in Douglas Fir on the Cache. Last summer we did quite a lot of studying on old cut-over areas up around the Boise from which we learned about how fast second growth of western yellow pine was growing. This spring we are going down into Utah to find out how we can grow fence posts. We are finding too, how lumber is used in this region, and by continual collection of such statistics we figure that pretty soon we will really know something about the growth of our National Forest timber, something of the best way to dispose of brush, of how to get good reproduction of the kind of trees we want, and, in short, we will know something of the fundamentals of the management of National Forests for their timber crop.

FIRE RECORDS COMPARED

Note.

Both 1919 and 1920 were years of high fire hazard, 1919 being the worst year experienced since 1910.

	<u>1919</u>	<u>1920</u>
Class A - - - - -	320	212
Class B - - - - -	203	144
Class "C" - - - - -	181	48
Total - - - - -	<u>704</u>	<u>404</u>
Started by Railroads - - - - -	9	7
" " Lightning - - - - -	228	300
" " Incendiary - - - - -	3	3
" " Brush Burning - - - - -	9	8
" " Campers - - - - -	257	81
" " Lumbering - - - - -	9	0
Unknown (We cut this out in 1920)	162	0
Miscellaneous - - - - -	27	5
Total Area Burned Over - - - - -	192,888 Acres.	13,235 Acres.
Total Damage - - - - -	\$304,112	\$16,137
Total Cost - - - - -	\$290,978	\$42,026

BE CAREFUL WITH FIRE IN THE MOUNTAINS.

SOME "PERSONNEL" PROBLEMS

Charles D. Simpson. Assistant District Forester, Ogden

When we think of the alumni of an institution we immediately call to mind a four year course, final exams and graduation exercises with presentation of diplomas. Some have passed with high honors and some have just squeaked by, but after the valedictory address all are put in the same category -- Alumni. Should not the same thing hold with the graduates of the Forest Service? Some have pursued a few months course and some a few years, some were valedictorians and some were not. But after reading the letters received from some of the graduates, one is fully convinced that all have acquired the spirit of the school. All entered with the ambition to continue indefinitely in the work and all had a part in passing on to the lower classmen the traditions of the school. Then why (speaking collectively) did you leave? What has the Service done to hold its men and what can it do that has been left undone? I know you will be interested in an attempt to answer these three questions.

An examination of your letters shows that the salaries - too inadequate - too stationary, to provide for larger families and higher living expenses, were the cause of many "graduations." The "Bonus" provided by Congress, while not meeting the situation, has kept many of us in school. During the fiscal year 1918 a 5% increase was allowed those receiving \$1200 or more and 10% to those below \$1200. In 1919 a flat rate of \$120 was approved and in 1920 this was raised to \$240. This was continued for the fiscal year 1921 and after much uncertainty was recently provided for fiscal year 1922. The Federation of Federal Employees was a strong factor in securing this legislation. 224 employees of District 4 are members of the Union.

The statutory roll of the Forest Service remained the same from January 1, 1910, to July 1, 1919. At that time all Supervisors and Deputy Supervisors were promoted automatically \$180 and all Rangers \$120 per year. The Service secured some relief by the creation of a new position of District Forest Inspector and the transfer of six Supervisors to the Miscellaneous Roll at increased salaries. This provided promotions for forty-one people. With the bonus and the revised roll the Rangers' entrance salary is

1460 and a few men in charge of districts are receiving \$1920. The entrance salary for Forest Assistants is from \$1500 to \$1800. The clerical situation is the most critical as no life-saving revision of the clerical roll has occurred. Where formerly most of the Forests had men Clerks, the ladies have gradually replaced them until at this time we have five lone male Clerks in the Supervisors' offices. Our main hope lies in the early extension of the Lenbach Bill (salary reclassification) to the employees outside the District of Columbia.

The second important cause: employees have found it necessary to live where social conditions are unfavorable in poor and inadequate living quarters and often under adverse climatic conditions. We can not change the climate, but we are gradually changing from the plan of putting a man and his family up in some isolated canyon, to one of locating him on the main thoroughfares and sometimes in centers of population where the conditions are less severe and the opportunities for communication and transportation are better. More of our appropriations for improvements are being used to better living conditions at the stations. Offices or office rooms are being provided where business can be removed from the family living room. Cellars are becoming the rule instead of the exception, and water situations are being remedied. Use of linoleum and other improvements is being extended as funds will permit. These things come slower than we would like but some of our present stations would have exceeded the fondest dreams of some of you men fifteen years ago. The building limitation has been raised gradually to \$1000, and the District Forester can approve the use of slack time statutory labor in addition. All these things help.

Now the third cause - discontentment - sour on the job. The sum of low salary and unfavorable surroundings plus lack of appreciation, unjust criticism, unfulfilled promises or unsympathetic attitude on the part of superiors equals stagnation and deterioration. The man loses initiative, becomes discouraged, and "quits school." A bitterness sometimes develops which he can hardly overcome. He sees everything in a false light. He wants to get away from it all, and it is better that he should. But we lose too many men that way. The odds are too much against us to take a chance on the injection of the third cause. If your frank statements have had no other result than to make us realize more clearly our duties to our present personnel in this respect your efforts will be more than repaid.

EXCERPTS FROM "ALUMNI" LETTERS

"I have often regretted that my resignation from the Forest Service should so completely sever my relations with that organization. Never have I enjoyed any work any more than I did my experience in ---- . I still retain a strong inclination to refute unjust criticism of the Forest Service policies and practice, and a desire that the public shall understand the viewpoint of Service officials. To that extent at least I can assure you of my hearty cooperation."

"I might mention what I believe were the chief weaknesses of the Service as I knew it. 1. The general unwillingness to assume responsibility. In a system where employment is secure in the absence of any definite showing of incapacity or delinquency this condition is unavoidable. An enterprising employee assumed risks which at best got him little or slow promotion and in any case subjected him to definite charges which could be used to remove him whenever, as was almost certain at some time to happen, he fell into disfavor with his superiors. As a result the whole system tended to encourage mediocrity, lack of enterprise and initiative."

"To me personally the most irritating feature of the employment was the infallibility of many superior officers. They seemed to feel that any confession of error would injure their prestige. Discipline through repression like that of a penitentiary is worse than none - real authority can in any case be based only on real respect and demonstrated superiority."

"With the most romantic enterprise on its hands since the west was tamed, the Service has produced no worthy literature. I do not believe that the Service has measured up to its chance to take hold of the imagination of its personnel and the public."

"In looking back over it now, with a vision cleared by nine months of rest and personal freedom, I believe the one big fault that looms largest in my mind is the wholly impersonal attitude of so many of the inspecting officers toward those under inspection. With a large number of the District office men who visited my Forest there seemed to be an utter lack of human interest in the work. Their main objective seemed to be to try to 'get something' on somebody, and they appeared to feel that if they failed

to do this they had failed in their work. Whether or not they succeeded made little difference in the results of their visit because they seldom failed to flood the radiator with cold water, and very frequently put their foot on 'Reverse.' I shall always have a deep interest in Forest Service work - I love it."

"I had a grazing privilege for 100 head of cattle, the Forest Service requested me to give up the privilege or the job. I did not think it necessary to forfeit my American rights for a position with a very small salary."

"The next time you pass through Blackfoot on your way to Yellowstone Park, ask for my joint. If you are in need of any of the things advertised on this letterhead, AND HAVE THE CASH, we sell for IT only, we sure will try and relieve you. I am pleased to accept your invitation to become an alumnus. With best wishes, etc."

"I was unable to make the progress in the Forest Service work which I felt I should have made. In almost seven years of continuous work, together with several months of previous intermittent service, I received one small promotion. During this time I received numerous complimentary remarks on my work and no unfavorable criticism on major points. Superior officers made four direct intimations of a promotion to me during the last three years of my work which did not materialize. When I resigned I did not have a definite position in view, but made the change at that time largely because I was UNABLE TO DETERMINE JUST WHERE I STOOD in the opinion of my superior officers with regard to my work."

"I have the good of the Forest Service work at heart, and especially since it appears that A REAL HUMAN INTEREST IS TO BE TAKEN IN THE PERSONNEL."

"I did not leave the Service - it left me. After ten years work on this district and getting all the hard work done for practically nothing ----- said to me, 'You haven't any job here, if you want to work you will have to go to -----.' Just at that time I did not have to do anything. He stopped my pay and that is the reason I left, pretty rotten deal, etc. That letter of November 20 sure made me homesick - anything I can do to help the Service along will be glad to do so, as I was always considered a good loser."

