

NSF-ISR auditors shall use this document to record their findings for each SFIS Performance Measure and Indicator. Where a non-conformance is found, the auditor shall fully document the reasons on the Corrective Action Request (CAR) form. If the Performance Measure or Indicator does not apply, the auditor shall place (N/A) in the appropriate Auditor section.

Objective 1: To broaden the implementation of sustainable forestry by ensuring long-term harvest levels based on the use of the best scientific information available.

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
1.1	<i>Program Participants shall ensure that long-term harvest levels are sustainable and consistent with appropriate growth and-yield models and written plans.</i>	MF		X		1	3
1.1.1	A long-term resource analysis to guide forest management planning at a level appropriate to the size and scale of the operation, including: a. a periodic or ongoing forest inventory; b. a land classification system; c. soils inventory and maps, where available; d. access to growth-and-yield modeling capabilities; e. up-to-date maps or a geographic information system (GIS); f. recommended sustainable harvest levels; and g. a review of non-timber issues (e.g., pilot projects and economic incentive programs to promote water protection, carbon storage, or biological diversity conservation).	MF, JK		X		X	X
Objective Evidence & Notes	<p>MDNR has provided the Audit Team with a list of over 60 guidance documents that comprise a multi-Divisional vision and guidance for State Forests Lands; many of which were provided in a compendium folder. Harvest levels are currently far below growth levels. Most stand types are accumulating volumes, and rotation lengths are conservative.</p> <p>Review of documents and interviews/discussions with staff and stakeholders confirmed effective programs in all required categories:</p> <p>a. periodic or ongoing forest inventory: Operation Inventory (OI) conducted on 10% of compartments annually; many cycles have been implemented. A more comprehensive inventory system, IFMAP, is replacing OI, but the 10-year cycle will continue (see below).</p> <p>b. a land classification system: Stands are classified using Kotar system (based on maps available) and Site Index, as well as cover type. Detailed management guidelines, tied to land classification, are developed for some forest types. One example is the Interim State Forest Management Guidelines to Emphasize Mesic Conifers in the Western Upper Peninsula and the companion “Process for Implementing Mesic Conifer Restoration on State Land, Western Upper Peninsula, Michigan.</p> <p>c. soils inventory and maps, where available: confirmed that soils maps are used for Kotar typing, to project likely composition, for harvest planning.</p> <p>d. access to growth-and-yield modeling capabilities: Planning Unit of FMFM has these capabilities</p> <p>e. up-to-date maps or a geographic information system (GIS): Compartment maps available for all lands; updated as part of 10-year OI process; accessible, detailed GIS system provides numerous data layers for entire system of stand lands and surrounding landscape</p>						

SFI Audit Matrix

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Objective Evidence & Notes	<p>f. recommended sustainable harvest levels: OI Recommendations and Compartment Review process used to develop “bottom-up” harvest levels</p> <p>g. a review of non-timber issues: Exemplary review of non-timber issues by Wildlife Division, Fisheries Division, and Recreation Specialists. Numerous studies, projects, and analyses were confirmed, either affecting a single species/suite of species (e.g. Red Pine Project, Mesic Conifers) a geographic area (Pigeon River Country), or a resource (Pigeon River Natural River Plan, which includes a detailed assessment and guidelines for the entire river ecosystem). Pigeon River Country Management Unit, Otsego County, Compartment 32 (2003 YOE) inventory printouts: Table 4 Upland Type – “Preferred Species Wildlife Table” provides overview of habitat objectives, which are often attained through harvesting.</p> <p>OFI There is an opportunity to improve the training in and effective use of Kotar system by field foresters in making silvicultural decisions.</p> <p>Note: currently OI provides this analysis, but the Michigan DNR is in the process of a transition to a new approach called IFMAP. Evidence documented for the following indicators are based on OI, as IFMAP is just in the initial stages of field implementation. Some of the OFIs contained in the remaining portions of Objective 1 are expected to be covered as IFMAP is implemented.</p> <p>Confirmed that OI has extensive abilities to summarize and tabulate stand-level quantitative data across compartments and groups of compartments, or larger units (from Forest Management Unit or State Forest level, to Regional Level, to statewide). The tables available from OI, confirmed by audit team review of Pigeon River Country Management Unit, Otsego County, Compartment 32 (2003 YOE) include: OI Tables By Type of Treatment Prescribed and Special Conditions or Influences: Table 1: Compartment header listing; Table 2: Stand listing; Table 3: Stand age class; Table 3A: Management objective type; Table 4: Upland type - preferred species wildlife table; Table 5: Cultural work currently needed; Table 6: Cultural work from cut; Table 7: Cutting prescribed - merchantable volume with current markets; Table 8: Cutting prescribed-merchantable volume with no current markets; Table 9: Cutting prescribed - non-merchantable volume; Table 10: Compartment volume summary - all stands; Table 11: Stands with special management area potential; Table 12: Stands with special wildlife practices; Table 13: Stands with insect and disease problems. The WUP Eco-Regional Planning Team provided the NSF Certification Audit Team an update and schedule for implementing and competing the Eco-Regional Planning effort.</p> <p>Despite these positive attributes of OI, there are instances where staff fails to capture and report information correctly (See Minor Non-Conformance CAR MF-2005-03). Auditors confirmed that this can lead to minor error in implementation of management prescriptions.</p>					
1.1.2	Documentation of annual harvest trends in relation to the sustainable forest management plan.	MF	X			
Objective Evidence & Notes	<p>Confirmed harvest trends documentation by close review of 71-page Michigan State Forest Timber Harvest Trends “A Review of Recent Harvest Levels and Factors Influencing Future Levels” Dr. Larry Pedersen 09/16/2005</p> <p>Have also reviewed timber management analysis, including chart of “Timber Sales Acres & Trends” and “Trends in Acres Expected for Treatment” for all FMUs visited. Area control method is utilized, with prescriptions based on recent examination of actual conditions. For most FMUs harvest levels (measured in acres harvested) are trending down, explained in part by having gone through a period of aspen regeneration clearcuts, and by changing expectations for state forest lands (more ecological benefits, stronger emphasis on aesthetics, more recreation).</p>					
1.1.3	A forest inventory system and a method to calculate growth.	MF, JK	X			X
1.1.4	Periodic updates of inventory and recalculation of planned harvests.					

