



GIPSA News

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

September 1999

Changing Markets, Changing FGIS

Dave Shipman, Washington, DC

Biotechnology. Genetically modified organisms (GMOs). These aren't just concepts being debated by scientists. Biotech is in the news, on television, in your supermarket, and at work. Biotechnology is reshaping agriculture, influencing everything in the food production chain from producers' growing decisions, to how grain is marketed, handled, and processed, to consumers' buying decisions.

The industry sees opportunity in biotechnology — the opportunity to feed the world with a new diversity of products. Consumers, who are driving this change by demanding specific end use values and qualities in products, remain wary of anything "altered" by biotechnology. As biotechnology continues to emerge, GIPSA must prepare to play our role in the new marketplace created by biotech products.

To address the changes in agriculture today that are caused by changing consumer preferences, scientific advances, and world economics, companies are establishing efficient, coordinated food systems to gain economic efficiency, to more directly link farmers to consumers, and sim-

ply to achieve the critical mass needed to compete in today's global market.

A significant part of this overall change involves producing crops with added value. This added value may be derived from improved food or feed processing, better product performance, enhanced nutritional value, or simply from an effort to better meet consumers' demands. To capture the full benefit of valued added crops, the market must be able to identify and market them efficiently.

The traditional commodity market relies on the Official U.S. Standards for Grain to describe the basic quality, and thus value, of grains. As additional quality attributes are added to grains to tailor them for specific end uses, additional quality measurements or alternative marketing practices will be required.

Biotechnology will accelerate the rate at which these new crops enter the market. In addition, biotechnology is inadvertently creating a new value added crop, the non-GMO crop.

GIPSA will be challenged to develop grain quality standards and testing methods that reflect the expanding demand for specialty crops. We plan

to provide needed information on the end-use value of grain by continuing to develop fast, reliable, and inexpensive tests to measure new enhanced value products and to better measure the precise value of current crops.

We also recognize that it is unlikely the market will be able to rely solely on product testing for all value enhanced quality attributes. In some cases, a combination of testing and process quality assurance will be necessary, much like exists in the organic market. Consequently, we plan to assess the market's need for identity preserved (IP) marketing guidelines or standards. IP guidelines might well facilitate the marketing of grains when actual measurement of a specific quality attribute is impractical.

In our FY 2000 budget, GIPSA requested additional funds to determine what new grain quality standards the market needs, to assess the impact of new quality standards on market structure and performance, and to develop DNA and variety identification testing capabilities.

*Continued, see **Changing**
on page 5.*

Names in the News

Personnel

The International Monitoring Staff bid farewell to program assistant **Jessica Carlton** on July 23. **Jessica** accepted a position in the private sector. **Jessica's** total daily commuting time went from 3 hours to about 15 minutes!

Awards

Milton Hansen, assistant regional supervisor, Denver, received a QSI for performing the duties of assistant regional supervisor in an exemplary manner.

Kevin Hebenstriet, resident agent,

Emporia, KS, and **Michael Pacatte**, resident agent, Fort Worth, TX, received spot awards for commitment and enthusiasm in beginning and carrying out the duties and reporting procedures as established and expected under the newly established resident agent program.

Tracey Paugh, computer specialist, Washington, DC, received an extra effort award for exceptional effort in the development and implementation of GIPSA's Information Technology Security Program.

Gilbert Sanchez, summer intern, Washington, DC, received an extra effort award for exceptional performance in establishing electronic access to the P&S historical information of complaints and decisions.

Travel Bits & Pieces

Peggy Smith, Washington, DC

➔ **Airline Tickets.** The contract between American Express Travel and headquarters offices has been extended until January 2000. However, it is now a fee-for-service contract. Beginning August 27, 1999, please order e-tickets **only**. There will be a \$12 delivery fee for each paper ticket that could have been electronically ticketed. If you want special delivery of a paper ticket or an e-ticket receipt, there will be a fee charged unless the courier is coming to the office anyway. There will be only one scheduled delivery per day, at or around 10:30 am. If a delivery isn't necessary, e-ticket receipts will only be delivered once a week.