EXCERPTS FROM "ALUMNI" LETTERS, Contin.

"I am glad of the opportunity to get in touch with the Service and its work again. Am glad to be able to say that the enthusiasm of some of the ex-Service men will never wane. We who were working for the best interests of the Service when members, loved the work because of the high standard of service it was trying to attain and maintain. Such men realize they still have a splendid opportunity to help. They know that the actual workings of the Service were misunderstood and that such IGNORANCE WAS ONE OF ITS GREATEST ENEMIES. This they can now do much to correct."

"I am still deeply interested in the whole National Forest enterprise and will gladly do what I can for the good of the cause."

"Since leaving the Service my work has placed me in direct contact with the Service officials, and that too, in dealing with the most touchy and delicate possession of man, viz., what he considers his 'rights' with reference to grazing matters. We have gotten along famously and that ought to indicate that the Service has stood the acid test, because I think there is no other place where there is such intensive jealousy over grazing rights as here. It has been almost a religion with me to help iron out these misunderstandings. The opportunity offered me in 1916 to do this work was one of the compelling factors prompting me to leave the Service. And the dream has worked out well thus far. I have diligently sought the cooperation of the Forest Service and am happy to say that in most cases it has been willingly forthcoming. Once a Ranger, whose limitations closed his vision, was apparently unable to grasp our motives and started up a little side revolution. Believing that he has since seen the light I am not mentioning any names, but if I were attempting any criticism of the Service I think it would be to caution Rangers, particularly new Rangers in a locality, to weigh fully and well before taking any action. This lack of tact in a Ranger is directly responsible for the most talked of criticism of the Service, viz., that too much discretionary power is lodged in hands incapable of passing proper judgment. My heart is with you in your work and always will be, and I am grateful for your attitude of appreciation to us 'old timers.'"

GIVE US A CONTRIBUTION FOR THE NEXT "BULLETIN."

"My family was growing older as well as larger. I could not provide for them on my salary. I hold no malice toward the Service. It is a great work and I love it."

"One thing I must say is that my experience in the Forest Service made me a success after leaving it."

"My reason for leaving the Service was a letter which I received from (a superior officer) which came by surprise. Seeing the attitude of those above me, and my personal interests besides, I resigned as soon as I could arrange my affairs. I hold no animosity toward them for it. I loved the work and the personnel with whom I worked."

"After spending a little over ten years of the very best part of my life in Forest Service work, and feeling a little pride in my record, knowing that in spite of mistakes made one gave the best he could to a cause which at the time I entered the Service was none too popular, it caused no little disappointment to me to drop entirely out of the work and out of touch with the fellows I used to fight with and for. Your plan is a very good one, and anything I can do, etc."

"I left the Service because a promotion to \$1400 was given to _____ when I felt that I was more entitled to it. I would not want it left to my judgment but I WOULD LIKED TO HAVE SEEN AN INVENTORY TAKEN OF OUR COMPARATIVE VALUES. If this should result in his favor then I should say he was entitled to the promotion. Otherwise I'm from Missouri."

"Salesman in a retail lumber yard, but there is still a warm spot in my heart for the good old Service."

"My work in the Forest Service appeared to be at a standstill, both as to increased usefulness to the office as a whole and of personal advancement in grade and salary. It seemed like a good time to change to new fields."

"I want you to feel free to call upon me for any help that I can render in forming your association and in keeping it going. Not only will it serve the purpose of renewing the many warm friendships that were formed years ago, but it will serve as an incentive to those who are in the work now to know that they are working for an organization with a soul."

HANDLING A "GRAZING" FOREST - PAST AND PRESENT

W. W. Blakeslee. Forest Supervisor. Uinta.

During the early administration of our Forests grazing was considered more or less in the light of an objectionable child that had been left on our doorstep. The paramount problem which confronted us as Forest Officers was that of conserving our timber supply and attempting to make two trees grow where one had grown before. Our main object was silvicultural in character. Grazing was accepted as something we had inherited and necessarily had to bear with. The opinion was quite general that grazing of all classes, and particularly sheep grazing, was not a congenial companion for silviculture. The result was a general tendency to restrict the grazing of this class of stock probably to a greater extent than the grazing of cattle. This attitude was largely due to the fact that the results of unregulated grazing by sheep were plainly in evidence on most of our range areas. By this method of grazing forest reproduction was being retarded. Range areas were being denuded. Local stockmen were being crowded out by transients. Sheep in inestimable numbers were being grazed upon all range areas from snow to snow. In view of this there was only one remedy - reductions in sheep permits and later opening dates. On the other hand, in our efforts to make the Forest resources contribute to the greatest number of home units possible, and further, to adequately provide for the small nearby stockman, we were probably somewhat over-ambitious in increasing the number of cattle to be grazed.

During the early days of our administration, carrying capacity estimates, use of range by different classes of stock and the proper periods of use were determined in a "practical" way. Cattle were allotted to certain range areas because they had always been used by cattle. They were allowed to enter the Forest with the receding snow because they had always entered at this time. They were allowed to graze the range in a manner best suited to their own inclinations. Salt, when it was considered necessary, was generally placed at points on the range near watering places where the natural tendency of cattle caused them to congregate. This was done for the reason that they could always be found in large numbers at such places and would be sure to find the salt. Slopes and ridges at some distance from watering places were not considered desirable

for cattle because they had never been grazed by cattle. Very little attention was given to systematic plans of management for either cattle or sheep areas in the early days.

After several years of this sort of administration experience gained clearly indicated that very little, if any, progress was being made in improving range conditions. The need for a study of the fundamental principles of forage growth was foreseen. Young men were encouraged to fit themselves through proper education and training for this work. In this manner the Grazing Studies branch of our organization was gradually built up. The results of experimental studies conducted by these men have been far reaching. Through this work certain basic principles which can be practically applied to all types of ranges have been established. A firm foundation has been laid for our grazing work. We have learned that proper methods of range management and forestry go hand in hand.

While much was accomplished in the early days under the system of management then in vogue, and a lot of credit is due those who pioneered the way in this work, the present grazing officers are confronted with the problem and have the opportunity to make real constructive progress in grazing administration. While no one had the ultimate goal in mind more thoroughly than the early officers of the Service, they were handicapped by not having the advantage of results secured through experimental studies that are now available to the officers of today. The old-time officer formulated the plan for his grazing administration entirely from his practical observation of the range. These plans were carried more or less in his head. On the other hand the officers of today have the basic information essential to the initiation of practical plans of range management, based upon scientific principles, which, if carried out, can result only in accomplishing the objects that are contemplated by a wise conservation policy. This is the present grazing officer's job. It is a task which will require the best possible team work between officers of the Service and grazing permittees. It is one, however, that can and will be carried out to the ultimate satisfaction of all persons interested.

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NO STAR EVER QUILTS ITS JOB BECAUSE OF
A FEW CLOUDY NIGHTS.

ENGINEERING - GOING STRONG

J. P. Martin, District Engineer.

Ogden.

At the time the Districts were organized upon their present basis Engineering was established as a branch of Operation, and had charge of water power, improvements of the Forests and Geography. The personnel consisted of a District Engineer, an assistant and four draftsmen.

Later the office was practically abolished, the work being carried on in Lands and Operation with what assistance could be secured from an Engineer having headquarters in San Francisco. The office was again established in 1911, with an engineer in charge directly under the District Forester, the work being confined principally to water power investigations until 1916 when the Federal Aid Road Act was passed by Congress. At this time the road work and Geography, renamed "Maps and Surveys," were transferred from Operation to Engineering, all road funds being handled by the latter office.

The 10% fund became available first in 1912, through congressional action on the Agricultural Appropriation bill, and since the first appropriation practically all of it has been expended under the supervision of the Forest Service. All of the funds made available by the Federal Aid Road Act of 1916 are allotted to the Bureau of Public Roads for expenditure upon Forest roads in cooperation with the various states or counties, except such funds as are necessary for overhead and investigations in engineering in the Washington and District offices.

In 1918 the Postoffice Appropriation made available funds for Forest roads, three-fourths of which are allotted to the Bureau of Public Roads and one-fourth held for expenditure under the direct supervision of the Forest Service.

In 1914 a representative of the Bureau of Public Roads was stationed in the District and attached to Operation. In 1916, upon the passage of the Federal Aid Road Act, the Bureau of Public Roads established a district office in Ogden, the relations between the two Bureaus being fixed by the Secretary of Agriculture.

