



# GIPSA News

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

*December 2004*

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## Season's Greetings

*Donna Reifschneider*

The end of the year is a good time to look back at the activities and accomplishments that took place and take stock of where we are. This past year was busy and productive, with GIPSA continuing to evolve and respond to changes in the grain and livestock industries we serve.

We can look back on many accomplishments this year:

- We undertook a comprehensive information technology modernization project to improve the efficiency of our work and the service to our stakeholders, and to improve the quality and timeliness of budget processes.
- We awarded a 2-year contract for a livestock and meat marketing study that will look at the entire chain from farm to plate.
- We returned millions of dollars to livestock producers by interacting with producers and overseeing the industry.
- We initiated BSE and Avian Influenza task forces to respond to these market-critical issues.
- We initiated the Swine Contract Library to give timely information to producers on contracts and contracted livestock volume.
- We expanded international outreach to international grain markets through intensive work with Mexico and multiple collateral duty assignments to Asia.
- We strengthened our relationships with commodity organizations to explore and further grain quality attribute research.
- We expanded participation in our biotech proficiency testing program to include more than 100 organizations worldwide, more than 70% of which are international, and to cover quantitative as well as qualitative analysis.
- We initiated a wheat quality technology initiative to improve the market's ability to assess the true value of wheat throughout the marketing system.
- We secured a trilateral arrangement among Canada, Mexico, and the United States to clarify documentation requirements of the Biosafety Protocol for grain trade throughout North America.

Take pride in these accomplishments – they are the result of your hard work and of the extraordinary teamwork of the GIPSA family. There will be many opportunities, and we are well positioned for the future. I look forward to another productive and successful year in 2005!

My best wishes to you and yours for a wonderful holiday season and new year.

# Names in the News

# A Safety and Health Farewell

*Mack Manis, Washington, DC*

## RETIREMENTS

**Sam Basile** will retire on January 3, 2005, after 45 years of public/government service. Sam worked 2 years with Chicago Board of Trade, 10 years with State of Illinois Department of Agriculture, 5 years with Chicago Grain Inspection Bureau, and 28 years with the Federal Grain Inspection Service.

**Fred Kelley** is retiring on December 31, with 38 years of Federal service. **Fred** joined the AMS Grain Division, which later became FGIS, in 1970 after 3 years in the Peace Corps. His USDA career took him to Toledo, Norfolk, Baltimore, and finally, to Washington. For the past 2 years, **Fred** has been a management analyst for the Compliance Division's Safety Issuance Management Branch in Washington, DC. There is no rest in store for **Fred**. His retirement plans include continuing Christian mission work, traveling, and working as a travel agent. "I have enjoyed my career with the U.S. Government," **Fred** said. "It has been very fulfilling in every way. I thank each of you for your acceptance and the "family" atmosphere in the field and Washington, DC."

**Don Wray**, agricultural commodity grader, Portland, retired on December 3, 2004, after 40 years of government service. **Don** served 4 years in the United States Navy, 9 years with the State of Oregon Department of Agriculture, and 27 years with the Federal Grain Inspection Service. **Don** has decided that it is time for some well deserved rest and relaxation with his family.

Two long-time 'safety guys'—**Sam Basile**, compliance officer, Peoria, Illinois, and **Fred Kelley**, management analyst, Washington, DC—are retiring. **Sam** and **Fred** played major roles in developing and implementing safety and health programs throughout their long GIPSA careers.

**Sam** is one of the founding members of the FGIS National Safety Committee. He has worked closely with both the current and the previous safety manager to craft a number of key Agency safety and health policies.

**Fred** was the collateral duty safety and health officer for the Baltimore field office for many years, up until the office closed in 2002. During that time, he was also frequently detailed to the GIPSA Safety and Health Office to work on special assignments. For the past 2 two years, while in Washington, DC, **Fred** represented GIPSA on the USDA Crisis Action Team.

**Sam** and **Fred** have been invaluable contributors to GIPSA's safety and health program. Their contributions throughout their careers reflect their personal and professional commitment to protecting the health and safety of their fellow employees and to the integrity of the Agency. The GIPSA Safety and Health Office thanks **Sam** and **Fred** for their many contributions to the Agency and wishes them long and happy retirements.

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## 30-YEAR SERVICE AWARD

Ted Sakis, Atlanta

## 20-YEAR SERVICE AWARD

Rose Alexander, Washington, DC

## 10-YEAR SERVICE AWARD

Martin Johnson, Washington, DC

## Asia Collateral Duty Officer

*Jerry Kuseck, Portland*

On June 2, 2004, I boarded an airplane in Portland, OR, bound for Hong Kong, China. For the next 4 months, I would call Hong Kong “home” as I traveled throughout Asia serving as a collateral duty officer (CDO) for the Office of International Affairs (OIA). The Foreign Agricultural Service (FAS) provided me an office in Hong Kong across the street from the U.S. Consulate. During my CDO assignment, I continued the work initiated by two previous CDOs, and offered technical assistance and advice to as many interested parties as possible.