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Wanted: SEPMs

The GIPSA EEO Advisory Committee (EEOAC) is seeking nominations for individuals interested in serving as the Special Emphasis Program Co-manager of the Hispanic Employment Program or the Manager of the Asian Pacific Program. The individual selected for each position will work directly with the EEOAC and the Civil Rights Staff to implement initiatives and encourage support of these special emphasis programs in GIPSA.

All employees throughout the Agency, both at headquarters and field locations, are encouraged to apply.

Please provide a brief statement indicating your interest in becoming a Special Emphasis Program Manager for the Asian or Hispanic program, and the positive input and value you can provide to GIPSA and the EEO Advisory Committee if selected for the position.

Please return your response to **Eugene Bass** via e-mail to ebass@gipsadc.usda.gov; by fax to 202-690-0609; or by mail to Stop 3602, 1400 Independence Avenue, SW, Washington, DC 20250-3602. You also can give your nomination to any EEO Advisory Committee member.

Nominations are due by **September 17, 1999**.

TSD Restructuring

Steven N. Tanner, Technical Center

The arrival of Fiscal Year 2000 brings several adjustments to the organization of the Technical Services Division (TSD). Our goal is to improve resource utilization to achieve GIPSA's mission and better serve customers. Taking a close look at past performance and strategies for future internal and external customer needs suggested the need for organizational adjustments. The following are the changes being made to TSD:

- All Near Infrared Transmittance (NIRT) programs moving to Inspection Systems Engineering Branch (ISE)
- Nuclear magnetic resonance (NMR) oil testing programs, mycotoxin programs, and Falling Number determinations moving to Analytical Reference and Testing Services Branch (ARTS)
- A new position has been created in Office of the Director
- All computer-related positions being consolidated into the Information Systems Support Group

All NIRT programs to ISE: The ISE branch will be responsible for all NIRT equipment programs, including

calibration, objective testing check samples, wheat protein monitoring, technical support, and technical training. A major driving force behind this move is the increased sensitivity and visibility of the NIRT calibration process. This adjustment minimizes the hierarchy involved in NIRT programs and improves planning and decision making processes.

NMR Oil Testing programs, Mycotoxin programs, and Falling Number determinations to ARTS:

The ARTS branch assumes responsibility for calibration reference analysis, objective testing check samples, technical support, and technical training for non-grade determining tests involving chemistry-type analysis. This includes mycotoxin testing, nuclear magnetic resonance oil analysis, and Falling Number testing programs. The processed commodities testing program remains in this branch.

New Position in the Office of the Director: GIPSA believes our future efforts to "facilitate the orderly marketing of grain" include providing fee-based technical training services to external customers. To capitalize on this trend and opportunity, we

established a position to coordinate and improve official and commercial technical training, marketing of standardization services, and customer education.

Many of the programs moving were in the Board of Appeals and Review (BAR). The BAR's primary responsibilities are to provide reference processes, check testing, check samples, technical support, board appeals, and technical training for grade-determining tests and factors. Therefore, protein, oil and similar objective testing functions are being redistributed to the ISE or ARTS branches as noted above.

TSD's organization is changing to improve resource usage, provide better service, and position GIPSA to meet future customer needs. Our target for completing the restructuring is October 1, 1999. A new listing of contact points, phone numbers, etc., will be provided to field offices, official agencies, and published on the GIPSA home page within a few weeks.

Your feedback on how well we are doing is important and always welcome.

Help is closer than you think...

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

Administrator's Awards

Awards Committee

Now's the time to get your nominations together for the Fourth Annual Administrator's Awards. These awards are presented to GIPSA employees in recognition of outstanding contributions to the mission of the agency. The Administrator's Awards are special because they give GIPSA employees an opportunity to recognize the outstanding accomplishments of your coworkers -- anyone may nominate anyone regardless of your grade.