FC = Full Conformance EXR = Exceeds Requirements Major = Major Nonconformance Minor = Minor Nonconformance OFI = Opportunity for Improvement

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Objective Evidence & Notes	<p>Growth calculations are based on ten-year periodic inventory in which 10% of the forest is inventoried and assessed for management needs each year. Confirmed that “Operations Inventory (OI)” has been implemented across all units, timber harvest areas, and stands visited by the audit team. Review of a variety of reports from OI confirmed that OI provides information regarding forest products volumes and general species composition, understory composition, and a variety of forestry parameters (age, Site Index) that allow growth calculation. Growth can be projected from this information used in combination with regional growth factors derived through FIA data, and from comparisons of volumes from inventories at 10-year intervals, adjusted for harvests. Harvest decisions are driven by updated stand-level re-inventory, and thus planned harvests levels are adjusted based on the most recent inventory. Harvest levels are also affected by factors beyond stand-level inventory, notably efforts to adjust currently imbalanced age-class distributions or to develop older stands, more diverse stands, or to better match species to site.</p> <p>Conducted a more intensive scrutiny of inventory results for the Pigeon River Country State Forest at stand and compartment levels. At <u>stand level</u>, Compartment 7, Stand 69 was reviewed in field against documentation. Due to the high stand value, DNR field personnel used the OI optional “Ancillary Program 2.01” Confirmed that DNR field “green sheet” data and ancillary printouts matched. Residual stand and pre-harvest characteristics matched inventory data with regard to Basal Area (recalculated by auditor), Species Composition, and Size-class distributions (estimated by auditor). As in previous hardwood stands visited, the stand was coded as uneven-aged condition but appeared to be essentially one age class, with very widely-scattered older trees, and some younger regeneration (estimated 90+% BA in single age class). Field inventory did not indicate sufficient number of basal area plots for foresters to really know age-class distribution. Further, use of inverse J-shape target residual model may not be appropriate in a stratified, mixed-species stand which contains fast, moderate and slow-growing trees (ash, basswood, sugar maple), especially given that there is currently little age-class diversity.</p> <p>OFI: There is an opportunity to improve understanding of current age-class structure in northern hardwood stands, allowing field foresters to more carefully adjust prescriptions (number, size, and distribution of canopy gaps).</p> <p>At compartment level reviewed selected parts of Pigeon River Country Management Unit, Otsego County, Compartment 32 (2003 YOE) inventory printouts, confirming that it <u>includes compartment total volume and recommended harvest volumes</u>, summary of age class distribution by cover type (Table 3) a road inventory, recommendations for land line location, roads needed, and generalized compartment comments regarding recreational use and facilities. Wildlife Considerations section in Table 1, Page 1 of 1. Of 144 stands in Compartment 32, 12 were prescribed for cut and 7 for treatments. Confirmed “stratified” inventory approach: Size/density class 1,2,3 stands are classified only (low/medium/high stocking for seedling/sapling stands) while Size/density class 4 through 9 stands have measurements and reports show major species, commercial volumes, and basal area levels. For stands with prescribed harvest treatments estimated harvest volumes are also provided. Limited comments in comments field, but most stands with commercial treatments have some comments. OFI: There is an opportunity to improve the level of detail in the stand comments field of OI.</p>					
1.1.5	Documentation of forest practices (e.g., planting, fertilization, and thinning) consistent with assumptions in harvest plans.	MF	X			
Objective Evidence & Notes	No Allowable Cut Effect is assumed, so there is no concern about overly optimistic harvesting levels based on growth acceleration due to forest practices. Forest treatment practices (FTP) include site preparation, planting, prescribed burning, and precommercial treatments, all of which are prescribed following a comprehensive interdisciplinary process that includes public involvement. These practices are consistently tracked, but growth assumptions do not propagate through the system until they actually occur, and then only after several years to decades.					

Objective 2: To ensure long-term forest productivity and conservation of forest resources through prompt reforestation, soil conservation, afforestation and other measures.

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
2.1	<i>Program Participants shall reforest after final harvest, unless delayed for site-specific environmental or forest health considerations, through artificial regeneration within two years or two planting seasons, or by planned natural regeneration methods within five years.</i>	MF, JK, DC	X				2
2.1.1	Designation of all management units for either natural or artificial regeneration.	MF	X				
Objective Evidence & Notes	Timber sale preparation and internal review process confirms any regeneration decision made during O.I. and compartment review. All treated stands have a prescription that includes silvicultural system tied to likely regeneration method. All regeneration harvests include specific regeneration methods and target regeneration species.						
2.1.2	Clear Requirements to judge adequate regeneration and appropriate actions to correct understocked areas and achieve desired species composition and stocking rates for both artificial and natural regeneration	JK	X				
Objective Evidence & Notes	Guidelines exist for all forest types. In past, inspections of regeneration success were less frequent and often scheduled for up to 8 years following harvest. Effective June 20, 2005 a new system was instituted of logging all natural regeneration harvests onto a regeneration time clock. Harvested stands must be inspected within 4 years, and then planted if not meeting specifications. For artificial regeneration, stands are planted within 2 years, with a specialist assigned to track these and to implement planting prescriptions, called "Forest Treatment Proposals". Confirmed FTPs on sales visited where planting will be needed.						
2.1.3	Minimized plantings of exotic tree species and research documentation that exotic tree species, planted operationally, pose minimal risk.	MF		X			
Objective Evidence & Notes	Observations confirmed native species are planted extensively, that no exotics are planted, and that exotic trees and plants are actively removed or their spread is limited. DNR policy discourages the planting of exotic tree species.						
2.1.4	Protection of desirable or planned advanced natural regeneration during harvest.	MF, JK	X				X
Objective Evidence & Notes	Observations at all sites visited showed that measures were employed to protect advanced natural regeneration, including timing of treatment (snow covered) and harvesting equipment. Processor paths are operator-designated. Soil and regeneration impacts do not appear to be a focus of operator choices for machine corridors. In some areas, browsing by deer is having a deleterious effect on natural regeneration of forest stands. OFI: There is an opportunity to improve protection of regeneration. In many cases desired protection of natural regeneration does not appear in logging contracts and thus is subject to verbal agreement and logger goodwill. There may be an opportunity to address high densities of deer in portions of the state before the impact of browsing on the forest understory becomes more severe.						
2.1.5	Artificial reforestation programs that consider potential ecological impacts of a different species or species mix from that which was harvested.	MF	X				X
Objective Evidence & Notes	All prescriptions for planting are reviewed by foresters, wildlife biologists, and fisheries biologists, all of whom consider potential ecological impacts. Confirmed that such reviews occur when planting to change species composition, and that in such case the reviews are quite robust. Many analyses are conducted, at stand, compartment, and FMU level, and for specific issues. OFI: There is an opportunity to improve implementation of planned strategic planning, including long-term and large-scale factors, to enable enhanced assessment of impacts and opportunities for management of composition.						