While stationed in Hong Kong, I traveled to nine different countries and spoke with wheat millers, soybean processors, feed formulators, cereal chemists, commodity traders, port authorities, and government officials. In north Asia, I visited China, Japan, South Korea, and Taiwan. In south Asia, I visited Indonesia, Malaysia, the Philippines, Singapore, and Vietnam. The region is very large and Hong Kong’s central location and excellent transportation systems made it a good “home base.”

My travel schedule was coordinated with the help of the American Soybean Association, U.S. Grains Council, U.S. Wheat Associates, and FAS officials in the region. I spoke to both small and large audiences at seminars and conferences, and I attended meetings with private entities and trade associations. Although many Asians speak English, I needed to communicate through a translator about a third of the time.

As I traveled, I became aware of various cultural, economic, and environmental factors that influence the contract specifications of bulk commodities purchased from the United States.

I responded to many questions and comments covering various subjects. Specific inquiries were made regarding dockage levels, Cu-Sum terminology, mycotoxin testing, pesticide residues, transgenic documentation, and Hard White wheat development. More general questions were asked about our laboratory equipment, inspection methods, ship loading procedures, and certification procedures. Buyers and end users from some Asian countries understand the FGIS system and U.S. grain industry very well. Others are less knowledgeable, but are eager to learn more about the roles FGIS plays in facilitating international grain trade.

On September 28, 2004, I left the hot humid tropical climate of central Asia and returned to the cool green temperate climate of the Pacific Northwest. My time as the CDO was over for now. **Chuck Britton** from the California Federal/State office departed for his “home” in Kuala Lumpur, Malaysia, in late October to work as the next CDO in the region.

## 2005 Executive Potential Program

*Rosemary Mayne,  
Washington, DC*

If you are a senior level manager looking to get ahead, or who needs to become more self-directed and action-oriented, the 2005 Executive Potential Program (EPP) may be for you! This year-long leadership development program teaches essential leadership skills through classroom instruction and practical leadership.

The EPP is comprised of four 1-week residential sessions of classroom training, a 3-day shadowing assignment, and two 60-day developmental work assignments away from the current position.

If you have demonstrated significant leadership potential and want to compete for this opportunity, please submit an application to GIPSA’s training office. Your application packet must include: the application form, a Federal resume, a written statement from your supervisor, a signature of concurrence from your manager, and completion of a mobility clause and continued service agreement. Application packets are due to Mary McCoy by January 21, 2005.

For detailed information, call the training office at (202) 720-1734.

# FGIS Management Training Conference: “Dealing with Change”

*Rosemary Mayne, Washington, DC*

“Change” was the theme of the FGIS Management Training Conference held October 26-28, 2004, in Kansas City, MO. Opening the forum that would focus on program, organizational, and personnel changes was “The Corporate Comedian” Mark Mayfield. A very dynamic and engaging speaker, Mr. Mayfield discussed working through people to effect change. He conveyed three options for dealing with change: 1) ignore it, 2) react to it, or 3) create it. Option three requires you to manage change, because in creating change, one becomes part of it. Creating change provides the opportunity to create a better way.

FGIS Deputy Administrator Dave Shipman then discussed adapting to the evolution from a supply- to a consumer-driven grain market. He urged participants to identify challenges ahead and to help develop the most adaptable strategy for FGIS. He identified key strategic objectives FGIS will undertake to fulfill its mission today and into the future. Dave noted that mission accomplishment requires continued commitment to sound management principles — optimizing human capital, adopting modern information technology, using sound financial management tools and practices, and integrating budget and performance measures. In conclusion, Dave said that as FGIS adapts to change in the marketplace and the introduction of new technologies, we can oppose any change by ignoring or reacting to it, or we can remain adaptable and help create change.

A variety of industry speakers addressed the group. Steve Freed, vice president of research, ADM Investor Service, talked about the grain market outlook, including U.S. and world agriculture export production and sales. He provided historical export comparisons by port and discussed the many factors affecting supply and demand on the world market.

Kim Magin Sutter, Monsanto’s director of global oilseed industry affairs, outlined Monsanto’s research direction. Like other life science companies, they are focusing on developing the “next generation” of grains and oilseeds that will impart beneficial qualities to food and feed and, as a result, to the ultimate consumers of those products.

Gary Martin, president of the North American Export Grain Association (NAEGA), summarized an industry proposal for enhancing U.S. efficiency and competitiveness. The concept includes allowing qualified, independent, third-party private agencies at export with GIPSA oversight.

