



GIPSA News

A newsletter for the employees of the Grain Inspection, Packers and Stockyards Administration

August 1999

GIPSA Releases P&S Statistical Report

The Packers and Stockyards Statistical Report for 1997 is now available. Published annually, this report on livestock marketing and meat packing contains data on industry concentration, plant size, volume of packer feeding, packer financial performance, number of animals purchased by source of supply (public market versus direct), and method of procurement (live versus carcass basis). It includes data on slaughtering packers; market agencies buying or selling livestock on commission, including auction markets and selling agencies at terminal stockyards; and livestock dealers buying and selling livestock for their own accounts. It includes data for firms' 1997 reporting year and selected data for earlier years

Four-Firm Concentration (percent)

Year	Cattle and heifers	Steer	Hogs	Sheep and lambs
1985	39	50	32	51
1990	59	72	40	70
1995	69	81	46	72
1997	68	80	54	65
1998	70	81	56	68

All slaughtering packers operating in commerce in the United States have been subject to the annual reporting requirements of the Packers and Stockyards Act. Data contained in this report are derived from the annual reports submitted by all except small volume packers.

"This report," said GIPSA administrator **Jim Baker**, "is a gold mine of useful data. It paints a clear and revealing picture of major structural changes that are taking place in the livestock and meatpacking industries."

The report is available in its entirety on GIPSA's home page at: <http://www.usda.gov/gipsa/newsinfo/pubs/stat97.pdf>.

Hearon is Excellence in Government Fellow

Tom Hearon, chief of the Compliance Division's Regulatory Branch, was selected as a 1999-2000 Excellence in Government Fellow.

The program, sponsored by the Council for Excellence in Government, is committed to improving the performance of government through the development of its leaders. This year-long experience promotes personal and professional growth, and offers participants new ways to think and act as a leader.

Over the course of the year, participants will interact with public and private sector executives, see an array of models for effective leadership; and gain insight into the characteristics of high performing organizations. In addition, participants will have an opportunity to develop strategies for creating results with their respective agencies.

Congratulations, **Tom!**

Names in the News

Personnel

Welcome to **Gordon Dow**, legal specialist, and **Enrique Ospina**, economist, Atlanta; **Viola Nathan**, administrative assistant, Aurora; **Ronald Endsley**, economist, Des Moines; and **Bruce Griffith**, computer specialist, Washington, DC.

Mack Manis, Field Management Division, was selected to serve on a 120-day detail with GIPSA's Civil Rights Staff. Mack will be working on a number of projects and initiatives on the detail, which began July 6, 1999.

Farewell to **Frederick McCree**, auditor, Atlanta, who accepted a position with the Office of Inspector General.

Many thanks from the Compliance Division's Review Branch to the following field-based people who assisted us recently in conducting onsite compliance reviews during the month of August: **Frank Jackson**, area manager, New Orleans; and **Denise Ruggles**, office support assistant, Cedar Rapids, assisted with

the review of the Kansas City Field Office; and **Jim Brown**, quality assurance specialist, New Orleans; and **Judy Johnston**, office support assistant, Wichita, who assisted us in reviewing the Cedar Rapids Field Office. This completes the review schedule for field offices and official agencies for fiscal year 1999. Again, we thank all of the field-based administrative and technical detailees who participated in the review program this year, and look forward to an even more productive fiscal year 2000!

Condolences

Eddie Thompson, former P&S Chief of Registrations, Bonds & Reports Branch, Washington, DC, died on July 3. **Eddie** began his career with the Department of Agriculture as an assistant message deliverer and retired with 30 years of service in the early 1980s.

Awards

The Compliance Division's Review Branch presented **Don Akers**, quality assurance specialist, Corpus Christi, with a time-off award for performing a number of compliance reviews over a short time frame at a consistently high level to supplement Review Branch staffing.

Owen Ecker, Jr., Field Management Division, Washington, D.C., received an extra effort award for providing exceptional leadership and effort in developing and implementing GIPSA's Quality Assurance/Quality Control computer program

and for providing support and training to field users of the system.

Cathy Haskins, Stuttgart, received a spot award for her outstanding supervision of agricultural commodity technicians and samplers.

Jeannene Henehan, **Susan Martin**, and **Sandra Robertson**, Field Management Division, Washington, D.C., received extra effort awards for providing continuous administrative support to the Standards and Procedures Branch during the absence of a permanent secretary.