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2.2	<i>Program Participants shall minimize chemical use required to achieve management objectives while protecting employees, neighbors, the public and the forest environment.</i>	JK,	X				
2.2.1	Minimized chemical use required to achieve management objectives.	JK	X				
Objective Evidence & Notes	Less than 1% of acres silviculturally treated had chemical use in site prep or release and this limited to several FMUs . Exceptions are utility easements where chemical control of vegetation is necessary to economically meet management objectives. All spraying is conducted under permit with the MDNR and MDA authority. Review of contracts confirm required licenses, environmental safeguards and mitigating circumstances (weather).						
2.2.2	Use of least toxic and narrowest spectrum pesticide necessary to achieve management objective.	JK	X				
Objective Evidence & Notes	Review of new “approved list of herbicides and pesticides” indicates conformance. Primarily using glyphosates. Under new Work Instructions (WI), Escort and Arsenol, are no longer allowed on State lands.						
2.2.3	Use of pesticides registered for the intended use and applied in accordance with the label requirements.	JK	X				
Objective Evidence & Notes	Confirmed by interviews and review of FTPs as well as sub-contracts.						
2.2.4	Use of Integrated Pest Management where feasible.	MF, JK		X			
Objective Evidence & Notes	Confirmed Pigeon River Country Management Unit, Otsego County, Compartment 32 (2003 YOE) inventory printouts Table 13 is populated with information, including the following categories: Deformed trees- 46 acres; Pockets of stunted, dead or missing trees- 81 acres; Dead or flagged branches, needles, or tips – 27 acres; Other Animal Pests- 101 acres; Unknown- 2 acres (comments indicated fire); Total Entire Compartment – 1,893 acres. Other evidence: Emerald Ash Borer Management Guidelines, Beech Bark Disease Management Guidelines, GIS Identification of At-Risk Jack Pine Budworm Stands, Gypsy Moth and Forest Tent Caterpillar susceptible stands. Health specialists have mapped these susceptible stands, provided them to the field foresters, which use them in their OI and prescription work. Confirmed Jack Pine Management guidelines exist that promote healthy stands. A field survey protocol exists. Confirmed field assessments by review of Shingleton Forest Unit: M-77 & Danaher Plains Jack Pine Budworm Survey Results 2005.						

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2.2.5	Supervision of forest chemical applications by state-trained or certified applicators.	JK	X			
Objective Evidence & Notes	DNR employee from SSM Naubinway sprays for noxious weeds. Confirmed Pesticide Applicator's license. <input type="checkbox"/> Documentation of helicopter sprayer's certification.					
2.2.6	Use of best management practices appropriate to the situation; for example: - adjoining landowners or nearby residents notified of - applications and chemicals used; - appropriate multi-lingual signs or oral warnings used; - public road access controlled during and after applications; - streamside and other needed buffer strips appropriately designated; - positive shut-off and minimal drift spray valves used; - drift minimized by aerially applying forest chemicals parallel to buffer zones; - water quality monitored or other methods used to assure proper equipment use and stream protection of streams, lakes and other waterbodies; - chemicals stored at appropriate locations; - state reports filed as required; or - methods used to ensure protection of federally listed threatened and endangered species	JK	X			
Objective Evidence & Notes	Very good notification of adjacent landowners in place. Public road access controlled. Mark areas or post them. FTPs identify any riparian considerations. Large, clean RP clearcuts facilitate low helicopter flights, minimizing drift. Few chemicals are stored at Michigan DNR locations, and confirmed storage in paint sheds which include secondary containment.					

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2.3	<i>Program Participants shall implement management practices to protect and maintain forest and soil productivity.</i>	MF, JK	X				2
2.3.1	Use of soils maps where available.	JK	X				
Objective Evidence & Notes	Confirmed that soils maps are used, in some FMUs, for mapping of Kotar typing, to project likely composition, for harvest planning to identify soils susceptible for damage.						
2.3.2	Process to identify soils vulnerable to compaction and use of appropriate methods to avoid excessive soil disturbance.	MF, JK	X				X
Objective Evidence & Notes	Confirmed that OI and Compartment Review comprise such a process. Analysis starts with available information including soils and landforms, and includes review by forestry, wildlife, and fisheries specialists at field and supervisory levels. Confirmed that OI allows comments specifying winter harvest. Confirmed at Pigeon River Country Compartment 32 that one stand proposed for treatment was coded in this fashion (Stand 11, A6 Aspen dense poles, 17 acres, age 69, SI 60, management objective upland aspen), and many other stands not proposed for treatment were also so designated. OFI: Decisions regarding the time of year for harvest are not always made explicit (recorded).						
2.3.3	Use of erosion control measures to minimize the loss of soil and site productivity.	MF, JK	X				
Objective Evidence & Notes	Implementation of within-stand BMPs during and after harvests was generally very strong. However, Michigan DNR's internal audit system, initiated during June, 2005 (3 months prior to certification audit) has revealed numerous BMP violations. The majority of these are related to recreational use, not forest harvesting, and many have not been resolved as yet. Confirmed new system of recording BMP issues on DNR "Non-conformance Report Forms" and "Michigan DNR BMP Tracking Spread Sheet" are being implemented at Gwinn FMU on 9.27.05. The tracking sheet had 10 entries from 7.7.05 through 9.22.05. Considering the breadth of BMP requirements, the size of the Michigan DNR State Forest System, and the low potential impacts of most tracked violations, the number of these BMP violations was judged by the Audit Team to comprise generally "isolated instances" that relate better to Performance Measure 3.1. Conformance is met under this indicator, and this issue is noted as part of CAR MF-2005-04 (see Performance Measure 3.1).						
2.3.4	Post-harvest conditions conducive to maintaining site productivity (e.g., limited rutting, retained down woody debris, minimized skid trails).	MF, JK	X				X
Objective Evidence & Notes	Field observations at all sites visited confirmed that post-harvest conditions included limited rutting, retained down woody debris, and, generally minimized soil impacts from harvesting. OFI: There is an opportunity to better understand implications of logging impacts on soils in mechanically harvested northern hardwood stands, and for greater attention to minimizing skid trails on some sites (some forest types here require ground scarification to facilitate the germination of tree seedlings). For example, for some combinations of equipment, harvest prescription, and soil type the use of skid trails in any one location should be minimized, suggesting maximum scattering of skid trails.						