Up to June 10, 1920, water power on Forest land,

public domain and on navigable streams was governed by three distinct departments of the Government. Water power on the National Forests was handled by the Secretary of Agriculture through the Forest Service. Until 1910 special use permits or privileges were granted and charges based upon the actual output of the plants; between 1911 and June, 1920, however, preliminary permits and final permits were issued, charges being based upon the power capacity of the site. Upon the passage of the Federal Water Power Act of June 10, 1920, the jurisdiction of all water powers formerly with the three Departments was placed in a commission consisting of the Secretaries of War, Agriculture and Interior. The Forest Service acts as agent for the Commission for water powers on the National Forests.

Maps and Surveys has grown from a mapping office to include a field organization, consisting of a nucleus for Entry Surveys, reconnaissance and general work. The comparatively high salaries paid draftsmen by private parties during the war depleted the office force considerably, but the improvement lately has been marked.

Until recently no systematic control was had of Government mapping. Each map-making bureau fixed its own standards for field and office work, and in general followed them irrespective of the needs of the other bureaus.

On December 30, 1919, a Board of Surveys and Maps was created by Executive Order, which board was made up of representatives of fourteen map-making agencies of the Government. The purpose was to coordinate the activities of the Government, to standardize results and to avoid duplication of work. It is necessary at the present time to secure the approval of the Board before undertaking the survey of large projects covering great areas of land. The standards governing topographic surveys are such that maps made by the Forest Service will be comparable in accuracy with those made by the U. S. Geological Survey.

And so, April, 1921, finds Engineering, a distinct and coordinate branch in the Service, and the Office of Engineering in the District Office occupying more space and employing more people than any other unit of the office.

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"Waiter, this coffee is nothing but mud."
"Yes, sir; it was ground this morning."
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DISTRICT 4 - ALUMNI DIRECTORY.

Editorial Note. So far as our records permit, we record in the following pages the names, last assignments in the Forest Service, date of resignation, and present address and occupation of each member of our Alumni. As you read over this directory you will notice that our alumni mailing list is woefully incomplete. A large number of copies of this first issue of the "Bulletin" are being held in the District office, pending receipt of information as to the present addresses of those after whose names no address is given. You will place us greatly in your debt if you will send us immediately any information available to you which will help to put us in touch with everyone listed. Or if you know of names omitted from the list, tell us about them. We don't want to overlook anyone who served a year or more in D-4 since D-4 was organized. Just drop a line to the District Forester at Ogden.

Adair, Dagbert M.	Forest Ranger, Fishlake.	7-31-18.
Rancher, Monroe,	Utah.	
Adams, Lawrence J.	La Sal.	5-14-10.
Adams, Jesse W.	Idaho:	10-31-15.
Albert, Herman W.	Toiyabe.	4-27-11.
Aldous, Alfred Evan		
Aldous, Tura M.	Sevier.	11-15-19.
Richfield, Utah.		
Aldridge, Herbert F.		
Allen, John L.	Forest Ranger, Bridger.	3-31-18.
Manager, Boulder	Mercantile Co., Boulder, Wyo.	
Alsop, John D.	Dixie.	4-16-13.
Alvey, Thomas	Kaibab.	5-23-14.
Alvord, Edwin T.	Targhee.	11-20-11.
Anderson, Mark, Grazing Examiner,	D. O.	8-10-19.
Manager, Roberts Hotel, Provo, Utah.		
Andreasen, A. L.	Cache.	3-10-09.
Arthur, Scipha Bert, Forest Supervisor,	Humboldt.	7-15-16.
Electrical Supplies, Elko, Nevada.		
Austin, Allen M.	Forest Ranger, Teton.	9-30-10.
Jackson, Wyo.		
Austin, Willard W.	Forest Ranger, Santa Rosa.	10-31-13.
Bach, James F.	Forest Ranger, Minidoka.	5-22-13.
Bagley, Edward C.	Forest Ranger, Fishlake.	2-28-15.
Bailey, Doctor B.	Forest Ranger, Nevada.	7-31-15.
Baird, Lewis L.	Forest Ranger, Idaho.	4-30-17.
McCall, Idaho.		

Baker, Wm. L.	Forest Ranger, Payette.	4-30-12..
Ballard, Elmer E.	Forest Ranger, Sawtooth.	5-31-10..
Ballard, Samuel M.	Forest Ranger, Idaho.	7-20-12..
Balsley, Howard L.	Forest Ranger, La Sal.	4-15-18..
Moab State Bank,	Moab, Utah, Ass't Cashier.	
Barber, Chas. L.	Forest Ranger, Boise.	12-22-08..
Barker, Peter O.	Forest Ranger, Powell.	10-15-10..
Barlow, Lavina Ririe,	Clerk (S&T), PAO.	12-31-17..
#276--33rd Street,	Ogden, Utah.	
Barnett, David	Forest Supervisor, Targhee.	2-28-11..
Bartmess, Edith H.	Forest Clerk, Boise.	10-19-12..
Becker, Mrs. Harrison (Anna M. Conroy),	PAO.	8-31-20..
Salmon, Idaho.		
Becraft, Raymond J.	Grazing Examiner, GS.	10- 7-18..
Range Management Expert,	Utah A. C., Logan, Utah.	
Bell, Archie W.	Forest Ranger, Humboldt.	5-30-13..
Bennett, John S.	Forest Ranger, Ashley.	12-31-18..
Sheriff & Assessor,	Dagget County, Manila, Utah.	
Bennett, Mrs. Steven J. (Ethel Jarvis),	Dixie.	3-31-16..
#860 E. 27 S. St.,	Salt Lake City.	
Benson, John C.	Forest Ranger, Dixie.	11- 6-19..
Rancher and Stockman,	Enterprise, Utah.	
Bentz, George G.	Forest Supervisor, Caribou.	2-29-16..
Ranching and Livestock,	Whitebird, Idaho.	
Blair, Robert H.	Forest Ranger, Manti.	11- 7-11..
Bowen, W. Jones	Forest Ranger, Uinta.	10-31-15..
Ranching and Livestock,	Spanish Fork, Utah.	
Boyle, John J.	Forest Ranger, Ruby.	11-13-15..
Gasoliltire Service,	401 N. Main St., Blackfoot, Idaho.	
Breidenstein, F. L.	Forest Hunter, Wyoming.	11-10-12..
Brough, Ralph	Forest Ranger, Nebo.	10-31-10..
Brough, Walter F.	Forest Ranger, Uinta.	8-31-15..
Brower, Clayton F.	Forest Ranger, Uinta.	2-28-19..
Packard Motor Car Co.,	Davenport, Iowa.	
Brower, Joshua A.	Forest Ranger, Targhee.	2-15-20..
B. F. Blodgett Merc. Co.,	Victor, Idaho.	
Brown, Edward	Forest Ranger, Coiyabe.	10-21-12..
Brown, Frank S.	Forest Ranger, Kaibab.	11-15-11..
Brown, John C.	Surveyor-Dftsmn., Operation.	6-26-18..
County Surveyor,	Weber County, #539-22nd St., Ogden.	
Brown, Roland W.	Forest Ranger, Targhee.	6-30-10..
Brownlie, J. Roy	Field Assistant.	9-30-11..
Bruins, J. Frank	Forest Supervisor, Wasatch.	
Ranching and Livestock,	R.F.D. #1, Boise, Idaho.	
Brunner, Chas. C.	Dist. Fiscal Agt., Ogden.	10-12-18..
Room 316 Oregon Bldg.,	Portland; Whitefield, Whitcomb & Co., Public Accountants.	
Buchanan, Samuel A.	Forest Ranger, Minidoka.	1-31-20..
Ranching. R.F.D. #3,	Jerome, Idaho.	