Henry Jackson, Stuttgart, was awarded a spot award for outstanding dedication to providing service to our applicants in Memphis. **Henry** is an asset to the Agency and is appreciated for his dedication.

A spot award was given to **William Kellon**, Stuttgart, in appreciation of the hard work and willingness to work he has shown over the years. He is an outstanding employee.

A spot award was presented to **Larry Rice**, Stuttgart, for continuing to volunteer to carry the organization through tight times. **Larry** can be counted on to volunteer to go where the work is.

Vicki Lacefield, Review Branch, earned a time-off award for figuring out how to convert all of the Branch's automated WordPerfect template documents into Word to continue efficient operations. (Even a class instructor couldn't explain how to do this!)

Continued, see Names on page 3.

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45-Year Service Award

Charles Turner, Washington, DC

35-Year Service Award

Sharon Vassiliades, Washington, DC

30-Year Service Award

Neil Porter, Washington, DC

25-Year Service Awards

Sidney Allen, Washington, DC
Steven Bennett, Minneapolis, MN
Joseph Carson, New Orleans, LA
Barbara Fielder, Atlanta
Christopher Gray, Aurora
Edwin Haag, Atlanta
Thomas Hearon, Washington, DC
Jerry Garner, Des Moines
Kenneth Gordon, Atlanta
John Heidorn, New Orleans, LA
Keith Ingram, auditor, Des Moines
Phillip Meachem, Stuttgart, AR
Charles Merkhofer, Aurora
Larry Rice, Stuttgart, AR
John Shropshire, New Orleans, LA
Larry Troutman, Baltimore, MD
Daniel Van Ackeren, Washington, DC
Thomas Wrenn, Grand Forks, ND

20-Year Service Awards

John Barthel, Atlanta
Gerald Bromley, Washington, DC
Kim Harper, Portland, OR
Terri Henry, Washington, DC
Roy Johnson, Baltimore, MD

Robert Medley, New Orleans, LA
Lawrence Poss, Atlanta

15-Year Service Award

Lawrence Houston, Atlanta
Patricia Jackson, Kansas City, MO

10-Year Service Awards

Jesse Booth, Atlanta
Donna Hoover, League City, TX
Harold Jackson, New Orleans, LA
Regina Landry, Crowley, LA
Joanna LeBlanc, New Orleans, LA
Glenda Plautz, Des Moines
Denise Ruggles, Cedar Rapids, IA
James Vanderwielen, Des Moines
Amy Van Skiver, Atlanta
Lori Warner, Des Moines

July Issuances

Charlie Turner, Washington, DC

- ❑ PN99-16, "Applying High-Oil Corn Moisture Calibrations," dated 7/16/99
- ❑ Directive 9180.16, "Inspection of Export Lots of Soybeans for Ragweed Seeds," dated 7/22/99
- ❑ Directive 9180.47, "Examination of Grain for The presence of TCK Smut Spores," dated 6/15/99

Updated HRS Wheat Protein Calibration

FGIS has issued an updated Hard Red Spring wheat protein calibration for official near-infrared transmittance (NIRT) instruments. The new calibration became effective July 31, 1999.

FGIS performs annual reviews of wheat protein calibrations to measure the performance of NIRT instruments compared to the standard reference method, Combustion Nitrogen Analyzer. This change is will more closely align official HRS wheat NIRT protein results with the standard reference method and is expected to improve the accuracy of official protein measurements for HRS wheat.

The existing HRS wheat protein calibration was developed in 1993 and included samples from the 1988 to 1993 crop years. The new calibration includes all the samples from the existing calibration as well as samples from the 1994 to 1998 crop years to better reflect current HRS varieties and growing conditions. The calibration improves agreement with the reference method across the full range of protein.

According to GIPSA administrator **Jim Baker**, periodic calibration updates and adjustments provide the grain industry with the best possible information from which to determine end-product yield and quality of grain.

Sharing Our Expertise Around the World

Byron Reilly, Washington, DC

In the past months, FGIS employees have traveled to 15 different countries to share our technical expertise at the request of U.S. exporters, Farm Service Agency (FSA), Foreign Agricultural Service (FAS), and USDA cooperator organizations, such as USA Rice Federation (USARF), U.S. Grains Council (USGC), American Soybean Association (ASA), and U.S. Wheat Associates (USWA). Our folks participated in marketing and grading seminars, met with importers and government officials on trade issues, and addressed importers' quality concerns.