Presentations followed on a wide range of topics. Market Analysis and Standards Branch chief Marianne Plaus talked about the development of quality assessment terms and methods for new and emerging crop attributes. Office of International Affairs director John Pitchford discussed FGIS’ international outreach activities, progress in harmonization efforts with Mexico, and the activities of our collateral duty officer in Asia.

Technical Services Division director Steve Tanner and Compliance Division director John Sharpe spoke about end use quality trait testing; the Process Verification Program, a voluntary service that verifies organization’s quality management system(s); and strategies for bringing services to the market. Field Management Division (FMD) deputy director John Giler, along with John Sharpe and FMD director Dave Orr, covered providing third-party service, in particular, official agencies providing official and unofficial services; and export, rice, and commodity programs. Dave Shipman and John Pitchford briefed participants on their travel to South America to assess Brazilian and Argentine export inspection systems.

Day two began with a field office manager panel with Ron Metz, Cedar Rapids; John Flemm, Olympia; Walter Rust, Portland; and Kerry Petit, New Orleans. Each focused on trends and changes in their respective circuits and markets. The presentations were very informative and certainly showed we are in the midst of many changes.

GIPSA’s e-Gov lead Chuck Smith outlined GIPSA’s application modernization effort. He provided background for the project, identified timelines for various projects, and explained portal and web content management.

*Continued, see Management  
on page 6.*

## Travel Bits & Pieces

*Peggy Smith, Washington, DC*

**eTravel Update.** Some GIPSA Travel Management Center (TMC) contracts will be expiring beginning December 31, 2004, and others throughout early 2005. Contracts with the TMCs will **not** be extended. USDA is working with Electronic Data Systems (EDS), the vendor for eTravel, to implement online booking through [www.fedtraveler.com](http://www.fedtraveler.com) effective January 1, 2005. The Bank of America and USDA are working towards developing IDs and passwords for all current travel card holders. IDs and passwords will also be developed for those who do not travel but make travel arrangements. Details about booking online through [www.fedtraveler.com](http://www.fedtraveler.com) will be shared as soon as USDA has finalized the process. There will also be an 800 number to call for reservations. Once the online booking is implemented, all GIPSA employees will be able to use the website even if their contract with their TMC has not yet expired.

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

## Designation Renewals

*Jan Hart, Washington, DC*

GIPSA is granting Columbus Grain Inspection, Inc.; Farwell Grain Inspection, Inc.; and Northeast Indiana Grain Inspection, Inc. designations to provide official grain inspection services at domestic locations. All three designation renewals are being granted for a full 3-year period under the authority of the U.S. Grain Standards Act. In FY 2004, Columbus provided 45,119 official inspections; Farwell 27,111 plus 11,364 official commercial inspections; and Northeast Indiana 9,942.

**COLUMBUS.** **Ray R. Anderson**, his wife **Jacalyn**, and sister **Vicky Martin** own Columbus. **Ray** is president, official agency manager, and quality assurance specialist, and **Vicky** is treasurer and office manager. Columbus employs 14 licensed inspectors and 20 licensed samplers.

Columbus is headquartered in Circleville, OH, and operates a full-time lab in Bucyrus. The agency also has 18 applicant-specific laboratories and 4 mobile labs in Ohio and Michigan.

**FARWELL.** **Wilborn (Bill) Prince**, wife **Glenna**, and son **Danny** own Farwell. **Bill** manages the Texas operations, and **Danny** manages the Casa Grande, AZ, operations. Farwell employees 5 licensed inspectors, 4 licensed technicians, and 2 licensed samplers.

Farwell, headquartered in Farwell, TX, has an additional full-time laboratory in Casa Grande, and applicant-specific laboratories in Yuma, AZ, and Clovis, NM.

**NORTHEAST INDIANA.** Northeast Indiana is owned by **Stephen and Patricia (Penny) Walker** and managed by **Neil Reynolds**. There are 6 licensed inspectors, 2 licensed technicians, and one licensed sampler.

Northeast Indiana is headquartered in Hoagland, IN, with four other applicant-specific laboratories in Indiana.

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## Regulatory Info

*Tess Butler, Washington, DC*

### Federal Register Publications

- Notice of Request for New Information Collection – Reopening and Extension of Comment Period - Published November 22, 2004

## FGIS to Use ANN For Barley

FGIS will begin offering official barley protein measurements using an Artificial Neural Network (ANN) calibration on official near-infrared transmittance (NIRT) instruments on July 1, 2005.

This marks the first official test for barley protein content. Recently developed state-of-the-art ANN calibration development techniques allow for barley and wheat protein content to be determined with a greater degree of accuracy than was possible with more limited calibration approaches. FGIS will begin using an ANN calibration for official wheat protein content measurement in May 2005.