Bundy, Mrs. Emily R.	Clerk (S&T)	1-22-19.:
Housewife, #1656--25th St.,	Ogden, Utah.	
Burke, Robert E.	Forest Ranger, Nevada.	4-20-11.:
Burke, Thomas J.	Forest Ranger, Fillmore.	12- 1-16.:
Manager, Creamery, Beaver,	Utah.	
Burns, James K.	Forest Ranger, Payette.	12-15-13.:
Buster, Monty E.	Forest Ranger, Payette.	4-30-15.:
Butler, Frank M.	Forest Ranger, Caribou.	4-15-18.:
Rancher and Stockman, Henry,	Idaho.	
Butler, George S.	Forest Ranger, Targhee.	9-30-14.:
Butler, Lester L.	Forest Ranger, Sawtooth.	4-15-19.:
Rancher, Pine, Idaho.		
Cahalan, Mamie L.	Forest Clerk, Salmon.	5-15-20.:
Women's Industrial Home & Clinic,	Medical Lake, Wash.	
Carl, Fred W.	Forest Ranger, Salmon.	10-12-15.:
Carlow, Wm. A., Jr.	Forest Ranger, Kaibab.	4-12-10.:
Carrington, Cal.	Forest Ranger, Teton.	
Casper, W. W.	Forest Ranger, Wyoming.	9-15-09.:
Castle, Forest R.	Forest Ranger, Ruby.	3-31-14.:
Cherry, Mark K.	Forest Ranger, Lemhi.	9-15-17.:
Livestock-Commission-Ranching,	Mackay, Idaho.	
Christensen, Edw. M.	Forest Ranger, Salmon.	4-30-10.:
Christiansen, J. N.	Forest Ranger, Manti.	6-30-10.:
Christiansen, Parley	Forest Ranger, Manti.	12-31-17.:
County Commissioner, San Pete Co.,	Gunnison, Utah.	
Clark, John H.	Forest Supervisor, Kaibab.	11-17-11.:
Clarke, E. H.	Forest Supervisor, Wasatch.	3-31-14.:
Cockrell, Ora.	Forest Ranger, Salmon	3-31-17.:
Sheep business, Baker, Idaho.		
Collins, Frank P.	Forest Clerk, Humboldt.	3-31-17.:
Collins, Thos. J.	Forest Supervisor, Toiyabe.	8-31-15.:
Conner, R. E.	Property Clerk, SDO.	10-31-16.:
Cook, Bertha	Clerk (S&T), Payette.	
Cooper, Lee E.	Forest Supervisor, Bridger.	7-15-20.:
Pinedale, Wyo.		
Cox, Francis M., Jr.	Forest Ranger, Manti.	3-31-18.:
Ranching and Livestock, Marti,	Utah.	
Cox, Herbert L.	Forest Clerk, Uinta.	12-31-19.:
Box 356, Azura, Calif.		
Crockett, Geo. D.	Forest Ranger, Minidoka.	9-15-14.:
Cromwell, M. C.	Forest Ranger, Boise.	8-26-11.:
Cross, Maurice B.	Forest Ranger, Humboldt.	1- 9-18.:
Elko, Nevada.		
Davis, Amos N.	Forest Ranger, Teton.	3-31-18.:
Rancher. U.S. Commissioner.	Jackson, Wyo.	
Davis, DeLaFayette	Forest Ranger, Weiser.	4-30-11.:
Davis, James W.	Forest Ranger, Idaho.	6-14-11.:
Davis, Roscoe R.	Forest Ranger, Cache.	11-10-20.:
R.F.D. #1, Middleton, Idaho.		

DeLong, James H. Forest Ranger, Fillmore. 12-21-17.
 DeLoney, Chas. Forest Supervisor, Teton.
 Mercantile Business, Jackson, Wyo.
 Dobson, Naomi A. Clerk (S&T), Operation. 7-7-16.
 General Petroleum Corporation, 3005 W. 6th St., Los Ang.
 Draeger, Mary A. Clerk, SDO. 2-14-17.
 1744 First Street, San Diego, Calif. Bookkeeper.
 Dubuar, James F. Forest Assistant, Wasatch. 4-30-20.
 Director, State Ranger School, Wanakena, New York.
 Earls, Vern W. Forest Ranger, Ashley. 2-5-18.
 421 Garfield Ave., Salt Lake City. Taylor Motor Car Co.
 Eckbo, Nils B. Forest Examiner, Madison Laboratory.
 1229 Church St., Hatfield, Pretoria, So. Africa. Forest Dept.
 Egell, Sumner T. Forest Ranger, Pocatello. 4-12-11.
 Elgan, Jesse J. C. Forest Ranger, Challis. 3-21-20.
 770 I. Street, San Bernardino, Calif. Electrician.
 Emigh, Hewitt B. Forest Ranger, Salmon. 4-18-13.
 Erwin, Hector F. Forest Ranger, Weiser. 9-30-09.
 Evans, Thomas Forest Ranger, Weiser. 2-28-18.
 Rancher. Huston, Idaho.
 Fee, John Forest Ranger, Teton.
 Elk, Wyoming.
 Fender, Edgar L. Forest Ranger, Sawtooth. 8-22-13.
 Fenn, Homer E. Ass't Dist. Forester, Grazing. 4-30-19.
 Livestock Commission. "Hall & Fenn," Ogden, Utah.
 Fetherolf, Jas. M. Forest Examiner, Planting. 2-26-18.
 Farmer. Kempton, Pa.
 Fields, Ruby C. Forest Ranger, Idaho. 10-6-17.
 Box 2, Meadows, Idaho. Rancher.
 Fisher, Geo. A. Forest Ranger, Uinta. 12-31-15.
 Ranching and Livestock. Heber, Utah.
 Flanery, Mrs. Ivy P. Clerk (S&T), Lands. 9-30-18.
 1427 W. Douglas Ave., Wichita, Kans., or Box 258.
 Fleming, Charles F. Forest Ranger, Targhee. 10-18-11.
 Friedland, Karl B. Clerk, Accounts. 11-30-12.
 Gaekel, Walter F. Forest Ranger, Idaho. 8-23-16.
 Stockraiser and Dairyman. McCall, Idaho.
 Garrison, A. W. Forest Ranger, Humboldt. 6-24-12.
 Gerrish, Henry D. Forest Ranger, Challis. 10-15-14.
 Gilbreath, Earl R. Forest Ranger, Salmon. 7-31-16.
 Gilman, Mrs. John (Mae E. Williams); Clerk, Operation. 1-15-20.
 Gilman, John Forest Ranger, Sawtooth. 4-20-20.
 Boise-Payette Lbr. Co., Cabarton, Ida., Camp B.
 Gordon, Robert E. Forest Ranger, Caribou. 4-30-20.
 Ranching and Livestock, Ovid, Idaho.
 Goshen, George W. Clerk, Operation. 10-5-17.
 Photographer. Alhambra Building, Ogden, Utah.
 Graff, Herbert Forest Supervisor, Idaho. 5-31-16.
 Washington, D. C. Navy Department.

: Greathouse, Beulah	Forest Clerk, Humboldt.	9- 9-10.
: Green, William, Jr.	Forest Ranger, Ashley.	4-30-15.
: Griffin, Orlow H.	Forest Ranger, Powell.	3-15-17.
: Rancher. Escalante, Utah.		
: Guild, John W.	Forest Ranger, Uinta.	4-30-11.
: Gunther, Albert	Forest Ranger, Teton.	10-31-20.
: Blacksmith. Kelly, Wyoming.		
: Gustason, Helen M.	Clerk (S&T), Operation.	7-20-20.
: Clerk, Bureau of Internal Revenue, Salt Lake City.		
: Gwin, Clyde M.	Chief of Maintenance.	8-31-20.
: #2874 Adams Ave., Ogden, Utah.		
: Haglund, Harrold C.	Forest Clerk, Humboldt.	3-31-19.
: Box 17, Meridian Road, San Jose, Calif.	Architect.	
: Hale, Wallace A.	Forest Ranger, Minidoka.	5-12-13.
: Halsey, Wm. A.	Forest Ranger, Targhee.	9-10-13.
: Haman, Frederick C.	Surveyor, Lands.	1-31-18.
: Hammond, Lorenzo A.	Forest Ranger, Cache.	6-10-14.
: Hanks, Sidney A.	Forest Ranger, Ashley.	12-10-16.
: Kilgore, Idaho.	Rancher.	
: Hanks, Walter E.	Forest Ranger, Powell.	6-30-18.
: Bicknell, Utah.	Rancher and Stockraiser.	
: Hardin, Calvin T.	Forest Ranger, Idaho.	11-11-15.
: Hardy, Lewis E.	Forest Ranger, Toiyabe.	11-30-10.
: Harris, Alvin E.	Forest Ranger, Palisade.	8- 9-16.
: Civil Engineer. Rexburg, Idaho.		
: Harris, Hensley G.	Forest Clerk, Targhee.	7-15-17.
: Lawyer. St. Anthony, Idaho.		
: Harris, Lee A.	Forest Supervisor, Kaibab.	9-30-18.
: Rancher. Imperial Valley, Holtville, Calif.		
: Harris, Lewis A.	Dixie.	6-15-14.
: Haskell, Robert B.	Forest Clerk, Minidoka.	5-23-17.
: Postmaster, Burley, Idaho.		
: Hastings, Lucas W.	Forest Supervisor, Caribou.	5- 1-17.
: Rancher. Tetonia, Idaho.		
: Hays, John W., Jr.	Lemhi.	9- 6-09.
: Hays, Wilbur B.	Salmon.	10- 4-14.
: Heath, Guy S.	Forest Ranger, Sawtooth.	6-30-14.
: Heath, Noel C.	Forest Ranger, Uinta.	9-16-16.
: Wendover, Utah.		
: Hedrick, Frank	Forest Ranger, Boise.	3-31-19.
: Meridian, Idaho, R.F.D. #2.	Rancher.	
: Heikes, Rama	Forest Clerk, Caribou.	11-22-16.
: Hein, Thomas M.	Forest Ranger, Lemhi.	3-31-13.
: Heineman, Thos. F.	Forest Ranger, Sawtooth.	5- 7-13.
: Henderson, Geo. G.	Deputy Supervisor, Caribou.	11-30-19.
: Kingsburg Joint Union High School, Kingsburg, Calif.		
: Hendrickson, Guy C.	Forest Clerk, Sawtooth.	3-15-20.
: Abstractor. 108 N. 9th St., Boise, Idaho.		