The Administrator's awards consist of the Distinguished, Superior, Equal Employment Opportunity/Civil Rights, and Safety Awards.

If you can think of a person, or a group of people, who have made extra efforts to recruit under represented groups; participated in volunteer activities related to affirmative action or civil rights; given special assistance in training activities; provided significant leadership or supervision in support of affirmative action or civil rights; contributed to the safety and health of others; contributed above and beyond the normal job responsibilities; whose extra effort has had a impact on GIPSA's mission; sustained productivity toward the accomplishment of GIPSA's mission; **or** whose noteworthy career is an example to others -- nominate them for this award!

IMPORTANT: This is a great opportunity for you (regardless of your grade) to recognize the outstanding accomplishments of your coworkers -- **anyone may nominate anyone regardless of your grade.**

Nomination forms for the Administrator's Awards are available from your supervisor or you may submit your nomination on plain paper. You can send them in:

By mail: Incentive Awards Committee
Office of the Administrator
USDA/GIPSA
STOP 3601
1400 Independence Avenue, SW
Washington, D.C. 20250-3601

By fax: 202-205-3941

Or by e-mail: Catherine_M Grasso@usda.gov

Awards Committee Members

Jill Ainsworth	404-562-5840
Sid Allen	202-720-9802
Linda Alston	202-720-1736
John Barthel	404-562-5840
Eugene Bass	202-720-0216
Wilmer Brandt	816-891-0402
Ann Bullard	504-764-2324
John Giler	202-720-0252
Catherine Grasso	202-720-7063
Tanika Harris	202-720-5874
Louise Jones	202-720-7051
Pat LaCour	410-590-2259
Richard Pforr	202-720-0262
Roger Schneider	202-720-7455
Bobby Smith	202-720-4615

Nominations for the Fourth Annual Administrator's Awards must be "postmarked" (U.S. Post Office, fax or e-mail) by:

NOVEMBER 15, 1999

If you have any questions, contact a member of the Awards Committee. We'll be glad to help!

Changing, from page 1.

We plan to expand our capability to test for GMO traits and to evaluate the performance of commercially available testing methods. We also plan to evaluate the sampling and sample preparation procedures related to such testing.

The U.S. Grain Standards Act requires GIPSA to facilitate the marketing of grain by establishing quality standards that reflect the end-use value of the grain; developing the testing technology required to apply the standards throughout the market, from producer to end user; and by providing for the impartial application of the standards by a Federal, State, and private network of inspection agencies.

The accelerated rate of new crops entering the market and the recent demand, by some buyers, for non-GMO crops, represent new challenges for GIPSA as it carries out the objectives of the Act.

We will, however, overcome those challenges to carry out our mission. We will assess the market's needs. We will meet those needs by providing the standardized testing technology that measures new and enhanced value products. And, we will provide that information to all in the U.S. grain marketing system, from producer to end user, to ensure the efficient marketing of U.S. grain here and around the world.

Cold War Recognition Certificates

In accordance with section 1084 of the Fiscal Year 1998 National Defense Authorization Act, the Secretary of Defense approved awarding Cold War Recognition Certificates to all members of the armed forces and qualified federal government civilian personnel who faithfully and honorably served the United States anytime during the Cold War era, which is defined as September 2, 1945 to December 26, 1991.

Applicants will be asked to submit as proof of service any official government or military document with the recipient's name, Social Security Number/Military Service Number/Foreign Service Number and date of service. Individuals requesting a certificate also must certify that their character of service was honorable.

For complete information on the certificate program, point your Internet browser to: <http://coldwar.army.mil/default.htm>.

Rapid Response

Rapid response teams from GIPSA went to Missouri during the first two weeks of September to respond to livestock producers' concerns that packers may violate the Packers and Stockyards Act when Missouri's new mandatory livestock price reporting law was enacted on August 28.