Many travelers gave presentations to importers on the role of GIPSA. **Sabri Gergius**, League City, traveled to Kenya, Tanzania, Egypt, and Jordan to give presentations at the request of USWA. **Eurvin Williams**, Board of Appeals and Review (BAR), traveled to Peru and Guatemala, at the request of USARF, to give presentations on U.S. rice standards and inspection procedures. Eurvin gave an excellent PowerPoint presentation and had professional displays at the seminar, which received high reviews from the participants and USARF. **Bill Azmy**, BAR, gave a presentation on U.S. corn and sorghum standards in Venezuela, at the request of USGC. **Dave Shipman**, deputy administrator, and **John Flemm**, Washington Federal/State Office, participated in USWA's Asian Buyers Conference in Singapore, at the request of USWA. **Dave** gave a presentation on the use of technology in U.S. grain inspection and addressed buyers' quality concerns.

John Flemm continued on to Sri

Lanka to address a flour miller's quality concerns about excessive dockage. **John** identified several possible sources for their difference in dockage determinations. He worked with the mill operators to make necessary adjustments to their dockage kicker and pointed out the need to purchase some additional laboratory equipment. The trip helped to resolve years of complaints.

Most of the overseas trips were to address importers' quality concerns. **Ed Durgin**, International Monitoring Staff (IMS), traveled to Peru to meet with a buyer, end users, and commercial importers to address their quality concerns on a corn shipment alleged to contain excessive BCFM. **Ed Roseberry**, Baltimore, traveled to Guatemala to assess water damage to a corn shipment and to get samples for analysis, at FSA's request.

In another case, during the observation of loading of a shipment of bagged milled rice, **Bonnie Braux**, Crowley, observed oil and grease from the ship's cranes leaking onto the rice bags being loaded and recorded it on video. She notified the captain of the ship, but he refused to allow the damaged bags to be removed and continued to load the rice. **Charles Britton**, California Federal/State Office, traveled to North Korea, to assess the damage to the shipment of bagged Milled rice upon its arrival. FSA praised GIPSA, **Bonnie**, and **Chuck** for their technical assistance, which saved the shipment from being a total loss.

FSA said the receiver in Korea would probably refuse the entire shipment and file a claim with FSA for a

total loss on the cargo (several million dollars). **Chuck** segregated about 120 bags of rice that had grease on them and had an odor. They were considered unfit for human consumption. This kept the claim amount down and the shipment from being a total loss.

On a few occasions, private sector companies have paid a consultant fee for GIPSA to send an inspector overseas to address a particular concern of theirs. **Robert Krouse**, Kansas City, traveled to Saudi Arabia and Kuwait to conduct reviews of Bestfoods Corporation's corn oil processing and distribution system. **Robert** discussed issues relating to the quality of the oil in response to food safety concerns raised by Kuwaiti health officials and obtained oil samples for analysis at TSD.

We also occasionally have been asked by other countries to provide technical training to help their inspectors better understand the U.S. grain standards and inspection methods and procedures. **Bill Azmy**, Board of Appeals and Review, traveled to Egypt to train local inspectors of the Egyptian Central Laboratory for Food and Feed in soybean grading procedures, at the request of the ASA.

International assignments are limited, but if you want to be considered, or want to update the skills profile we have on file, please call IMS at (202) 720-0226. Better yet, visit the "Jobs and Opportunities" section of the internal home page, *inGIPSA*.

The IMS appreciates FGIS employees' willingness to travel overseas, represent GIPSA, and share their expertise with others. Thanks to all for a job well done!

Travel Bits & Pieces

Peggy Smith, Washington, DC

Per Diem Rate Changes. Per diem rates for California, Illinois, New Jersey, North Carolina, Utah, and Virginia have changed due to certain localities being combined, added, removed, and increased. Please check www.policyworks.gov to get the most up-to-date per diem listing.

Airport Parking Discount Coupons. I have discount Sunpark Airport Parking coupons for Reagan National Airport. The discounts are good for one free day of parking with a minimum 2-day stay and \$6.00 per day on a weekly rate. Please let me know if you would like some coupons.

Don't Be A Target. Thieves consider travelers to be good targets. Follow these basic steps to lessen your chance of being a victim.

Before you go --

- Pack light. Carrying a lot of "stuff" not only raises the risk it will be lost or stolen, but it also slows you down.
- Pack your valuables in your carry-on bag. Put only clothes and replaceable items in luggage you'll be checking.
- Keep your plans quiet. Let only those who really need to know where you are and how to reach you.