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2.3.5	Retention of vigorous trees during partial harvesting, consistent with silvicultural norms for the area.	MF, JK	X				
Objective Evidence & Notes	Observations at all partial harvest field sites visited confirmed that vigorous trees are retained and that low-vigor, poorly-formed, and unhealthy trees are the focus of tree removals. All northern hardwood stands are managed using selection silviculture, following guidelines of “The Compleat Marker: A Guide to Managing Northern Hardwoods on Michigan State Forests”						
2.3.6	Criteria that address harvesting and site preparation to protect soil productivity.	MF	X				
Objective Evidence & Notes	<p>Confirmed that most foresters use the criteria: “Ruts greater than 6-inches deep for any considerable length are not allowed”. Little rutting was observed within forest stands, and this was generally only over very short distances. Site preparation prescriptions vary by soil type and desired species, with no windrowing of slash observed. Observed too many processor tracks on some sites. Also confirmed by review of 8.10.05 letter to Timber Purchasers that the Michigan DNR is effectively communicating changes to its harvest specifications that can affect producers and enhance conformance over time. The following information should be confirmed as part of Surveillance Audits: “As general information, VMS was officially implemented in March, 2004. The language that was included on all timber sales before VMS was implemented relating to rutting, roads, skid trails, etc., reads as follows:</p> <p><i>6. Roads, Landings and Skid Trails - Location and specifications of roads, landings and skid trails must be approved by the Area Forest Manager prior to their construction. Timber within the agreed upon construction limits shall be used by the purchaser and paid for at the specified sale prices. The purchasers shall maintain all existing roads in a condition equal to or better than they were prior to the sale. No equipment is to be operated over or through streams except on approved stream crossings. If the purchaser expects to discharge explosives, or excavate on any public highway or public utility or pipeline right-of-way or to operate logging equipment on any public utility or pipeline right-of-way, he/she shall give notice to the agency, persons, or company having such facilities on state or private land, in accordance with Act 53, P.A. 1974. Purchaser must contact the County Road Commission for any required permit to make use of County road right-of-way.</i></p> <p>Current VMS specs, regarding rutting, read as follows:</p> <p><i>1) Operations are to cease immediately if equipment and weather conditions result in rutting of <<fill in the blank>> inches or greater in depth. With the Unit manager or their representative's approval, the Purchaser may return to the area when the weather conditions have changed and the risk of rutting has decreased. 2) Skid trails up and down slopes should be avoided. If however, this is unavoidable, these trails will be left in a non-erodible condition using water bars, logs and slash. Placing of slash on these skid trails while logging is ongoing may alleviate need for any further action. At the direction of the sale administrator, seed, fertilizer and mulch may be required.</i></p>						
2.3.7	Minimized road construction to meet management objectives efficiently.	MF, JK	X				
Objective Evidence & Notes	Road closures are part of 10-year cycle of comprehensive compartment inventory and planning. Confirmed road closure maps at a sample of compartments visited. New roads are rarely constructed in the Michigan State Forests.						

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2.4	<i>Program Participants shall manage so as to protect forests from damaging agents such as environmentally or economically undesirable wildfire, pests and diseases to maintain and improve long-term forest health, productivity and economic viability.</i>	JK		X			
2.4.1	Program to protect forests from damaging agents.	JK		X			
Objective Evidence & Notes	Confirmed a robust forest protection program including fire prevention, detection, and suppression, forest health specialists, and field foresters, biologists, and technicians who spend considerable time in the forests, where they observe stand conditions. Confirmed Pigeon River Country Management Unit, Otsego County, Compartment 32 (2003 YOE) inventory printouts, including Table 13 with the following categories: Deformed trees - 46 acres; Pockets of stunted, dead or missing trees - 81 acres; Dead or flagged branches, needles, or tips – 27 acres; Other Animal Pests - 101 acres; Unknown - 2 acres (comments indicated fire); Total Entire Compartment – 1,893 acres. Other evidence: Emerald Ash Borer Management Guidelines, Beech Bark Disease Management Guidelines, GIS Identification of At-Risk Jack Pine Budworm Stands, Gypsy Moth and Forest Tent Caterpillar susceptible stands. Health specialists have mapped these susceptible stands, provided them to the field foresters, which use them in their OI and prescription work. Confirmed Jack Pine Management guidelines exist that promote healthy stands. A field survey protocol exists. Confirmed field assessments by review of Shingleton Forest Unit: M-77 & Danaher Plains Jack Pine Budworm Survey Results 2005.						
2.4.2	Management to promote healthy and productive forest conditions to minimize susceptibility to damaging agents.	JK, MF		X			
Objective Evidence & Notes	Michigan State Forests are managed using a 10-year rotating inventory/prescription cycle that allows foresters and forest health specialists to maintain healthy stands and to apply protection measures such as insect suppression, sanitation harvests, and salvage harvests. Observations at all partial harvest field sites visited confirmed that vigorous trees are retained and that low vigor, poorly-formed, and unhealthy trees are the focus of tree removals. Operations Inventory codes all stands every ten years in one of the following categories: Healthy, Deformed trees, Pockets of stunted, dead or missing trees, Dead or flagged branches, needles, or tips, Defoliation, Conks, Weather Related, Other Animal Pests, Unknown Pigeon River Country Management Unit, Otsego County, Compartment 32 (2003 YOE) inventory printouts						
2.4.3	Participation in, and support of, fire and pest prevention and control programs.	JK		X			
Objective Evidence & Notes	The Michigan DNR is the lead agency for fire control throughout the state. Fire control operations and forest management are closely coordinated within the division responsible for both functions, the Fire, Mineral, and Forest Management Division (FMFM). FMFM also has forest health specialists who work closely with forest managers to ensure that stand treatments maintain healthy forests or deal appropriately with unhealthy stands, insect infestations, or disease outbreaks. Interviews and review of documents confirmed that the Michigan DNR has a very strong program in forest health. Confirmed use of prescribed fire by review of Michigan Department of Natural Resources Prescribed Fire Guidelines” and by interviews with Fire Officers.						
2.5	<i>Program Participants that utilize genetically improved planting stock including those derived through biotechnology shall use sound scientific methods and follow all applicable laws and other internationally applicable protocols.</i>	MF	X				
2.5.1	Program for appropriate research, testing, evaluation and deployment of genetically improved planting stock	MF	X				

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Objective Evidence & Notes	Confirmed through interview with Jim Ferris and information provided by Nursery manager that there is no use of GMO's or seedlings from tree breeding programs. Only 1/3 of Jack Pine seed comes from improved sources, and these are based on selected parents from provenance tests. Involvement in various research cooperatives: (MICROZTIP, University of Michigan Aspen-Larch Cooperative). 2/3 of JP seed and all RP seed is from wild locally collected sources, tracked by county of origin. Seed zones are UP and NLP.					

Objective 3: To protect water quality in streams, lakes and other water bodies.

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3.1	<i>Program Participants shall meet or exceed all applicable federal, provincial, state and local water quality laws and meet or exceed Best Management Practices developed under Environmental Protection Agency (EPA)-approved state water quality programs other applicable federal, provincial, state or local programs.</i>	MF, JK			1	1
3.1.1	Program to implement state or provincial equivalent BMPs during all phases of management activities.	MF, JK			X	
Objective Evidence & Notes	Michigan DNR's internal audit system, initiated during June, 2005 (3 months prior to certification audit) has revealed numerous BMP violations. Confirmed that all field personnel are trained in and are using "Michigan DNR Best Management Practices on State Forest Lands Non-conformance Report Form" to catalogue and track BMP issues. Considering the breadth of BMP requirements, the size of the Michigan DNR State Forest System, and the low potential impacts of most tracked violations, the number of these violations was judged by the Audit Team to comprise generally "isolated instances" (Minor Non-conformance). Confirmed new system of recording BMP issues on DNR "Non-conformance Report Forms" and "Michigan DNR BMP Tracking Spread Sheet" are being implemented at Gwinn FMU on 9.27.05. The tracking sheet had 10 entries from 7.7.05 through 9.22.05, most of which have not been resolved as yet. Interviews confirmed that pattern is the same at other Forest Management Units. Minor Non-Conformance (CAR MF-2005-04).					
3.1.2	Contract provisions that specify BMP compliance.	JK	X			
Objective Evidence & Notes	Confirmed by review of a sample of contracts.					
3.1.3	Plans that address wet weather events (e.g., inventory systems, wet weather tracts, defining acceptable operational conditions, etc.).	JK, MF	X			
Objective Evidence & Notes	Wet weather / frozen ground tracts are identified in OI and prescription development process, using soils maps and field observations, confirmed during multi-disciplinary compartment review. Timbersale contract address wet weather events and specify time of year where needed.					
3.1.4	Monitoring of overall BMP implementation.	MF	X			X
Objective Evidence & Notes	Forest Certification Work Instruction 3.2 "Best Management Practices Non-Conformance Reporting Instructions" provides a mechanism for reporting on non-conformances. The everyday work activities of all field personnel involve seeking and documenting non-conformances. These reports go to the FMU Managers, who enter them in a spreadsheet. OFI: There is an opportunity to improve the compilation of the Non-Conformance Reporting at district and Lansing level.					