The teams, which are being dispatched by Under Secretary for Marketing and Regulatory Programs **Michael V. Dunn**, are designed to deal with high priority investigations that require fast action to prevent or minimize major competitive or financial harm caused by violations of the Act.

"Any indication that Missouri producers are being treated illegally will be promptly and vigorously investigated," said **Dunn**. "Our teams will be out there, on the ground, talking to producers, to help us determine if violations of the Packers and Stockyards Act are taking place."

Said GIPSA administrator **Jim Baker**, "We will use all resources available to respond to the concerns of producers. If we uncover any evidence that Missouri sellers are being boycotted, we will investigate immediately and thoroughly."

GIPSA's rapid response teams were in Kirksville, Marshall, Maryville, and Mexico, MO, to talk with producers on an individual basis.

Producers with complaints were encouraged to meet privately with GIPSA officials, and to bring along documentation and any pertinent information to support their allegations.

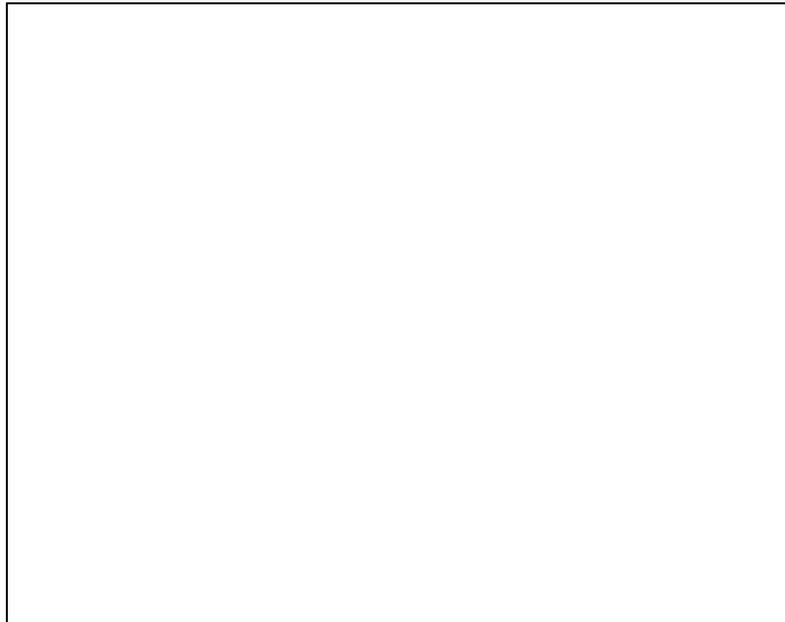
1999 New Leader Program Graduates

Shelli Lopez, Technical Center

The USDA Graduate School, New Leader Program Class 1999-1 Graduation Ceremonies were held August 6, 1999, in Hunt Valley, MD. GIPSA's New Leader Program (NLP) graduates are: **Anne Bullard**, New Orleans; **Raymond Kirkpatrick**, Portland; **Rosemary Mayne**, Washington, D.C.; **Janet Walton**, New Orleans; **Barbara Van Til**, Kansas City, MO; and me. Deputy Administrator **Dave Shipman** joined us for the luncheon and graduation ceremonies.

I was one of four students asked to speak at the NLP Graduation Ceremonies. NLP Director **Jim Huske** asked me to speak about, "What the New Leader Program Experience Means to Me." I would like to share my remarks, and my true feelings about the program, with you. I hope that by sharing this information, I can give you some new ideas for directing your career plans and improving communications in your workplace.

I highly recommend the New Leader Training Program. The leadership training, hands on work with team building, networking opportunities, and communications skills would benefit the Agency and help each of you in numerous ways. On behalf of the GIPSA New Leader Program Graduates, we thank management for providing each of us with this excellent training opportunity.