En route --

- Pickpockets and other thieves often work in pairs and use techniques like bumping into you or creating a distraction to get your attention off your bag or purse. Common sites for such ploys are shuttle bus stops, public phones, and ticket counters.
- Keep in physical contact with your baggage at all times.

At your destination --

- Ask for a room away from stairwells and elevators. Don't stay on the first floor.
- Never put the "please make up room" sign on your door. It advertises the fact that the room is unoccupied.
- Keep your hotel key with you all the time. Don't leave it with the front desk when you go out.
- Don't open the door to your hotel room without confirming that someone you know is on the other side. If the person claims to be staff and you weren't expecting him or her, call the front desk to verify.

All the time --

- Before it happens, think through what you would do in a dangerous situation.
- Trust your instincts. If someone or something makes you uneasy, avoid the person or situation.
- Don't keep all your money in one place. That way, if you are robbed, you won't lose it all.
- Keep tip money in a front pocket so you won't have to take out your wallet frequently.
- Keep at least a quarter of a tank of gas in your car.
- Use the buddy system whenever possible.
- If you carry a purse or bag, keep your wallet and money in an inside pocket. If you carry your wallet in a pocket, put a rubber band around it, making it difficult to slip it out of your pocket. Don't keep it in a back pocket.
- Have your keys out and ready to use as you approach your car or room door.



GIPSA Idea Hotline Update

Norma Phelps, Washington, DC



Here are the ideas received on the GIPSA Idea Hotline during July 1999. If you have questions about any ideas or the Hotline, please call me at 202-720-1017.

Suggestor

Suggestion

Robert Medley, New Orleans, LA

Automate the FGIS-938, EGIS Report at the Service Point

Roy Bruner, Washington, DC

Have the Option to Return to Main Menu on Automated Telephone Systems

Sue Ann Claudon, Fort Worth, TX

Furnish P&S Employees Internet-based Training in Microsoft Word and Excel

Make Full Health Physicals Available for P&S Employees

Robb Hermanson, Duluth, MN

Develop Temperature Correction Chart for Volume Testing on Test Weight Kettle

David Lowe, Kansas City, MO

Allow Headquarters (DC and KC) Personnel to Participate in Clothing Program

Jim Tullous, Grand Forks, ND

Do Not Use Acronyms in GroupWise Mail

Michael J. Pacatte, Fort Worth, TX

Discontinue Requests for PSP-131-Custodial Special Reports

James Holmes, New Orleans, LA

Install Automated Systems That Can Be Changed and Updated

July's tee-shirt winner: Jim Tullous, Grand Forks, ND!

GIPSA Hotline Ideas Accepted and Approved for Implementation During July 1999

This list does not necessarily indicate that the idea was implemented as suggested or that it is currently in place (it could be in the development/implementation stage). To avoid the chance of misinterpretation, please call the Hotline if you have any concerns or questions regarding the following list of ideas.



Revise Licensed Inspectors Test



Redesign GIPSA News



Develop a GIPSA Forms Package Similar to Attached CD-Rom Based Package



Have at Least One Gateway or Equivalent in Each Field Office



Notify Field/Suboffices Via E-Mail When Directive Changes are Posted on HomePage



Place FGIS Table of Contents of Directives and Handbooks on the HomePage

Keep those ideas coming in! Send your ideas to the GIPSA Idea Hotline via e-mail: gipsa-ideas@gipsadc.usda.gov; FAX to 202-720-1015; or telephone 800-455-3447 or 202-720-1013. **We encourage you to send ideas via fax or e-mail to reduce the possibility of transcription errors; however, ideas will be accepted regardless of the method you choose to use.**

Salmonella in Grain Export Commodities

Barbara R. VanTil, Technical Center

What is *Salmonella*? *Salmonella* is a pathogenic bacteria, or germ, found throughout the environment. There are many different kinds of *Salmonella* bacteria. The bacteria may be found in soil and water, and can be spread through fecal contamination to a variety of food and cereal grain products. Scientists believe ingesting as little as one or two cells of *Salmonella* may cause infection and illness.