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3.2	<i>Program Participant shall have or develop, implement, and document, riparian protection measures based on soil type, terrain, vegetation and other applicable factors.</i>	JK, MF	X				
3.2.1	Program addressing management and protection of streams, lakes and other water bodies and riparian zones.	JK	X				
Objective Evidence & Notes	Fisheries Division provides professional review of all harvests, cultural practices, and land altering activities on DNR lands. Confirmed through document review “Evaluating Riparian Management Zones on State Lands – Approved Interim Guidelines April, 2004), interviews with Fisheries Biologists and Fisheries Division Unit Managers, and on-site observations that an array of protections are afforded. Professional foresters design all timber harvests, and exercise control of timber harvests. Inspections and timber sale close out procedures comprise a robust program for this indicator.						
3.2.2	Mapping of streams, lakes and other water bodies and riparian zones, and where appropriate, identification on the ground.	JK	X				
Objective Evidence & Notes	Confirmed robust system, including regularly updated paper compartment maps and GIS system, for mapping streams, lakes and other water bodies and for identification on the ground as needed prior to harvesting or silvicultural activities.						
3.2.3	Implementation of plans to manage or protect streams, lakes and other water bodies.	JK, MF	X				
Objective Evidence & Notes	Protection and implementation by Forestry field staff with assistance of Fisheries and Wildlife as needed. Field observations confirmed that forest harvest and FTP plans are implemented. A Natural Rivers Plan has been developed for each of Michigan’s 16 designated natural rivers, most of which have considerable portions within DNR state forests. The team confirmed many of these plans. Review of the Pigeon River Natural River Plan confirmed that a broad array of protection strategies are outlined, based on a broad assessment of the biophysical features of these river systems. Improvement projects are identified, planned across FMFM, WD, and FD, and implemented. Confirmed the project for the bridge over the Black River at Shanty Bridge Road. The previous bridge was replaced several years ago in a cooperative effort lead by the Fisheries Division and supported by FMFM. At that time a sediment trap was installed. Currently FMFM has cooperated in the maintenance cleaning of the pool, with the sand placed on state forest lands in an appropriate location. Some streams are being impacted by unresolved issues associated with BMP Non-conformances (see 3.1.1 above and Minor Non-conformance MF-2005-4B).						
3.2.4	Identification and protection of non-forested wetlands, including bogs, fens, vernal pools and marshes of significant size.	JK, MF	X				
Objective Evidence & Notes	Confirmed by field observations and review of compartment and timber sale maps that non-forested wetlands are mapped and protected during timber harvests. Compartment reviews by wildlife and fisheries biologists provide addition assurance of such protection.						
3.2.5	Where regulations or BMPs do not currently exist to protect riparian areas, use of experts to identify appropriate protection measures.	NA					
Objective Evidence & Notes	BMPs do exist: “Water Quality Management Practices on Forest Land”.						

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Objective 4: Manage the quality and distribution of wildlife habitats and contribute to the conservation of biological diversity by developing and implementing stand- and landscape - level measures that promote habitat diversity and the conservation of forest plants and animals including aquatic fauna.

Performance Measure/ Indicator	Auditor	----- Check Only One -----				OFI
		FC	EXR	Maj	Min	
4.1 <i>Program participants shall have programs to promote biological diversity at stand- and landscape- scales.</i>	DC	X				4
4.1.1 Program to promote the conservation of native biological diversity, including species, wildlife habitats, and ecological or natural community types, at stand and landscape levels.	DC	X				X
Objective Evidence & Notes	<p>Land management prescriptions routinely are developed with input from biologists, as the DNR Wildlife Division has “co-management” responsibilities for state forest lands. Demonstrated strength in game management and an evolving emphasis on a broad array of management practices that address habitat diversity was confirmed through extensive document review, interviews, and field observations.</p> <p>An example of DNR’s established focus on wildlife habitat: Compartment 35 Presentation – Atlanta Forest Management Unit – September 5, 2001: describes overall MU goals and key values, wildlife habitat objectives (prime elk range, also deer bear, turkeys, woodcock, ruffed grouse), soils, topography, ownership pattern, surrounding land, natural features, special management considerations (keeping elk in balance with habitat), watershed and fisheries considerations (Black River), mineral resource development, vehicle access, public recreation, public use problems, and then proposed treatments for the 18 stands. These treatments include planting (62 acres 5 stands) harvest (169 acres, 3 stands) and opening maintenance (28 acres, 10 stands). More recent Atlanta FMU compartment presentations include a broader array of wildlife and biodiversity objectives, including mention of two rare species noted in the MNFI database, wood turtles and Hungerford’s crawling water beetles. Despite the excellent integration of wildlife input into compartment inventories and review, types of recommendations from biologists varied widely among FMUs sampled, often suggesting individual biases toward selected species and/or favorite habitat conditions. In contrast, other recommendations were based on site conditions, natural communities, landscape-scale diversity, and entire suites of species.</p> <p>Many special emphasis management plans exist, for example: Master Plan for Sportsman’s Wildlife Flooding, Montmorency County; Pigeon River Wildlife Habitat Buffer Project; and Strickler Grouse Management Project.</p> <p>OFI: There is an opportunity to improve the process for developing recommendations for habitat management in the compartment review process, for example by facilitating communication and consistency among biologists throughout the state.</p>					
4.1.2 Program to protect threatened and endangered species.	DC		X			
Objective Evidence & Notes	<p>DNR provided documents verifying their legal responsibilities for protecting endangered species (within the state, nation, and world). The Wildlife Division also supports programs for the recovery of T&E species and can boast about successful programs for restoring a number of species, most notably Kirtland’s warbler, eastern timber wolf, pine marten, and bald eagle. Similar efforts are in place for the recovery of rare fish species, such as lake sturgeon and coaster brook trout. Endangered, threatened, and rare plants are protected through an established system of Natural Areas, plans to allocate protected areas more strategically (Biodiversity Conservation Planning), and routine consultation by NMFI ecologists during compartment inventories and reviews. A field visit to Ryerse Lake (Naubinway Office of Sault St. Marie FMU) featured an example of a 5-chain buffer established around a wetland site that contained a globally rare species, the Arctic Moore rush.</p>					
4.1.3 Plans to locate and protect known sites associated with viable occurrences of critically imperiled and imperiled species and communities. Plans for protection may be developed independently or collaboratively and may include Program Participant management, cooperation with other stakeholders, or use of easements, conservation land sales, exchanges, or other conservation strategies	DC		X			