: Henrie, Samuel E.	Forest Ranger, Fillmore.	12-15-16.
: 267 N. 3 E.	Provo, Utah.	
: Herbert, Ernest W.	Forest Ranger, Fillmore.	2-29-19.
: Ranching and Livestock.	Salina, Utah.	
: Herbert, Thos. M.	Forest Ranger, Fishlake.	3-31-20.
: Ranching and Livestock.	Koosharem, Utah.	
: Herrell, Frank A.	Forest Ranger, Santa Rosa.	4-15-16.
: Council, Idaho ?		
: Herrick, C. E.	Forest Ranger, Payette.	3-31-12.
: Herrick, Urbain E.	Forest Ranger, Payette.	4-30-19.
: Rancher, Alpha, Idaho.		
: Hess, Charles E.	Forest Ranger, Cache.	7-27-11.
: Hicks, Lowell E.	Forest Ranger, Wyoming.	5-31-19.
: 488 Montclair Ave.,	Detroit.	
: Hillmon, Louis R.	Forest Ranger, Weiser.	3-31-20.
: Council, Idaho.		
: Hintze, Ferdinand F.	Forest Ranger, Payette.	7- 4-09.
: Hiskey, George B.	Forest Ranger, Toiyabe.	9- 8-08.
: Hite, James B.	Forest Ranger, Weiser.	4-30-18.
: Bee Inspector; Beekeeper; Rancher.	Weiser, Idaho.	
: Hjort, Carl K.	Forest Ranger, Boise.	8-31-11.
: Hoffner, Benj. J.	Forest Clerk, Nevada.	4-21-19.
: 210 West Ash St.,	San Diego, Calif.	
: U. S. Naval Air Station,	North Island, San Diego.	
: Hoge, Wm. B.	Cache.	11-30-08.
: Holcomb, Walter E.	Forest Ranger, Minidoka.	1- 5-11.
: Holloway, Garrett B.	Forest Clerk, Boise.	8-10-20.
: Corvallis State Bank.	Box 351, Corvallis, Oregon.	
: Holman, Geo. E.	Forest Ranger, Uinta.	10- 4-15.
: U. S. Biological Survey,	Salt Lake City.	
: Holt, Irving A.	Forest Ranger, Toiyabe.	8-23-10.
: Hood, Mrs. Clara P.	Clerk, PAO.	6-17-15.
: 2454 Adams Ave.,	Ogden, Utah.	
: Hood, W. Douglas	Forest Ranger, Boise.	10-18-13.
: Hopson, Walter A.	Forest Ranger, Boise.	8-21-09.
: Houston, James G.	Forest Ranger, Sevier.	4- 9-19.
: Rancher. Panguitch,	Utah.	
: Howard, Lucas W.	Forest Ranger, Cache.	11- 4-15.
: Howland, Geo. L.	Forest Ranger, Wyoming.	5-31-13.
: Howland, Horace B.	Forest Ranger, Sawtooth.	10-25-16.
: Ranching and Livestock.	Featherville, Idaho.	
: Huddle, Columbus I.	Forest Supervisor, Lemhi.	7-15-17.
: Mercantile. P.O. Box 927,	Porterville, Calif.	
: Huff, Archer	Forest Ranger, Santa Rosa.	9-15-13.
: Hunicutt, E. W.	Forest Ranger, Targhee.	3-31-09.
: Hunter, Cyrus R.	Forest Ranger, Payette.	1- 3-14.
: Hurst, Wm.	Forest Supervisor, Fillmore.	3- 1-13.
: Imeson, James G.	Forest Ranger, Teton.	4-30-17.
: Ranching and Livestock.	Lock Box 1, Jackson, Wyo.	

: Ivie, Ray	Forest Ranger, Sawtooth.	6-20-18.
: Hailey, Idaho.	Federal Mining & Smelting Co.	
: Ingram, John E.	Forest Examiner, Wyoming.	3-31-18.
: Ranching and Livestock;	Surveyor. Afton, Wyoming.	
: Jarvis, Burton.	Forest Ranger, Humboldt.	5-31-11.
: Jennings, Geo. H.	Forest Ranger, Fishlake.	8-5-12.
: Jensen, Adolph W.	Forest Supervisor, Uinta.	4-5-19.
: Attorney-at-Law, Ephraim,	Utah.	
: Jensen, Glen A.	Forest Ranger, Wasatch.	8-31-20.
: R.D. #3, Sandy, Utah.		
: Jensen, Hans E.	Forest Ranger, Manti.	7-31-10.
: Jensen, James	Forest Ranger, Teton.	
: Mail Stage Driver.	Pinadale, Wyo.	
: Job, Wallwin T.	Forest Ranger, Fishlake.	12-16-19.
: Internal Revenue Service.	Box 2304, Salt Lake City.	
: Johnson, Clarence B.	Forest Ranger, Salmon.	8-15-14.
: Chiropractor.	707 Col. Hudson Building, Ogden, Utah.	
: Johnson, James H.	Forest Ranger, Caribou.	6-19-13.
: Johnson, Marion T.	Forest Ranger, Minidoka.	4-30-14.
: Johnson, Riley	Forest Ranger, La Sal.	8-31-13.
: Johnston, Herbert W.	Grazing Examiner, GS.	6-21-20.
: U. S. Biological Survey.	Unalakleet, Alaska.	
: Joice, Ernest P.	Forest Ranger, Caribou.	8-6-13.
: Jones, Emyr E.	Forest Clerk, Ashley.	12-31-19.
: 527 N. Serrano St., Los Angeles,	Calif. Western Motors.	
: Judd, Daniel K.	Forest Ranger, Kaibab.	6-10-19.
: Ranching and Livestock.	Fredonia, Ariz.	
: Kalbaugh, Wm. S.	Forest Ranger, Lands.	1-15-19.
: 224 Second Ave., Scott's Bluff,	Nebraska.	
: Kauten, Willis B.	Forest Ranger, Sawtooth.	10-15-19.
: Road-House, Store and Oil Station.	Gooding, Idaho.	
: Kerby, David H.	Forest Ranger, Payette.	4-30-12.
: Kias, Charles H.	Forest Ranger, Humboldt.	6-15-13.
: Killpack, Edw. O.	Forest Ranger, Palisade.	8-31-15.
: Kimball, Jesse W.	Forest Ranger, Payette.	10-16-20.
: King, Edgar B.	Forest Clerk, Lemhi.	8-31-12.
: Kinney, Simon	Forest Ranger, Minidoka.	7-21-16.
: Truck Driver.	328 N. Normal St., Burley, Idaho.	
: Kohler, Frank O.	Forest Ranger, Nevada.	7-15-14.
: Koomey, Levon H.	Forest Ranger, Uinta.	2-25-16.
: 37 Cloverhill Place, Montclair,	N. J. ? ?	
: Kriley, Carl J.	Forest Ranger, Salmon.	4-20-19.
: Rancher.	Carmen, Idaho.	
: Lafferty, Jacob B.	Forest Supervisor, Weiser.	3-31-20.
: Livestock Commission and Real Estate.	Weiser, Idaho.	
: Lambert, Ira C.	Forest Ranger, Wasatch.	4-6-18.
: Sheepman.	Mackay, Idaho.	
: Lamb, Virgil C.	Forest Ranger, Sawtooth.	4-1-19.
: Engineering.	c/o H. A. Fisher Co., Pittsburgh, Pa.	