GIPSA's Deputy Administrator and Graduates at the New Leader Graduation. Pictured left to right: Anne Bullard, New Orleans, LA, Barbara Van Til, Kansas City, MO, Janet Walton, New Orleans, LA, Dave Shipman, FGIS Deputy Administrator, Washington, D.C., Shelli Lopez, Kansas City, MO, Raymond Kirkpatrick, Portland, OR, and Rosemary Mayne, Washington, D.C.

"What the New Leader Program Experience Means to Me."

It is an honor, and my pleasure, to speak with you about what the New Leader experience means to me.

The New Leader Program opened many doors for me. It gave me career opportunities I had only dreamed of: To receive management support and guidance toward developing my career. To receive direction for developing my future, and to gain insights about the direction of the agency, these are all great privileges that I have received, and value.

At NLP Session 1, Jim Huske went out of his way to support me by taking the time to listen and answer all of my questions. When I returned to my Division, my Director, **Steve Tanner**, held the door wide open and guided me in planning my assignments. You remember the phrase, "Just ask for what you want, and let someone tell you no"? I asked and no one told me no.

I realize that most people do not receive this type of intensive training. The New Leader Program is a competitive status selection, and I was one of the few employees in my agency selected for this leadership development. Federal Service has been an excellent career move for me. The New Leader Program has given me the tools to advance my career even farther.

*Continued, see **Leader** on page 7.*

Leader, from page 6.

One of the best qualities about the New Leader Program is its broadness of scope. "What Ever Works For You." The experience can be in any career field - any direction for employee development. The extent of training, and the quality of the training experience, are all developed by you.

In NLP Training Session #1, I found this freedom of choice overwhelming. But, because of the team orientation, I received a tremendous amount of support and feedback, both personal and professional. This teaming aspect is vital to the success of this program. My team members shared new knowledge and skills with me that I apply daily in my personal and professional life.

The highlight of my New Leader experience was the Detail Assignment and Shadowing Experience. I was detailed at the USDA Kansas City Commodity Office. It was an excellent experience, challenging and rewarding. I was detailed as a computer specialist, GS-12.

I was acting Team Leader. My team consisted of 20 people, installing new hardware and software throughout the complex. My challenge was to coordinate their activities to a unified whole. I taught they listened, ...they taught and I listened. Each day the door was open. The Director of FSA, Allen King, and Deputy Administrator Richard Devries shared their insight and personal experiences freely with me. Their management team actively supported my development as a future leader. They were sincere. It was incredible! It was a golden opportunity! I interviewed the top 10 Executives while at FSA. I am still sorting the knowledge they shared.

Networking opened the door of opportunity. I toured the USDA National

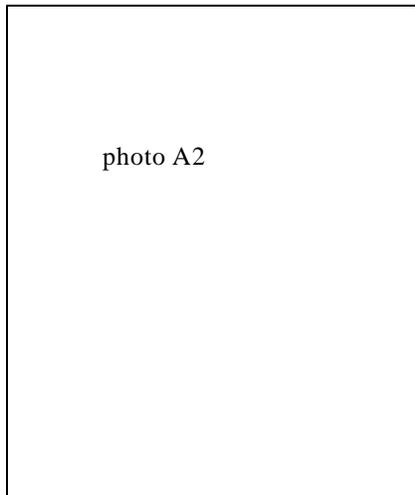


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GIPSA's Shelli Lopez speaking at the New Leader 1999-1 Graduation Ceremonies.

Information and Technology Center. The mainframes that run USDA are here. I toured the U.S. Treasury FMS, one of only 5 Government check printing facilities in the nation. I spoke at the EPA Region 7 Federal Women's Program Retreat. I met with the Director of the facility. I interviewed managers in the computer science field at General Services Administration and at Defense Finance Administration Services Regional Federal Offices in Kansas City.

These are some of the opportunities open to you through the New Leader Program and Networking. It's up to you, to take the first step, express interest, and ask for the opportunity. Again, no one in management has told me no.