What are the consequences of *Salmonella* infection? Most infected with *Salmonella* develop diarrhea, abdominal cramping, and fever 12 to 72 hours after consuming tainted foods. Healthy adults suffering from a *Salmonella* infection, or salmonellosis, usually recover fully within 4-7 days. Symptoms may be more severe in the elderly, infants, and persons who are malnourished and have impaired immune systems, such as some of our overseas customers. If susceptible persons are not treated with intravenous fluids, the prolonged diarrhea and dehydration from salmonellosis may lead to death. The infection can also spread from the intestines to the blood stream and other body sites, resulting in death if not treated promptly with antibiotics.

What products does FGIS test for *Salmonella*? FGIS tests for *Salmonella* on several soy-fortified products. Because soybeans grow low to the ground, soil or water carrying *Salmonella* can easily contaminate them. Corn-soy blends (CSB) and wheat soy-blends (WSB) are tested because customers overseas do not heat the final product prior to

consumption. Products such as soy-fortified corn meals or sorghum grits are not tested because thorough cooking of the end product prior to eating will destroy the harmful bacteria. Upon request, other products such as whole-wheat grain, baking mixes, etc., can also be tested for *Salmonella*.

How does the test for *Salmonella* work? The method used at the Technical Services Division for *Salmonella* testing is the *Salmonella* EIA (Enzyme Linked Immuno Assay). Using unique properties on the cell surface of *Salmonella*, the presence or absence of the bacteria can be determined. There are three basic steps in *Salmonella* testing using the EIA, and testing must be performed on 3 consecutive days. First, because the bacteria are not actively growing in grain products, the samples must be diluted in a liquid media containing nutrients. This 18-24 hour pre-enrichment broth will allow salmonellae to start to grow, as well as any other bacterial species present in the sample. Next, a series of selective enrichment broths are used. Through chemical inhibition of other species, this 24-hour series screens out most non-*Salmonella* bacteria. In the third step, the assay is run. At this point—the third day after the start of testing—a negative result is considered Passing (no *Salmonella* found). A positive result on the *Salmonella* EIA is considered a presumptive positive, requiring further testing to confirm the result.

Why does the *Salmonella* test take so long? Average turn-around time for *Salmonella* samples is 3-5

days. The major factor affecting how quickly results can be released to the field office is the confirmation of presumptive positive EIA tests.

Samples yielding a positive result on the EIA test will take longer than three days for completion. These positive results are referred to as presumptive positives, because though we presume the result is due to the presence of *Salmonella*, the result must be confirmed. This two-step confirmation process can take an additional 24-48 hours. The exact time needed cannot be predicted due to the natural variability in the rate of bacterial growth. A heavily loaded sample may produce a result in 30 hours. Samples containing fewer or weaker bacteria may take a full 48 hours for confirmation. Weekends and holidays may also occasionally impact testing times. If no *Salmonella* are found, sample data will be transmitted on the third day after the start of testing. For the rare positive sample, a turn-around time of 7 days can be anticipated.

Why doesn't the Technical Center use some of those new rapid test kits? The kit used by the ARTS Branch is the fastest AOAC Official method for *Salmonella* testing (AOAC 992.11). No other rapid test kits currently on the market have undergone the extensive testing required for full AOAC Official Method approval. Official methods are the best way to minimize false-positives and false-negatives, ensuring the highest integrity data, and increase the international community's acceptance and confidence in GIPSA results.

GIPSA Charges Farmland

GIPSA has filed a complaint against Farmland National Beef Packing Company, L.P., Liberal, Kansas, alleging that the company violated the Packers and Stockyards Act.

The complaint alleges that Farmland changed its bidding and buying practices at Callicrate Cattle Company Feedyard, St. Francis, Kansas. The complaint says Farmland failed to make bids on or purchase cattle from Callicrate Feedyard after an article critical of Farmland written by Callicrate Feedyard's sales manager was published in a livestock journal. The complaint further alleges that by failing to make bids on or purchase cattle from Callicrate Feedyard, Farmland engaged in an unfair and possibly unjustly discriminatory practice and subjected Callicrate Feedyard to an undue or unreasonable prejudice or disadvantage.

"The filing of this complaint is indicative of USDA's commitment to monitor livestock markets and insure competitivetransactions for producers," said **Michael V. Dunn**, under secretary for marketing and regulatory programs.

According to the complaint, Farmland failed to make bids on or purchase cattle from Callicrate Feedyard, while routinely making bids on and purchasing cattle from other similarly situated feedyards located in the same geographic area as Callicrate Feedyard. The complaint states that Farmland failed to make bids on or purchase any cattle from Callicrate Feedyard for the sale weeks beginning December 21, 1998, through June 21, 1999, with the exception of the sale weeks of March 8, 1999, through March 22, 1999.

