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To: Siuslaw National Forest Employees
From: Rebecca Brooke
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Subject: Fiscal Year 2024 Forest Supervisor Priorities

As we move into FY2024, I think it's important to first reflect on our successes as a Forest over the past year. Much was accomplished on this forest in FY2023. Whether you were serving the public in our campgrounds and visitor centers, working on habitat restoration, planning and administering timber sales, or sitting on the IDT you were a part of that success. Thank you! We have realized numerous achievements by supporting one another and will undoubtedly continue to learn how to further optimize our operations for effectiveness and efficiency in the coming year.

In FY2024 some aspects of our work will be the same no matter where we sit or what program we are in. These include:

1. Implementing a culture of safety by supporting efforts to ensure a safe and healthy work environment;
2. Treating each other with dignity and respect;
3. Recognizing and supporting opportunities to foster relationships with Tribes through meaningful consultation and partnership.

The following priorities are not intended to capture everything we do, but rather to identify key areas and projects we will focus on this coming year. These priorities tie directly into the priorities for the U.S. Forest Service and the Region 6 organization.

ANNUAL PROGRAM PRIORITIES FOR THE SIUSLAW NATIONAL FOREST IN 2024

Priority #1: Respect, value, and support our employees, giving them resources and opportunities they need to succeed.

- Create effective communication networks between employees and management at all levels of the organization. Recognize, leverage and support the role and capacity of program teams, committees, and the Union to accomplish this objective.
- Honor the statement: "our people are our greatest resource" and create resilience by addressing challenges in our organization and working environments, providing realistic, meaningful and clear expectations.
- Prioritize recruitment actions to reduce workload burden and burnout of staff. Develop new recruitment avenues, focusing on local organizations such as Tillamook Bay Community College, OSU, veteran placement programs, and Job Corps.





- Develop a peer-to-peer award process that enables employees to recognize the great work of their colleagues.
- Support employees in their pursuit of excellence in business practices, accountability to our stakeholders, and service to our customers.

Priority #2: Work cooperatively to identify and implement work that will put Coast Range ecosystems and local communities on the best trajectory to adapt to Climate Change.

- Use the Climate Vulnerability Assessment to educate employees and our partners about the anticipated effects of climate change.
- Undertake landscape-scale mapping of potential control features to protect homes, infrastructure, and other values at risk of wildfire.
- Build a fuels program that includes Tribes and embraces prescribed fire for ecosystem health.
- Continue forest restoration treatments designed to accelerate the development of late-successional forest stands. Continue our consistent timber sale program and look for ways to steward the whole across the region by implementing the 3+1 timber sale strategy. Complete the Programmatic Forestry Consultation with USFWS. Use the Climate Vulnerability Assessment to identify out-year treatment areas and build NEPA shelf-stock.
- Continue aquatic treatments designed to restore fish species and develop estuarine wetlands. Use the Climate Vulnerability Assessment to identify out-year aquatic restoration work that will reduce flood impacts to local communities.

Priority #3: Provide diverse recreation opportunities and high-quality public service across the Forest.

- Obligate all funding for approved Great America Outdoors Act projects within contracting deadlines.
- Utilize Off-Highway Vehicle sound data to inform management decisions and recommendations on the Oregon Dune National Recreation Area. Leverage ongoing partnerships with user groups, special use permittees, neighboring landowners and local law enforcement to further sound education and enforcement.
- Continue implementing Oregon Parks and Recreation Department O&M grants on ODNRA and Sand Lake Recreation Area.
- Complete a wilderness management plan for the Devils Staircase Wilderness.
- Implement Recreation projects identified in the FY24 Program of Work (Sutton Boat Ramp, Canal Creek footbridge, Sand Lake staff washroom, etc.)
- Achieve measurable progress on key Lands and Recreation Special Uses projects (Communication Site permitting, Concession permit administration, etc.)





- Work with the Western Oregon Lands Zone to build momentum for priority land adjustments including the Siletz parcels and Uriona Small Tracts Act projects.

Priority #4: Ensure critical infrastructure projects are completed and out-year plans developed.

- Meet established deadlines for the 1861 Road post-disaster recovery project, including engineering design work and NEPA.
- Implement BIL/IRA/GAOA funded projects and outyear planning, including:
 - Roof Replacements
 - Sand Lake East Dunes Slurry Seal and Striping
 - Building Envelope Upgrades
 - Multiple AOPs
 - Dam Maintenance Planning
 - Quarters Planning and Preliminary Project Analysis
 - Water System Upgrades and Replacement Planning
 - Angell Job Corps Wastewater Treatment Plant Planning
- Continue strategic transportation and O&M planning that will set us up for success in out-years.
- Invest in our partnership with Angell Job Corps.

As FY2024 unfolds, take a moment to reflect on these priorities, and ways that you personally can support these efforts. Communicate with your supervisor about your role and contributions to the Forest Service mission and take pride in your public service. The work you do matters. Here's to a great FY2024!

Rebecca Brooke
Forest Supervisor