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SFI Audit Matrix

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
Objective Evidence & Notes	DNR has a long history of establishing Natural Areas and other sites where habitat is protected for imperiled species and communities. During stakeholder interviews, TNC scientists lauded the Department for such efforts in the past. A recent analysis of occurrence of rare natural communities or exemplary examples of common communities was submitted as evidence (K. Herman, September 19, 2005), and indicated that state forest lands account for substantial proportions of most such communities. The new Biodiversity Conservation Planning process is intended to address the appropriate means of protecting samples of these representative communities.						
4.1.4	Development and implementation of criteria, as guided by regionally appropriate science, for retention of stand-level wildlife habitat elements (e.g., snags, mast trees, down woody debris, den trees, nest trees).	DC	X				
Objective Evidence & Notes	Guidelines for retention of such habitat elements are found within (1) “The Compleat Marker: A Guide to Managing Northern Hardwoods on Michigan State Forests” on pages 8 and 13; (2) “Oaks, A Management Guide for Michigan’s State Forests,” page 17; and “Guidelines for Managing Dead Wood to Enhance Biological Diversity on State Forest Lands,” April 1996. Field interviews with foresters and wildlife biologists confirmed familiarity with these guidelines and their implementation in the field.						
4.1.5	Assessment, conducted individually or collaboratively, of forest cover types and habitats at the individual ownership level and, where credible data are available, across the landscape,	DC	X				
Objective Evidence & Notes	Confirmed participation in the “Pigeon River Wildlife Habitat Buffer Project” which includes a “Strategic Plan for an Effort to Project Wildlife Corridors and Buffer Lands Surrounding the Pigeon River Country State Forest”. Plan includes “provide interested landowners with information in terms of tax advantages, technical support” and educational programs for the public. Michigan Gap Analysis, supported and housed by DNR, conducted a statewide assessment of cover types, ownerships, and predicted distributions of terrestrial wildlife species. The recently completed “Michigan Wildlife Conservation Strategy” identified species in need of conservation across a variety of ownerships.						
4.1.6	Support of and participation in plans or programs for the conservation of old-growth forests in the region of ownership.	DC	X				X
Objective Evidence & Notes	TNC scientists, interviewed as stakeholders, commented that DNR has been working to identify and protect old growth stands on State Forests. Maps in each of the 8 FMUs visited during the audit identified areas delineated in recent years as potential old-growth. Stands designated in this manner are coded “8” in the OI database and are thus protected from harvest until definitive plans are made to protect representative stands of old-growth forest. These designations followed a 2001 report, “Old Growth and Biodiversity Conservation.” The Biodiversity Conservation Planning Process is scheduled to resume the work of designating such a network of protected areas. OFI: Attention is needed regarding timely appointment of Regional Biodiversity Conservation Planning teams so progress is made on designating areas comprising a network of areas managed to conserve old-growth forests and unique communities.						

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SFI Audit Matrix

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
4.1.7	Participation in programs and demonstration of activities as appropriate to limit the introduction, impact, and spread of invasive exotic plants and animals that directly threaten or are likely to threaten native plant and animal communities.	DC	X				X
Objective Evidence & Notes	<p>FMFM has at least three staff (Murray, Mech, and Heyd) who work to monitor and combat the spread of invasive plants, insects and diseases. DNR participates in cooperative research and monitoring programs for invasive pest species with USDA -APHIS, USDA Forest Service, Michigan State University, and University of Michigan. At least one DNR Wildlife Ecologist has contracted for a district-wide survey of invasive plants (Eastern UP). Field audit sites featured several instances where gas and oil lessees were being required to combat Spotted Knapweed, seemingly the most widespread invasive plant on state forest lands. Native seed mixes are not being required for planting of wildlife openings, roadsides, and log landings. Despite these observations, a number of land managers interviewed were quite uninformed about invasive plants in their units.</p> <p>OFI: There is an opportunity to improve training for land managers in FMFM and the Wildlife Division in identification of invasive plants, vectors for translocating such plants, and methods for control.</p>						
4.1.8	Program to incorporate the role of prescribed or natural fire where appropriate.	DC	X				X
Objective Evidence & Notes	<p>DNR Policy 4208 and FMFM Policy 581 prescribe the use of fire for maintaining openings, controlling forest understory, and site preparation for natural or planted regeneration. Prescribed burning has been used extensively in managing jack pine stands for Kirtland's warbler, other jack pine management, and occasional management of dense understory plants in red pine forests. Fire Management Specialists can be found in the each of the FMFM district offices and on most of the FMUs, but the number of such specialists has dropped in recent years, apparently limiting the acreage that can be prescribed for controlled fires. In 2004, 3157 acres were burned by prescription, but more than two-thirds of this acreage was in grass/sedge habitat.</p> <p>OFI: There is an opportunity to improve staffing to conduct controlled fires prescribed by management plans for species such as red pine and to restore some semblance of the landscape disturbances historically attributed to wildfires..</p>						

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SFI Audit Matrix

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
4.2	<i>Program Participants shall apply knowledge gained through research, science, technology, and field experience to manage wildlife habitat and contribute to the conservation of biological diversity.</i>	DC	X				
4.2.1	Collection of information on critically imperiled and imperiled species and communities and other biodiversity-related data through forest inventory processes, mapping, or participation in external programs, such as NatureServe, state or provincial heritage programs, or other credible systems. Such participation may include providing nonproprietary scientific information, time, and assistance by staff, or in-kind or direct financial support.	DC	X				
Objective Evidence & Notes	State Act 451, Part 365 (1994) relates to Endangered Species Protection and directs DNR to conduct investigations on fish, plants, and wildlife that will identify limiting factors and identify management measures that will allow for sustainable populations. Accordingly, the Wildlife and Fisheries Divisions assign a number of their staff to surveys of imperilled species (see 4.1.2), and FMFM contracts routinely with Michigan Natural Features Inventory to conduct surveys for rare plants, vertebrates, and invertebrates. The recent Wildlife Conservation Strategy is the most comprehensive review of species in need of conservation.						
4.2.2	A methodology to incorporate research results and field applications of biodiversity and ecosystem research into forest management decisions.	DC		X			
Objective Evidence & Notes	Statutes require DNR to base management decisions on sound scientific research and impact on the environment (Commission Policy 2207) and to incorporate research results into state forest operations (DNR Procedure 2207.7). DNR routinely funds research with universities in the state, such as the FY05 Work Plan for “Coarse Woody Debris in Michigan’s Natural and Managed Aspen and Northern Hardwoods Forests,” which addresses CWD sampling methods, amounts in managed and natural aspen and northern hardwoods; and recommendations for retention goals of snags, dying trees and culls during intermediate cuttings. A completed research report from Michigan Tech was examined that addressed stand damage from different harvesting equipment. Research results from the Michigan Gap Analysis project are being incorporated into the new IFMAP inventory and planning system. DNR routinely funds MNFI to conduct basic field research, and supports work by two MSU faculty members (PERM funding) on the topic of landscape-level biodiversity management.						