Landgraf, Miss Antoinette Clerk, Operation. 1-12-14.:
 Lane, Howard F. Forest Clerk, Salmon. 8- 1-12.:
 Laub, John F., Jr. Forest Ranger, Dixie. 5- 2-12.:
 Lee, Roy Forest Ranger, Fishlake. 2-29-20.:
 High School Teacher. Escalante, Utah. :
 Lewis, Henry K. Forest Ranger, Sawtooth. 8-27-14.:
 Lincoln, Clement L. Targhee. 12-31-10.:
 Lindsey, Liew L. Forest Ranger, Humboldt. 8-31-16.:
 Berry Farmer. Box 48, McKenna, Wash. :
 Little, Romayne C. Forest Ranger, Sawtooth. 8-31-10.:
 Littlefield, Muriel M. Forest Clerk, Humboldt. 12-31-16.:
 Deputy County Recorder. Elko, Nevada. :
 Lockhart, O. C., Jr. Surv.-Dftsman., Engineering 4-18-20.:
 Bureau of Public Roads. Ogden, Utah. :
 Logan, J. Robert. Forest Ranger, Targhee. 8-11-14.:
 Long, Harry H. Forest Ranger, Toiyabe. 1-31-20.:
 c/o National Park Service, Medford, Oregon. :
 Louderbough, Wm. A. Forest Ranger, Payette. 12-30-14.:
 Low, Geo. P. Forest Ranger, Fillmore. 4-15-19.:
 Ranching and Livestock. Scipio, Utah. :
 Lubeck, A. I. Watchman, Dist. Office. 2-28-18.:
 #2337 Eccles Avenue, Ogden, Utah. :
 Lubeck, Ernest Draftsman, Dist. Office. 4-30-20.:
 Bureau of Public Roads, Ogden, Utah. :
 Lubeck, Harold Clerk, Grazing. :
 #1980 Jackson Ave., Ogden, Utah. :
 Lundwall, Nelson B. Forest Clerk, Dixie. 7-31-16.:
 Bozeman, Mont., 216 W. Lamme St. Dep. County Recorder. :
 McAllister, Martin L. Forest Ranger, Dixie. 6-30-19.:
 Ranching and Life Insurance. St. George, Utah. :
 McCall, James D. Forest Ranger, Idaho. 2-28-13.:
 McCarthy, Edw. F. Forest Ass't, Caribou. 10- 4-11.:
 McCloskey, A. S. Forest Clerk, Wyoming. 10- 9-09.:
 McCoy, Melvin R. Forest Ranger, Sawtooth. 4-23-12.:
 McCracken, Clarence L. Forest Ranger, Salmon. 1-31-18.:
 Carmen, Idaho. :
 McGregor, Arthur Forest Clerk, Boise. 12- 5-17.:
 Apt. 506, East Clifton Terrace, Washington, D.C. School. :
 McKelvey, Chas. Forest Ranger, Challis. 7-27-16.:
 Mackay, Idaho. :
 Mace, Charles A. Forest Ranger, Kaibab. 8-15-12.:
 McGuire, John N. Forest Ranger, Nevada. 5-16-10.:
 Maelzer, Julius G. Forest Ranger, Lemhi. 4-15-18.:
 Ranching and Livestock. Mackay, Idaho. :
 Mallory, Martyn E. Forest Ranger, Sawtooth. 5-31-19.:
 Mercantile Business, Hailey, Idaho. :
 Mangun, Clinton M. Deputy Supervisor, Sawtooth. 7-12-20.:
 Ranching and Livestock. R.D.#1, Greencastle, Ind. :

Mann, Karl L.	Forest Ranger, Weiser.	6-30-18.
Emmett, Idaho.		
Manwill, John V.	Forest Ranger, Uinta.	2-28-19.
Payson, Utah.		
McDerment, Hugh	Forest Ranger, Teton.	
Marshall, Robert E.	Forest Ranger, Toiyabe.	9-30-11.
Martineau, Bryant S.	Grazing Examiner, GS.	4-15-20.
Logan, Utah.	Federal Bakery.	
Mathias, Roland D.	Idaho.	3-19-09.
Matthews, Ralph M.	Forest Ranger, Humboldt.	10-31-20.
Gold Creek, Nevada.		
Maw, Vernon O.	Forest Clerk, Ashley.	2-29-20.
2154 Jefferson Ave., Ogden, Utah.	Mercantile.	
Maxwell, Frank D.	Surveyor, Lands.	4- 4-19.
General Land Office, Boise, Idaho.		
Mellenthin, Walter C.	Forest Ranger, Targhee.	5-10-19.
Ranching and Livestock, Chokecherry, Idaho.		
Metcalf, Vernon	Ass't Dist. For. Operation.	4-30-20.
Secretary Nevada State Livestock Association.		
307 Nixon Bldg., Reno, Nevada.		
Miles, Lee O.	Forest Ass't, Payette.	4- 3-15.
Miller, Robert E.	Forest Supervisor, Teton.	7-15-18.
Ranching, Livestock, Capitalist.	Jackson, Wyo.	
Mitchelson, A. T.	Dist. Engineer.	10-18-10.
Mole, Pearl	Clerk, Accounts.	12-31-12.
Moody, Joseph M.	Forest Ranger, Dixie.	2-29-16.
St. George, Utah,	Ranching and Livestock.	
Morris, Richard A., Jr.	Forest Ranger, Dixie.	6-10-11.
Morris, Ruth S.	Forest Clerk, Payette.	9-10-20.
544--20th Street, San Diego, Calif.		
Mott, Fred L.	Forest Supervisor, Nevada.	10-20-19.
Rupert, Idaho.		
Moore, Felix T.	Chief of Maintenance.	3-15-17.
2464 Washington Ave., Ogden, Utah.	Art Store.	
Naylor, Harry W.	Forest Ranger, Humboldt.	6-11-18.
Rancher. Strawn, Palo Pinto County, Texas.		
Neil, Waldo C.	Forest Clerk, Palisade.	1-25-13.
Nichols, Theodore B.	Grazing Examiner, GS.	5-20-19.
Taber, Iowa.		
Neilson, Dan	Forest Ranger, Minidoka.	5-15-15.
Neilson, Oluf G.	Forest Ranger, Fishlake.	5-10-12.
Norton, Albert W., Jr.	Forest Ranger, Sevier.	5-25-10.
O'Keefe, Charles	Forest Ranger, Boise.	9-30-16.
Retail Lumber Yard. Mountain Home, Idaho.		
Oldroyd, Isaac W.	Forest Ranger, Fishlake.	3- 8-17.
Ranching and Livestock. Monroe, Utah.		
Oliver, Wm. L.	Forest Ranger, Minidoka.	12-15-10.
Olmsted, Norman K.	Forest Ranger, Lands.	4- 6-18.
Sales Engineer, Hesse Martin Iron Works,		
468 East Taylor Street, Portland, Oregon.		