The Detail and Shadow experience built self-confidence, and is very empowering. Yes, you can work in another agency. Your future and career field is wide open... what a great feeling.

My dream is having a successful and well-developed career. I have very

high performance goals. And living up to my expectations is my greatest challenge. Making a difference is what makes me tick. To excel, and to gain the confidence of managers and co-workers, defines my success. It motivates me, and I thrive on this motivation.

The New Leader Program encourages self-directed learning, to continually develop personal and professional skills for the rest of your lives. As we each take charge of our careers and move forward, everyone wins: the agencies, the managers, and the employees. The agencies continue to advance in their missions and effectively accomplish their goals. Employees benefit by sharpening their skills and becoming the workforce of the future.

We are the employees taking the lead toward improving our workplace for the future. Your decisions impact people's lives. Good decisions require the very best of your leadership abilities. Leadership is the ability to: be open minded; be open to change; listen to everyone's ideas before making decisions; never shut the door on anyone's feedback (it may never open again); communicate clearly; be honest; be flexible (the world is not black and white-- it is infinite shades of gray); and ban the box, it limits your future.

Remember the words of Stephen Covey, "The only person you have direct control over is you. The most important assets to develop, preserve, and enhance, therefore are your capabilities. No one can do it for you. You must cultivate the habits of leadership effectiveness for yourself, and so doing will be the single best investment you'll ever make."

"The only thing constant in our workplace is change. Embrace it."

Coping with Heat Stress

John Giler, Safety & Health

It's been a long hot summer and working in heat can cause serious health concerns. Heat disorders range from mild rashes, dizziness, and heat cramps to more serious problems such as fainting and loss of consciousness, which are symptoms of heat exhaustion and heat stroke.

OSHA offers these tips when working in heat:

- ☑ Drink cool water in small amounts — one cup every 20 minutes.
- ☑ Wear lightweight, light-colored, loose-fitting clothing and change clothing if it gets completely saturated.
- ☑ Wear sunscreen and wear a hat when working outdoors.
- ☑ Work in ventilated areas.
- ☑ Schedule heavy work for cooler parts of the day.
- ☑ Monitor workplace temperature and humidity.
- ☑ Learn and look for symptoms of heat exhaustion and heat stroke.

In general, lack of acclimatization, age, obesity, poor conditioning, pregnancy, inadequate rest, previous heat injuries, certain medical conditions, and medications are some factors that increase susceptibility to heat stress. Certain medical conditions, such as heart conditions and diabetes, and some medications can increase the risk of injury from heat exposure.

Remember, work smart and keep it cool.



GIPSA Idea Hotline Update

Norma Phelps, Washington, DC

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

<i>Suggestor</i>	<i>Suggestion</i>
Jeannene Henehan, Washington, DC	Indicate Signatures on Documents Posted on the Homepage
Mike Fegan, Kankakee Grain Inspection	Provide Agencies NQD's Program for Certificates
John A. Carlson, League City, TX	Implement a Program to Promote Employees Reaching their Grade/Steps
John Manis, Washington, DC	Transfer GIPSA Videos to the Homepage
Clay Lafosse, Larry Bennett, Neil Foster, Larry Richard, and Regina Landry, Crowley, LA	Allow Suboffice to Hire and Use Contract Graders During Leave Situations
John Giler, Washington, DC	GIPSA Should Select One Person to Run PCMS for the Agency
Janet Walton, New Orleans, LA	Hire Summer Interns at GS-4 Level or Higher

August's tee-shirt winner: Mack Manis, Washington, DC!

GIPSA Hotline Ideas Accepted and Approved for Implementation During August 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.

- ☑ Provide Pocket-Size Directory with Agency Phone Numbers
- ☑ Have the Option to Return to Main Menu on Automated Telephone Systems
- ☑ Replace Glass Mason Jars with Unbreakable Plastic Containers

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.**

Personnel Forum

Welcome to the Personnel Forum! Here you will find answers to frequently asked employee questions. 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: Are applications ever accepted from candidates who are outside the area of consideration on a vacancy announcement?

