

I like to see
 from view of the
 original 13 (mid) to
 plus 50[±] state!

Com. = 2936 - USA United 1,000,000 Miles USA
 139.58 PFT
 3,5177 activities So.
 SCS FROM THE NATIONAL VIEWPOINT
 \$550,000,000 - USA
 15 S & W.C. Dist.
 50-60 SCS people
 \$2.5M: h - SCS #

I. Setting for Soil Conservation Service activities:

- A. Floods and ^{or} water shortages
- B. Soil erosion in town and countryside
- C. Increasing environmental awareness, increasing concern about water quality - 208 - Non-point
- D. Land use laws and ordinances
- E. Continuing need for improving aid to small farmer and rancher and rural community - R.D.
- F. Inflation - food prices and energy prices & value of \$ 1
- G. Expanding SCS responsibilities, shrinking in-house resources - Federal \$ & people - Role worth 1/2 of first time I ever knew
- H. Improved decisionmaking system... more public participation, less paperwork? Impact Analysis

my 3rd trip over the
 past decade -
 Appraisal - AUG - 1977

New Secy Policy

Secy memo 1955

TIME story

II. We are likely to see:

- A. Broader understanding by more people of agriculture and of our basic mission of soil and water conservation - if we continue to work at it. → RCA - Spruce oversite
- B. Renewed emphasis on:
 1. Controlling soil loss - for what purpose? Food & Fiber!
 2. Upgrading water quality
 3. Preserving important (agricultural) lands { Farm grasslands, woodlands, wetlands

New policy

Outline for talk by Norman A. Berg, Associate Administrator, USDA Soil Conservation Service, at a meeting of SCS employees, Honolulu, Hawaii, November 6, 1978.

4. Improving efficiency of water use in agriculture and elsewhere
 5. Saving energy *through conservative* *contains*
 6. Conserving and improving environmental quality *min. tiltage*
- C. Positive benefits from environmental conflicts and initiatives of past few years.
1. Environmentalist approach--and SCS approach--becoming more practical, less emotional *less*
 2. New environmental policies and guidelines--follow them!
- D. Increasing competition between environmental interests and economic growth interests:
1. Developing energy supplies
 2. Increasing agricultural exports to offset dollar drain for foreign energy supplies.

III. Progress on major new ^(USDA) SCS assignments:

- A. RCA *I chair the effort for SCS-USDA*
1. Status of first appraisal and program... *has new book, Comm,*
due to Congress by January 1980.
 2. Your efforts in national erosion survey and land use studies enabled us to have fresh data in the first appraisal.
 3. Budget status
 4. Formula for RCA grant allocations to districts
 5. Almost 8,000 RCA public meetings excellent--almost 140,000 people attended...other techniques for encouraging public responses...good job for Phase I of public participation.

Do not
obtain the
past!

- 6. OMB and Bob Bergland very interested in using RCA as tool to direct soil and water conservation programs in a new and innovative as well as cost-effective way.
- 7. We need to continue to be on the lookout for new ideas and for the impacts of new technology.
- 8. We need to get the correct technology applied.
- 9. We need to continue close coordination with other Federal and State agencies, conservation districts.
- 10. We need to do a quality job of seeking public comment on the draft RCA program beginning next May.
- 11. Policy issues being considered in RCA--land, water, energy, habitat, etc. - major USDA programs

B. RCWP

1/2 in 505 - Nearly 30 in USDA

- 1. New era of local, State, Federal cooperation
- 2. Will help control critical nonpoint source water pollution in high-priority areas marked in "Section 208" plans.
- 3. Final rules and regulations...reviewed almost 15,000 comments on the draft.
- 4. Budget status...Congress (expecting) supplemental request
- 5. MIP progress

← Cost share \$

C. RAMP

- 1. To aid reclamation of abandoned coal mines in 29 States.
- 2. Final rules and regulations published September 28

3. Water quality also a chief concern in this program, long with the visual resource.
4. Under regular C0-01 program, need to help landowners and government agencies consider reclamation needs on other mined lands.

IV. Outlook for the future in other SCS ongoing assignments.

V. Other important factors in our future:

- A. President's determination to hold down Federal spending and Federal employment.
- B. Status of reorganization proposals
- C. Civil Service reform
- D. New water resources policy thrusts:

1. Push on water conservation throughout government
2. Accelerate nonstructural ways to reduce flood damages
3. Work to resolve water rights issues
4. Start some new watershed projects--recognize recent improvements in program
5. Continue using channel modification guidelines, consider improvements and binding regulations
6. Increasing State and local role in dam safety and in water conservation

VI. Career opportunities in SCS are good

Rec'd

*New study teams
Carto
Sno-Sun
Pl. Mat
'Food & Nutrition
Rural Dev,
Merch Plan Npt, Res,*

1. Premium on creativity
 2. Give farmers and ranchers forward-looking technology that fits the situation..."appropriate technology"
 3. Look for new solutions to land and water problems... the tried and true may not be the best solution.
 4. Are we sure what best management practices are?
 5. Do we help build and deliver a storehouse of soil survey information to aid land use and environmental quality decisions?
- . Emphasize and reemphasize QUALITY,
1. We are public servants.
 2. We have to continue to improve the efficient-effective use of people and dollars...costs going up and UP.
 3. Drop in individual productivity speeds decline of the dollar on world markets and worsens inflation.
 4. We have to continue to improve the decision-making process for efficient/effective use of policies and guidelines.
 5. We must have the right kind and mix of technical backstopping.
 6. All 216 million Americans have become "local"... we don't have an isolated constituency. We serve "The Public."

- D. We need to build an even stronger partnership with soil and water conservation districts, including helping them strengthen their roles and organization at the State level.. personnel management...financial management...involvement in policy...new directions.
- E. Be advocates...take the bushel basket off our light! Tell what we are doing and tell it well.

VII. We need to expect of all SCS employees:

- A. Competence...excellence should be the goal for whatever you do.
- B. Integrity...as a professional in a professional technical agency.
- C. Dedication and commitment...to public service, to USDA, and to the Soil Conservation Service and its mission.
- D. Mobility...opportunities for increased responsibility seldom come right where you are. Prepare for opportunity.. recognize it...take advantage of it.

VIII. We need to expect of SCS supervisors:

- A. Provide a climate where employees have an opportunity for growth and success in their job.
- B. Assure that employees are recognized for their abilities and knowledge, and discuss with them need for training

- C. Assure that all employees understand what constitutes "success" in their job.
 - D. Provide truly equal opportunity for women and minorities in employment, advancement, contracting, and in the use of our technical assistance.
 - E. Let all employees know where their jobs fit in the total mission of SCS.
- IX. In the middle of all of these expectations, we are very proud of all of you!