Owens, James T.	Kaibab.	6-20-14.:
Pace, Wilford	Fishlake.	12-31-13.:
Pack, Daniel S.	Forest Supervisor, Nebo.	10-31-13.:
Pack, Merritt N.	Forest Ranger; Cache.	6-17-13.:
Pack, Robert	Forest Ranger, Uinta.	11-30-13.:
Pack, Willard I.	Forest Supervisor, Uinta.	4-30-13.:
Palmer, Joseph W.	Forest Ranger, La Sal	12-21-18.:
Monticello, Utah.		
Palmer, Lawrence J.	Grazing Examiner, GS.	6-25-20.:
U. S. Biological Survey. Unalakleet, Alaska.		
Patten, Riley	Forest Ranger, Toiyabe.	9- 4-11.:
Patterson, Charles F.	Forest Ranger, Nevada.	5-23-10.:
Pearson, John A.	Forest Supervisor, Salmon.	3-31-17.:
Salmon, Idaho. Fish & Game Department, State of Idaho.		
Peeples, Geo. L., Jr.	Draftsman, Dist. Office.	10-10-16.:
Pelton, James L.	Forest Supervisor, Kaibab.	7-17-14.:
Bank Cashier. Roberts, Idaho.		
Perry, Seth B.	Forest Ranger, Ashley.	5-31-19.:
Ranching and Livestock; Dairying. Altonah, Utah.		
Peters, Truman R.	Forest Ranger, Minidoka.	3- 7-13.:
Peterson, Myrtle	Clerk (T), Operation.	9-18-20.:
5942 MacCall Street, Oakland, Calif.		
Pfefferle, Edward A.	Forest Clerk, Minidoka.	3-10-18.:
Room 1019, Southern Pacific Bldg., San Francisco.		
Pfost, Christopher W.	Forest Ranger, Palisade.	4-15-17.:
R.F.D. #1, Rexburg, Idaho. Ranching.		
Phelan, Lawrence J.	Forest Supervisor, Idaho.	9-30-17.:
Meyers Cove, Idaho.		
Phelan, Nicholas S.	Forest Ranger, Weiser.	4-30-17.:
Pogge, Ulrich C.	Targhee.	9-30-13.:
Porter, Hyrum A.	Forest Ranger, Powell.	3-15-16.:
Sawmilling. Escalante, Utah.		
Power, Harry H.	Forest Clerk, Salmon.	11-12-16.:
Pryse, E. Morgan	Forest Ranger, Targhee.	7-20-17.:
204 N. 12th Street, Corvallis, Oregon. Student.		
Pugh, Mrs. Irving (Florence E. Cooney),	Clerk, Dist. Office	12-13-16.:
10 Fallon Street, Oakland, Calif.		
Richards, Mrs. J.H. (Doris E. Chase),	Operation.	9-15-20.:
Housewife. 512--12th Street, Ogden, Utah.		
Riis, John	Forest Ranger, Cache.	4-15-11.:
Robins, James W.	Forest Ranger, Powell.	10-12-18.:
Scipio, Utah.		
Rock, Mrs. Kenny (Clara Huggins),	Engineering.	5- 8-20.:
320 Felt Bldg., Salt Lake City.		
Rogerson, Wilton S.	Forest Ranger, Kaibab.	8-11-13.:
Roler, Gretchen A.		11-30-12.:
Rothery, Julian A.	Forest Supervisor, Idaho.	2-28-13.:
Rowland, Barnet C.	Forest Ranger, Sawtooth.	6-30-11.:
Russell, Charles E.	Clerk, Boise.	4-30-19.:
910 Olive Street, Denver. International Trust Co.		

Ryan, James M.	Forest Supervisor, Ruby.	1- 8-19.
County Road Supervisor.	Elko, Nevada.	
Salter, John Earl	Blueprinter, Engineering.	5-14-18.
2476 Adams Ave.,	Ogden, Utah.	
Say, Arthur P.	Forest Ranger, Cache.	9-15-16.
Pocatello, Idaho.	Box 683.	
Schroeder, August A.	Forest Ranger, Salmon.	5-15-13.
Schulze, Paul	Forest Ranger, Humboldt.	3-31-17.
Council, Idaho.		
Seerey, Daniel F.	Logging Engineer, Silv.	6-30-20.
1159--25th Street,	Ogden, Utah.	
Shafer, Florence I.	Chief Draftsman, Engineering.	4-15-20.
320 Felt Bldg.,	Salt Lake City. Nut Butter Co.	
Shannon, Harmon A.	Forest Ranger, Payette.	12-28-19.
Rancher. Smith's	Ferry, Idaho.	
Shepard, W. C.	Forest Ranger, Palisade.	10-15-12.
Shepard, Zilla N.	Forest Clerk, Weiser.	3-11-20.
c/o Attorney General	for Idaho. Boise, Idaho.	
Sheppard, Jos. Louis	Forest Ranger, Wasatch.	8-10-19.
Fox Park,	Wyoming.	
Shurtz, Josiah	Forest Ranger, Powell.	11-15-18.
Ranching and	Livestock. Escalante, Utah.	
Sims, John A.	Forest Ranger, Sawtooth.	10-22-15.
Smith, Albert Mark	Property Clerk, SDO.	1-31-15.
Kalamazoo Looseleaf	Binder Co., Detroit.	
Smith, Fred L.	Forest Ranger, Teton.	8-16-19.
Lima, Montana.		
Smith, Elias H.	Forest Ranger, Sevier.	3-31-16.
Tropic, Utah.	Ranching and Livestock.	
Smith, George W.	Forest Ranger, Challis.	11-30-20.
409 South 10th	Street, Boise, Idaho.	
Snow, Ellis B.	Forest Ranger, Weiser.	3-10-18.
Ranching and	Livestock. Indian Valley, Idaho.	
Snow, Orrin C.	Forest Supervisor, Sevier.	9-15-15.
Sorenson, Willard S.	Forest Ranger, Dixie.	11-13-13.
Soule, Inez M.	Forest Clerk, Palisade.	8- 1-13.
Squires, John F.	Forest Supervisor, Cache.	5-15-17.
Logan, Utah.	c/o Jos. Squires.	
Steele, Raymond G.	Deputy Supervisor, Toiyabe.	9-30-18.
Clothing and	Furnishings. Chico, Calif.	
Steely, Katherine M.	Forest Clerk, Caribou.	1-10-11.
Sternberg, Samuel E.	Forest Ranger, Salmon.	9-30-17.
Ranching.	Forney, Idaho.	
Stevens, Arthur W.	Surveyor, Engineering.	5-31-19.
1830 Sharp Ave.,	Spokane, Wash. Standard Oil Co.	
Stratford, Howard J.	Forest Clerk, Lemhi.	5-15-20.
Empire Copper Co.,	Mackay, Idaho.	
Strawn, Glen	Forest Ranger, Payette.	11- 2-18.
Alpha, Idaho.		
Stretch, Rolland A.	Wyoming.	4- 2-15.

Studley, Horace F.	Forest Supervisor, Nebo.	4-30-11.
Swan, William	Forest Ranger, Salmon.	5-31-16.
Salmon, Idaho.		
Tanner, Mrs. H. B. (Edna Malan)	Engineering.	11-24-17.
837-23rd Street, Ogden, Utah.		
Tempest, Robert A.	Forest Ranger, Salmon.	6-30-18.
Rexburg, Idaho. Contractor.		
Theurer, David O.	Forest Ranger, Cache.	3-31-15.
Providence, Utah.		
Thomas, Frank W.	Forest Ranger, Uinta.	10-31-15.
Thomas, Odo R.	Forest Ranger, Uinta.	4-18-12.
Thompson, Ralph W.	Forest Clerk, Targhee.	2-28-14.
Thorne, Wm. L.	Forest Ranger, Nevada.	9-18-13.
Thorpe, Charles L.	Forest Ranger, Manti.	5-5-20.
Ranching and Livestock. Axtell, Utah.		
Tite, Joseph W.	Messenger, Operation.	12-15-19.
2943 Wall Ave., Ogden, Utah.		
Tobias, Ross S.	Forest Ranger, Salmon.	11-4-11.
Tognoni, Jos. R.	Forest Ranger, Santa Rosa.	8-31-14.
Tracht, LeRoy	Forest Ranger, Challis.	1-31-14.
Tremewan, C. Sydney	Forest Supervisor, Humboldt.	3-30-13.
Ranching and Livestock. Elko, Nevada.		
Tremewan, Will H.	Forest Ranger, Nevada.	8-20-10.
Tschanz, Otto H.	Forest Clerk, Lemhi.	1-20-19.
Confectionery. Mackay, Idaho.		
Tuttle, Edward R.	Forest Ranger, Cache.	5-10-19.
Clothier. Oakley, Idaho.		
Twadell, Wm. W., Jr.	Forest Ranger, Teton.	7-6-12.
Verner, Irvin M.	Forest Ranger, Cache.	11-30-19.
Ranching. R.F.D. #1, Monmouth, Oregon.		
Ventor, Mrs. J. G. (Theresa M. Standing)	Forest Clerk, Caribou.	9-19-20.
Box 1117, Pocatello, Idaho.		
Walgren, Lewis R.	Forest Clerk, Uinta.	8-20-20.
402 Remington St., Ft. Collins, Colo. Colorado A. C.		
Webb, Junius	Forest Clerk, Fishlake.	5-20-19.
Mercantile Business. Salina, Utah.		
West, David A.	Forest Ranger, Wasatch.	7-31-14.
White, Percy	Forest Ranger, Toiyabe	10-15-18.
Garfield, Utah.		
Wickman, Hans A.	Forest Ranger, Manti.	1-20-20.
Ranching and Livestock. Castledale, Utah.		
Wilbur, Charles P.	Forest Assistant, Salmon.	7-17-10.
State Forester, Trenton, New Jersey.		
Williams, Dorris	Clerk (S&T), Operation.	12-23-18.
3405 Washington Ave., Ogden, Utah.		
Williams, Roy J.	Forest Ranger, Lemhi.	8-31-14.
Wiley, Joseph A.	Forest Ranger, Uinta.	3-31-20.
Payson, Utah.		
Windes, Charles D.	Forest Clerk, Fillmore.	9-11-11.