Answer: Yes. Merit promotion vacancy announcements not only indicate an area of consideration (AOC) but also list others "Who May Apply." In addition to considering applicants who are within the AOC, selecting officials may consider candidates from groups such as reemployment priority list, reinstatement, disabled, Veteran Readjustment Act or Veterans Employment Opportunities Act of 1998, and 30% Disabled Veteran eligibles. A promotion/selection certificate and supplemental lists of candidates from these groups are developed from the merit promotion vacancy announcement and forwarded to the selecting official.

Management is responsible for considering a broad enough area to ensure the availability of high quality candidates. The USDA Merit Promotion Plan states: "Personnel Offices should encourage their managers to concurrently consider a wide variety of sources in filling their positions." Broadening the applica-

tion process to persons from these groups enhances the scope of available candidates. MRP has a consistent history of encouraging applications from veterans and the disabled. Management has the right to make a selection that will best meet the agency mission objectives, contribute fresh ideas, and meet the agency's affirmative action goals.

The following is a description of groups that may be considered in addition to status candidates within the AOC:

Reinstatement eligibles - Reinstatement eligibles can reenter the Federal competitive service workforce without competing with the public in a civil service examination. They may apply for any open civil service examination, but reinstatement eligibility also enables them to apply for Federal jobs open only to status candidates.

Veterans' Readjustment Appointment (VRA) - A veterans' readjustment appointment is a special authority that allows agencies to appoint certain veterans of the Armed Forces, without open competition, to positions in the Federal Government. Agencies may fill jobs up through GS-11 or its equivalent in other pay systems.

30% or More Disabled Veteran Program - Agencies have the authority to give noncompetitive appointments to any veteran who has a service-connected disability of 30% or more.

Special appointment of mentally retarded persons - These appointments are generally made on a continuing basis without time limitations. The employees may work full-time or part-time work schedules. After 2 years of successful performance,

employees may qualify for conversion to the competitive service.

Special appointment of severely physically handicapped persons - Positions are filled by severely physically handicapped persons who, (1) under a temporary appointment, have demonstrated ability to perform the job satisfactorily; or (2) have been certified by counselors of the State vocational rehabilitation agencies or the Veterans Administration as likely to succeed in the performance of the duties. The employees may work full-time or part-time work schedules. After 2 years of successful performance, employees may qualify for conversion to the competitive service.

Additional information can be obtained from your servicing staffing specialist, or from the Office of Personnel Management's home page at www.opm.gov and in the following references: 5 U.S.Code (U.S.C.) 3320; 38 U.S.C. 4211-4214; and 5 CFR parts 213, 302, 307, 315, 335, and 352.

Hispanic Heritage Month



September 1999

Successful Savings Bond Drive

Phil Spinelli, Washington

The 1999 USDA-wide Savings bond drive was held during June this year. All USDA employees in Washington, D.C. and around the country were given information pertaining to the new I-bond product from the Treasury Department as well as their standard EE-bond. In addition, there was a great promotional video explaining these products as part of the payroll deduction program.

GIPSA's participation in this program has been strong. Of the three MRP agencies, GIPSA's 34 percent participation rate was the highest at the beginning of the drive, compared to AMS's 27 percent and APHIS's 19 percent (the Department-wide participation rate was 22 percent). As a result of this year's campaign, 27 employees either increased or became new payroll saving plan participants.