"Our job is to enforce the Packers and Stockyards Act," said GIPSA's administrator **Jim Baker**. "This case goes to the heart of the concerns that every small- and medium-sized producer has about possible retaliation, discrimination and denial of market access in the livestock industry."

The complaint was filed with the office of USDA's hearing clerk. Farmland will have an opportunity to respond to the complaint and request an oral hearing before an administrative law judge.

GIPSA's Home Page

Our Web site is growing and improving every day. According to USDA statistics, over 15,000 people visit our site each week!

www.usda.gov/gipsa

If you haven't been there lately, you might want to check out some updates and additions:

GIPSA Directory (updated)

www.usda.gov/gipsa/thisis/directry.htm

Grain Inspection Advisory Committee

www.usda.gov/gipsa/thisis/ac/grainac.htm

Optional Quality Assessment Services

www.usda.gov/gipsa/progser/inspwgh/other/other.htm

'97 P&S Statistical Report

www.usda.gov/gipsa/newsinfo/pubs/stat97.pdf

Site Index

www.usda.gov/gipsa/gipsasite.htm

Technical Training Pages (updated)

www.usda.gov/gipsa/progser/train/train.htm

A helping hand...

For confidential assistance,
call your Employee Assistance Program

Washington, DC personnel, call...
301-570-3900 or 1-800-222-0364

Field personnel, call...
1-800-222-0364

Personnel Forum

Welcome to the Personnel Forum! Below you will find answers to questions frequently asked by employees. We hope you find the information useful and invite you to e-mail general questions on personnel processes, programs, and services to hrfeedback@usda.gov. Please continue to consult with your servicing personnelist on questions that are specific to your situation or circumstances.

Question: What is Employee Express?

Answer: Employee Express is a confidential system that empowers you to process some of your own payroll forms without the hassles of paperwork. It eliminates the need for completing and submitting forms by replacing them with user-friendly technology. You can access Employee Express anytime, 24-hours a day, seven days a week, by telephone or Internet to process changes or to review current information.

- Touch-Tone Phone: 1-800-827-6291 or (912) 757-3086
- TDD number for hearing impaired: (912) 757-3117
- Web site address: www.employeeexpress.gov

Forms/transactions that can be performed are:

- Federal and State Tax Forms
- AD-349 (Address Change Forms)
- Direct Deposit for Net Pay and Allotments
- SF-2809 Federal Employees Health Benefits (Open Season Only)
- TSP-1 Thrift Savings Plan Election (Open Season Only)

To access the system, you need your social security number and an Employee Express Personal Identification Number (PIN). Certain actions may require additional information that you can obtain from your servicing personnel associate if needed. PINs are mailed to employees by OPM. If you lose or forget your PIN, you can request a replacement from OPM's Help Desk at (912) 757-3030.

When you complete a transaction, Employee Express tells the date the action will be effective. Normally, it is the following pay period after you have processed it. You can check your next Leave and Earning Statement to verify the change made via Employee Express, or contact your servicing processing associate to ensure that your transaction was processed.

Help information is available on the system. You can also call the Help Desk at (912) 757-3030, Monday - Friday, 7 a.m.-7 p.m. (EST). Questions on specific personnel and payroll information should be directed to your servicing personnel associate in Minneapolis.

Workforce Planning Update

Marianne Plaus, Washington, DC

On June 24, 1999, Under Secretary Mike Dunn issued a memo to all employees about workforce planning in the Marketing and Regulatory Programs (MRP) mission area. Mr. Dunn's memo, along with our 5-year workforce plan, and a link to the Agricultural Marketing Service's workforce plan are on our internal web site, *inGIPSA*. Hard copies of the GIPSA plan may also be obtained by calling me at (202) 690-3460.

In his memo, Mr. Dunn "encourages each of (us) to become familiar with this Workforce Plan, because (our) support and contributions are critical to achieving the Workforce Plan's goals and objectives. Working together on this important initiative, we can ensure that MRP can continue to meet agriculture's needs at home and abroad in the year 2000 and beyond."

GIPSA News is the employee newsletter of the USDA Grain Inspection, Packers and Stockyards Administration. Send your news, ideas, suggestions, comments, questions, or thoughts for the next issue to:

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by August 24, 1999!

OFFICE OF THE ADMINISTRATOR
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