Winn, James T.	Forest Ranger, Lemhi.	3-31-15.
Wood, John A.	Forest Ranger, Challis.	6-30-16.
Pocatello, Idaho.		
Woodbury, Angus M.	Deputy Supervisor, Fillmore.	11- 1-20.
Ranching and Livestock. St. George, Utah.		
Woody, Dan W.	Forest Ranger, Idaho.	7-24-20.
Emmett, Idaho.		
Woolley, Herbert E.	Forest Ranger, Caribou.	9- 5-14.
Woolstenhulme, John E.	Forest Ranger, Wasatch.	4-15-19.
Grace, Idaho.		
Woolstenhulme, Thos. E.	Forest Ranger, Uinta.	3-31-17.
Ranching. Mackay, Idaho.		
Yeaman, George W.	Forest Ranger, Wyoming.	4-10-16.
Afton, Wyoming.		
Yeo, Mrs. Howard (Ruby Pearl Eickhoff), Clerk, "OM".		5-22-19.
403 Chapel Street, Grass Valley, Calif.		
Zierdt, Chas. H.	Forest Ranger, Wasatch.	2-18-21.
DeWitt, Charles M.	Forest Ranger, Idaho.	2-28-21.
Fogelgren, Earl G.	Forest Clerk, Wasatch.	12- 3-20.
Internal Revenue Service, Salt Lake City, Utah.		

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PUBLIC RELATIONS.

James E. Scott, National Forest Inspector. Ogden.

"Public Relations" as a distinct unit of the District Office organization, was established in District 4 on January 1, 1920. In May, 1920, a Service Order by the Forester created the new Branch of Public Relations in the Forest Service, under the direction of Assistant Forester Herbert A. Smith.

In this District the unit handles Reading Course work, which in recent years has been largely extended, Educational Cooperation, including Fire Prevention and Publications; Information, Addresses or Lecture Work; Exhibits, Photograph Collection, District Library, Law Enforcement and Special Personnel work, such as that represented by this Alumni project. The unit organization at present consists of the officer in charge and Miss Maude Stone as Librarian and Office Assistant.

Broadly speaking our job is to make the Service and its work more generally known and understood, to fight the "man-made" fire problem, to help in personnel training, to promote esprit de corps, and in general to develop the public service conception of the work of the Service. An interesting field is open, and the possibilities are being explored, organization work carried on and definite progress being sought as rapidly as available funds, equipment and ability will permit.

LOOKING AHEAD IN "FOREST MANAGEMENT"

Chester B. Morse, Assistant District Forester. Ogden.

To all "good friends and true" of the Forest Service - Greetings! I'm getting so I feel like an Old Timer in the Service, although the ranks of the "Old Timers" are hard to break into and the invisible wall which was once built up against all newcomers was a very real one to a lot of us who were young in years and had recently come West when we entered the Service. Those were the days - back in 1907 - when most of the Forests had Forest Assistants to amuse themselves with and cuss and discuss - especially at Supervisors' meetings. But times have changed and those Forest Assistants who survived are now Supervisors or Deputies, and at the present time only one Forest in the District has a Forest Assistant attached to it as they were in the good old days before the "big drought." But we're getting back to it again, and we hope to acquire a few for the Forests where they are needed the most as time goes on.

Those were the days also when we had several "Reconnaissance" crews in the field every year, obtaining estimates of the timber on our Forests. These too have disappeared and there were several years when we didn't have a party nor a cruiser in the field. However, in 1918 we were able to pry loose a little money and put a small crew on the Boise to get some much needed cruising done, and last year Washington allotted a total of \$750 to carry on similar work on the Minidoka. This year we expect to continue the Minidoka job and make up our first real working plan for the District.

Also in the good old days you remember we were going to sell the timber on the Kaibab "right away." And we were going to sell the timber on the Payette and Boise. The Weiser was going to be all cut out in a few years. Well, none of them have been cut yet. But we were justified in our fears and notions and beliefs on this score, only we perhaps didn't realize that big changes like the cutting out of whole forest regions like the North Atlantic States, the Lake States and the southern pineries are a matter of decades rather than months.

The cruising of timber (inventory of present stock) and growth, yield and volume data are matters for technically trained men in the Service and in the lumber

: industry to handle. There is a job, though, for all of us :
: to do whether we are in the Service or out, and that is the :
: building up of a public sentiment which will put a stop to :
: needless forest fires and induce the people to support with :
: their votes and their money an organization which will make :
: it their principal duty to prevent and suppress forest :
: fires. For this District the state needing such an organ- :
: ization the most is Idaho. In Nevada, Utah and Wyoming :
: practically all the forest land is now included within the :
: National Forests. The remainder probably will be in time - :
: we hope in a reasonably short time - so that it will be :
: protected.

: But in Idaho there is a very large amount of tim- :
: ber land in private and state ownership which is not being :
: adequately protected, and for which there is no protective :
: organization, except such owners as voluntarily decide to :
: protect their lands or club together and form fire protec- :
: tive associations. The association work has been very ef- :
: fective, but not effective enough. The principal trouble :
: is that not all the owners will join the associations, and :
: pay their pro rata share of the cost.

: Not including the National Forest lands in Idaho :
: there are about four million acres of state and privately :
: owned timber lands. Of this four million acres about :
: 2,200,000 acres was assessed for fire protection and :
: 1,800,00 acres got off scot free. In other words about :
: half of the timber acreage paid for the protection of the :
: other half. A state law requiring owners to pay their :
: share of the protection costs obviously is needed. That :
: this is a national consideration as well as a state duty is :
: evidenced by the fact that 11% of the virgin timber in the :
: whole United States is in the State of Idaho.

: The Forester is doing his utmost to get larger ap- :
: propriations from Congress for cooperation with the States :
: in fire protection, realizing that a large part of the :
: problem of maintaining an adequate timber supply for the :
: country's needs indefinitely lies in the protection of for- :
: est land from fire. That he is meeting with some success :
: is evidenced by the fact that the appropriations for this :
: purpose for the past several years have been \$125,000, :
: whereas the appropriation for next year is \$625,000. Of :
: course he asked for more but we think he did mighty well to :
: get the increase he did. For the enlarged state cooperation :
: made possible the Forester firstly requires that the state :
: maintain an organization whose principal duty it shall be :
: to protect the Forest lands of the state from fire, and :
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that the state laws require the private owners to furnish adequate fire protection for their own lands or pay their pro rata share of the patrol costs.

In accordance with these requirements a bill was introduced in the legislature of Idaho last January which provided for the creation of a Forest Advisory Board, consisting of the Governor (representing the State Land Board) as chairman, the Commissioner of Reclamation, the Acting Dean of the Forest School of the University of Idaho, one member of the Forest Service, and one member appointed by the timber protective associations (representing the lumber industry). The bill was amended so that the Advisory Board would consist of the entire State Land Board and a representative of the Forest Service and a representative of the lumber industry. This Advisory Board was given the power of nominating for appointment by the State Land Board a man for the position of State Forester. The State Forester, whose salary was placed at \$3,000, was given authority for handling the fire protection and fire suppression work of the state and to do such other forestry work as the State Land Board might direct. He was subject to removal at any time by the State Land Board. The Bill also provided for compulsory fire patrol.

The Forester had already stated that he considered that a fair division of the protection costs would be on a basis of 25% by the Federal Government, 25% by the state and 50% by the private owners. Practically this would have meant an expenditure of about \$70,000 by the Federal Government, whereas the Federal cooperation in Idaho last year amounted to \$5,000. By making the Forestry Bill a law, Idaho might just as well have picked up an additional \$65,000 of Federal money, but the legislature couldn't figure it that way, however, and while the Bill passed the House in the closing days of the session it died easily and gently by the process of indefinite postponement in the Senate.

Our next chance to do some good for Idaho and the Nation in passing favorable forestry legislation will be two years hence. If the people of the state are rightly informed concerning the real object of such legislation there should be no real trouble in passing a constructive Forestry measure.

You fellows who have left the Service are just as much interested in this proposition as we who remain. Let's all get together and talk fire prevention in Idaho, and put over a real Forest Fire Law two years from now. What do you say?