As this year's departing chairman, I would like to personally thank all the keyworkers who made this year's drive possible. In Headquarters, these individuals were: **Barbara Matthews, Joanne Peterson, Ed Durgin, Norma Phelps** and **Sheila Davis**. In the field, keyworkers were: **Alfred Broussard, Cindy Butz, Ed Roseberry, Mike Johnson, Diane Palecek, Don Damme, Richard Freudenthal, Mary Hill, Gayle Pounds-Barnett, Joe Hearn, Judy Johnston, Karen Johnson, Merle Russelburg, Phillip Miller, Randy Lunning, Tim Hanson, Steve Reams, Mike Clem, Melinda Meador, Martha Carver, John Flemm, and Wilmer Brandt**.

With generous support from **Mr. Baker**, we in Washington celebrated the close of this year's drive with a picnic at Haines Point on June 28. The picnic was a great deal of fun due to the efforts of many. Special thanks goes to **Dawn Cowan, John Giler, John Sharpe**, and those great chefs, **John Pitchford, Bob Lijewski, and Brian McKee**. Awards for Patriotic Service were given to each D.C. saving bonds keyworker: field keyworkers will receive their certificates in the mail soon.

This year, the Secretary's Office offered 11 merit-based awards to keyworkers. Eight \$50, one \$100, one \$150, and one \$200 EE-saving bonds were awarded to keyworkers that showed the largest increase in new and increased enrollments based on total employees initially contacted. Most keyworkers in the Department were assigned to contact fewer than 100 employees and competed for the \$50 saving bonds: the larger bonds were awarded to keyworkers in the larger size categories. **Norma Phelps**, Field Management Division, Washington, D.C., won a \$50 saving bond for her work in signing up eight new enrollments. Congratulations to **Norma** and thanks to all!

Advisory Committee News

GIPSA is seeking 5 members and 3 alternates to serve on the Grain Inspection Advisory Committee. All will begin serving their 3-year terms in March 2000.

The Committee is comprised of 15 members, appointed by the Secretary of Agriculture, who represent all facets of the grain industry. It meets twice annually to advise GIPSA on the establishment of programs and services under the U.S. Grain Standards Act that meet the needs of the Agency's customers. Committee members will address new challenges facing the Agency, including biotechnology, which is reshaping many aspects of official grain inspection. Input from the industry on this issue is critical. Members of the Committee serve without compensation; they are reimbursed for travel expenses.

Persons interested in serving on the Committee, or in nominating individuals to serve, should contact GIPSA by telephone (202-720-0219), fax (202-205-9237), or e-mail (mplaus@gipsadc.usda.gov) and request Nomination Form AD-755. Completed nomination forms are due by October 22, 1999.

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:

Dana Stewart

USDA, GIPSA, Stop 3601
1400 Independence Avenue, SW
Washington, D.C. 20250-3601

Phone (202) 720-5091
FAX (202) 205-9237
dstewart@gipsadc.usda.gov

by September 24, 1999!

A Survey of
GIPSA Employees
Only!

How is **WWW.USDA.GOV/GIPSA** working for you?

Your Job Title: _____

Location: _____

1. I use the GIPSA web site

- daily
- several times per week
- once every week or two
- infrequently
- never

2. I access the site from

- work
- home
- other (please specify) _____

3. I refer customers/public to the site

- daily
- several times per week
- once every week or two
- infrequently
- never

4. Finding the information I need on the site is

- very easy
- fairly easy
- difficult
- impossible

5. The organization of the site is

- very clear
- fairly clear
- confusing

6. What features/sections are most useful?

7. What information should be added to the site?

8. Other comments/suggestions

OPTIONAL: Yes, I'd be happy to talk to you
about the GIPSA Web site!

Name: _____

Telephone: _____

E-mail: _____

Please return your completed survey to: Webmaster, Stop 3601, 1400 Independence Avenue, SW, Washington, DC 20250;
or via fax to 202-205-9237. Thank you for your time!

OFFICE OF THE ADMINISTRATOR
USDA, GRAIN INSPECTION, PACKERS
AND STOCKYARDS ADMINISTRATION
STOP 3601
1400 INDEPENDENCE AVENUE, SW
WASHINGTON, DC 20250-3601