The new official barley protein service will facilitate the marketing of barley by providing a fair, accurate, and transparent third party determination, backed by a national quality control process, and standardized instrumentation, reference samples, calibrations and procedures.

Technical information on barley protein testing using ANN technology is available on GIPSA's website at: <http://www.usda.gov/gipsa/techservsup/metheqp/ann/ann.htm>.

GIPSA provides protein content measurement in barley as official criteria under the authority of the United States Grain Standards Act.

## Management, from page 4.

I talked about workforce planning – how we can best meet our core mission with the right people, with the right skills, at the right time. I discussed attrition; identifying critical skills, competencies and skill gaps; recruitment, retention and realignment; and training and development strategies.

Dave Orr and Denise Ruggles, Cedar Rapids, explained the new procedures for debt management in FGIS. GIPSA Executive Resources Division director Pat Donohue-Galvin, with Stacye Teachman, APHIS, outlined her strategic vision for financial management. Pat talked about the financial management strengths and weaknesses in GIPSA, and an agenda to get us to be a role model for financial management. Recognizing that effectively using our financial management system is critical to sound financial management, Glenda Lasseigne, New Orleans, and Denise Ruggles gave a refresher on FFIS and BRIO followed by hands-on assistance for those who requested.

Day three began with Dave Shipman's brief summary of issues discussed and items requiring future involvement by the participants. APHIS Human Relations Specialist Carolyn Rademan presented an overview of employee benefits, including retirement planning, flexible spending accounts, health and life insurance, and thrift savings accounts. Everyone listened carefully for information for personal use and to better answer employee questions.

The conference ended with a presentation by GIPSA EEO Civil Rights Staff complaints manager Alvin Dillings on the EEOC's latest, major decisions and what effect, if any, they will have on Agency managers; and GIPSA Civil Rights initiatives.

All in all it was a busy, productive, and informative meeting that paved the way for managers to help create FGIS' future.

**Are EEO/CR issues or concerns affecting your employment with GIPSA? Do you have questions? Need help? Then let your voice be heard.**

Call the EEO Advisory Committee at...

**1-800-639-5167**

Civil Rights Hotline

## For Your Health

*Mavis Rogers, Washington, DC*

If the expectations and activities of the holidays create too much stress in your life, these suggestions may help you get back on track so you can relax and enjoy the holiday season.

### Holiday Tips

- \* Set priorities and make time for yourself. Be sure to get enough sleep and exercise.
- \* Cut your social activities/obligations in half. Know when to say “enough”
- \* When possible, shop alone at “non-peak hours.” If you have to shop on traditionally busy days, try to get to the stores early. When you can, shop on-line or order by phone.
- \* Cut your card list in half. Send only to out-of-town family and friends.
- \* Delegate tasks. Hire a caterer, call the florist, order from a bakery, and get a cleaning service.
- \* To cut down your time in the kitchen, cook meals in advance and freeze them, and try to eat balanced meals on non-party days.
- \* Make homemade gifts or buy simple gifts.

### Party Tips

- \* Attend only those parties you know you will enjoy. Let go of “obligations.”
- \* Eat something healthy before going out and take just a “taste” of your holiday favorites.
- \* As a party host, serve some low-calorie, low-fat snacks and non-alcoholic drinks.
- \* Sip a low-calorie drink instead of snacking on high-fat items.

### Family Tips

- \* Let go of family traditions that are simply too much work or no longer make sense.
- \* Set priorities as a family; make a holiday family schedule, gift guidelines, etc.

### Budget Tips

- \* Make a holiday spending plan: include entertaining, cards/stamps, and gifts.
- \* Don't put anything on your charge card that you can't pay off in full next month.
- \* De-emphasize the cost and emphasize the thoughtfulness in gift giving.

*Courtesy Environmental, Health, & Safety Articles*

## Issuances

*Fred Kelley, Washington, D.C.*

### New Issuances

- Weighing Handbook, Change No. 24, dated November 1, 2004 (Distribution: A, C, E).
- FGIS PN-05-01, “Alternate Procedure For Separating Broken Corn and Foreign Material In Corn,” dated November 15, 2004 (Distribution: A, C, E).

### Cancellations

- FGIS PN-02-10, “Performance Evaluation Testing Fee,” dated September 3, 2002.
- FGIS PN-03-04, “National Soybean Sample Collection Plan For The Pesticide Residue Program,” dated August 18, 2003.

Please call me at 202-720-0259, Fax to 202-690-2755, or e-mail [Fred.H.Kelley@usda.gov](mailto:Fred.H.Kelley@usda.gov) if you have concerns or suggestions.

*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 December 25, 2004!**

OFFICE OF THE ADMINISTRATOR  
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