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Objective 5: To manage the visual impact of harvesting and other forest operations.

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
5.1	<i>Program Participants shall manage the impact of harvesting on visual quality.</i>	MF	X			1	
5.1.1	Program to address visual quality management.	MF	X				
Objective Evidence & Notes	Aesthetics are considered as part of OI, development of treatment prescriptions, and compartment review. Reviewed "Visual Management Handbook – An Update Michigan DNR Workshop Recommendations for State Forest and State Game Area Timber Harvesting, Regeneration and Wildlife Habitat Improvement April, 1997" and determined that this guide is generally followed. Aesthetic considerations which apply for a particular timber sale are noted in the Pre-sale Checklist. The Vegetation Management System (VMS) tool includes contract clauses that can be inserted to address visual concerns, as does the new timber sale checklist per work instruction 7.1. Confirmed VMS specifications 5.2.3.1-5.2.3.9, 2.2.3, 5.2.42. On October 21, 1997, the Forest Management and Wildlife Divisions adopted the procedures described in the DNR publication: Visual Management Handbook, - An Update, Workshop Recommendations for State Forest and State Game Area Timber Harvesting, Regeneration and Wildlife Habitat Improvement." This document included a reference to Boise Cascade's 'ARM' Visual Quality Technique. On May 18, 1999, the Divisions adopted a new version of the Visual Management Checklist.						
5.1.2	Incorporation of aesthetic considerations in harvesting, road, landing design and management, and other management activities where visual impacts are a concern.	MF				X	
Objective Evidence & Notes	Field observations confirmed that such considerations are nearly always included in field practices. Pre-sale Checklist includes a section on Aesthetic Considerations. In some cases recommendations by foresters and prescriptions for visual retention are not included in timber sale contract, leading to the failure to implement prescribed visual management considerations. As these recommendations were part of the normal Timbersale planning process then visual impacts are a concern. See Corrective Action Request MF-2005-01B.						
5.2	<i>Program Participants shall manage the size, shape, and placement of clearcut harvests.</i>	MF	X				
5.2.1	Average size of clearcut harvest areas does not exceed 120 acres, except when necessary to respond to forest health emergencies or other natural catastrophes.	MF		X			
Objective Evidence & Notes	There are two metrics for clearcut size. From 2001 to 2004, clearcut stands grouped by sale ranged from annual averages of 56 to 64 acres; and clearcut stands not grouped by sale (sometimes the stands are not adjacent) ranged from annual averages of 22 to 26 acres. The higher figure is appropriate for reporting on the annual survey.						
5.2.2	Documentation through internal records of clearcut size and the process for calculating average size.	MF	X				
Objective Evidence & Notes	Confirmed through review of OI and data management systems.						

SFI Audit Matrix

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
5.3	<i>Program Participants shall adopt a green-up requirement or alternative methods that provide for visual quality.</i>	MF				1	
5.3.1	Program implementing the green-up requirement or alternative methods.	MF	X				
Objective Evidence & Notes	The use of a ten-year cycle of inventory and forest prescriptions generally insures that adjacent areas are not clearcut. Compartment review process provides an opportunity for senior managers to review this issue prior to approving treatments.						
5.3.2	Harvest area tracking system to demonstrate compliance with the green-up requirement or alternative methods.	MF	X				
Objective Evidence & Notes	The compartment review process, compartment maps, and the more spatially explicit IFMAT inventory and management database comprise such a system.						
5.3.3	Trees in clearcut harvest areas are at least 3 years old or 5 feet high at the desired level of stocking before adjacent areas are clearcut, or as appropriate to address operational and economic considerations, alternative methods to reach the performance measure are utilized by the Program Participant.	MF				X	
Objective Evidence & Notes	Field observations confirmed in most cases, in part because of the 10-year OI cycle. However, forest health considerations, including Jack Pine Budworm and providing habitat for the Federally Endangered Kirtland's Warbler necessitate large clearcuts in some cases. In such cases the SFI Standard allows for "alternative methods to reach the performance measure (are) utilized by the Program Participant" No evidence of alternative methods was provided in some cases where clearcut adjacency was violated. See Corrective Action Request MF-2005-02						

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Objective 6: To manage Program Participant lands that are ecologically, geologically, historically, or culturally important in a manner that recognizes their special qualities.

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
6.1.	<i>Program Participants shall identify special sites and manage them in a manner appropriate for their unique features.</i>	DC	X				
6.1.1	Use of existing natural heritage data and expert advice in identifying or selecting sites for protection because of their ecologically, geologically, historically, or culturally important qualities.	DC	X				
Objective Evidence & Notes	DNR uses data housed by MNFI and SHIPO (natural features and historic features, respectively) routinely in their 10-year reviews of forest compartments. Both organizations appear to participate in the compartment review process eagerly, judging by the details of responses included in compartment reviews and examined during the audit. Special sites, both ecological and cultural, also form the basis for the existing and planned network of natural areas.						
6.1.2	Appropriate mapping, cataloging, and management of identified special sites.	DC	X				
Objective Evidence & Notes	Mapping and cataloging of species sites is the purview of MNFI and SHIPO. Maps of wetlands are provided by the National Wetlands Inventory. DNR contracts frequently with MNFI for new surveys and enhancement of the heritage database. The new IFMAP software accesses information on special sites and integrates it with site-specific and landscape-level data. Management of special sites is/will be determined by eco-regional plans, biodiversity conservation plans, and compartment reviews.						

Objective 7: To promote the efficient use of forest resources.

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
7.1	<i>Program Participants shall employ appropriate forest harvesting technology and “in-woods” manufacturing processes and practices to minimize waste and ensure efficient utilization of harvested trees, where consistent with other SFI Standard objectives.</i>	JK		X			
7.1.1	1. Program or monitoring system to ensure efficient utilization, which may include provisions to ensure a. landings left clean with little waste; b. residues distributed to add organic and nutrient value to future forests; c. training or incentives to encourage loggers to enhance utilization; d. cooperation with mill managers for better utilization of species and low-grade material; e. merchandizing of harvested material to ensure use for its most beneficial purpose; f. development of markets for underutilized species and low-grade wood; g. periodic inspections and reports noting utilization and product separation; or h. exploration of alternative markets (e.g., energy markets).	JK		X			
Objective Evidence & Notes	<p>Confirmed through review of procedures and field observations that Michigan DNR covers all items on the list, with particular strength in items a., b., c., d., f., and h. Item e. is responsibility of loggers, who generally do a good job in this regard.</p> <p>The timber sale program is designed to ensure proper utilization, including strong contract language, regular supervision, and lump-sum sales that provide incentives for loggers to maximize utilization. Markets are strong for most grades and species.</p> <p>Most logging operations, and the vast majority of wood harvested, employ mechanized systems, including many cut-to-length systems. Good markets exist for all common species. Field observations at all sites visited confirmed that the Michigan DNR system of pre-harvest meeting, inspections during harvests, and the post-harvest inspection and report are consistently utilized. Examination of sites after harvest confirmed that utilization is very good, with landings clean and logging residues well-distributed. Interviews confirmed that most loggers are well-trained, including importance of good utilization. The current very competitive markets for all products and species provide a strong incentive for product separation. There are few underutilized species.</p>						

Objective 8: To broaden the practice of sustainable forestry through procurement programs. Not Applicable

Objective 9: To improve forestry research, science, and technology, upon which sound forest management decisions are based.

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
9.1	<i>Program Participants shall individually, through cooperative efforts, or through associations provide in-kind support or funding, in addition to that generated through taxes, for forest research to improve the health, productivity, and management of forest resources.</i>	ALL	X				
9.1.1	Current financial or in-kind support of research to address questions of relevance in the region of operations. The research will include some or all of the following issues: a. forest health, productivity, and ecosystem functions; b. chemical efficiency, use rate, and integrated pest management; c. water quality; d. wildlife management at stand or landscape levels; e. conservation of biological diversity; and f. effectiveness of BMPs.	ALL	X				
Objective Evidence & Notes	a. Evaluation of Mechanized Logging Damage in Western UP Northern Hardwoods, which led to a monitoring strategy for evaluation; a. and b. (Health and IPM): Evidence of research and dissemination of information on Emerald Ash Borer, Beech Bark Disease; d. and e.: Confirmed FY05 Work Plan exists “Coarse Woody Debris in Michigan’s Natural and Managed Aspen and Northern Hardwoods Forests” covering CWD sampling methods, amounts in managed and natural aspen and northern hardwood; make recommendations for retention goals of snags, dying trees and culls during intermediate cuttings. e. f. Michigan DNR Wildlife Division is extensively involved in a broad array of research efforts for individual species and biodiversity conservation issues. Larry Leefers MSU Recreation and Economics Research.						
9.2	<i>Program Participants shall individually, through cooperative efforts, or through associations develop or use state, provincial, or regional analyses in support of their sustainable forestry programs.</i>	DC, MF	X				1
9.2.1	Participation, individually or through cooperative efforts or associations at the state, provincial, or regional level, in the development or use of a. regeneration assessments; b. growth-and-drain assessments; c. BMP implementation and compliance; and d. biodiversity conservation information for family forest owners.		X				X
Objective Evidence & Notes	a. and b. Michigan DNR cooperates with USDA Forest Service and MSU in FIA data analysis . c. Confirmed that state-wide BMP research and monitoring has been done in the past, but is currently idle OFI: BMP Monitoring at the state level has not recently been updated. d. In the Eastern Upper Peninsula the DNR is leading a long-standing effort (Clay Lakes Plain Project, Two Hearted River Project) to encourage private landowners to manage their land and work co-operatively to use ecosystem management principles, including access to biodiversity information.						

Objective 10: To improve the practice of sustainable forest management by resource professionals, logging professionals, and contractors through appropriate training and education programs.

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
10.1	<i>10.1. Program Participants shall require appropriate training of personnel and contractors so that they are competent to fulfill their responsibilities under the SFI Standard.</i>	MF, JK	X				
10.1.1	Written statement of commitment to the SFI Standard communicated throughout the organization, particularly to mill and woodland managers, wood procurement staff, and field foresters.	MF	X				
Objective Evidence & Notes	Numerous references to SFI appear on the Michigan DNR web site, which describes the legal obligation to obtain certification and documents the department's commitment to seek dual certification, including SFI and FSC.						
10.1.2	Assignment and understanding of roles and responsibilities for achieving SFI Standard objectives.	MF		X			
Objective Evidence & Notes	Michigan DNR has a large Forest Certification Action Team and a full-time Forest Certification Specialist. All SFI Indicators and Performance Measures were cross-checked by the MDNR against their current programs, and then a new system of "Work Instructions" was instituted. There is an active working group drawn from across the Michigan DNR with assignments for all SFI Performance Measures and Indicators. All of the SFI Performance Measures and Indicators are contained in a series of Forest Certification Work Instructions						
10.1.3	Staff education and training sufficient to their roles and responsibilities.	MF		X			
Objective Evidence & Notes	Confirmed extensive recent training program on "Work Instructions". Confirmed by review of agenda for "Harrison Field Office Work Instruction Training July 14, 2005 9-1:30" and by interviews with Gladwin Unit personnel the nature and content of training, which included less formal sessions at local work sites. Confirmed through interviews with a cross-section of professional and technician staff that formal education (including many advanced degrees) and continuous education are very strong.						
10.1.4	Contractor education and training sufficient to their roles and responsibilities.	MF	X				
Objective Evidence & Notes	Confirmed letter from Lynn Boyd, Chief of FMFM DNR, to all timber purchasers on the DNR database, that informs all buyers of new provisions in all timber sales starting with contracts advertised in August, 2005 bid in September. This letter requires timber buyers to follow all safety requirements, and to have a foreman with a current certificate for Michigan Sustainable Forestry Education (SFE) or Wisconsin Forest Industry Safety and Training Alliance (FISTA). The Michigan DNR State Forest Timber Sale Contract will require this training, and will require that all persons involved shall have "adequate training, sufficient for their roles and responsibilities."						

SFI Audit Matrix

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
10.2	<i>Program Participants shall work closely with state logging or forestry associations, or appropriate agencies or others in the forestry community, to foster improvement in the professionalism of wood producers.</i>	MF				1	
10.2.1	Participation in or support of SFI Implementation Committees to establish criteria and identify delivery mechanisms for wood producers' training courses that address a. awareness of sustainable forestry principles and the SFI Program; b. BMPs, including streamside management and road construction, maintenance, & retirement; c. regeneration, forest resource conservation, and aesthetics; d. awareness of responsibilities under the U.S. Endangered Species Act, the Canadian Species at Risk Act, and other measures to protect wildlife habitat; e. logging safety; f. U.S. Occupational Safety and Health Administration regulations, wage and hour rules, and other employment laws; g. transportation issues; h. business management; and i. public policy and outreach.					X	
Objective Evidence & Notes	Michigan DNR has been involved in some of the listed logger education efforts, but has had limited involvement with SFI Implementation Committee. No evidence was provided that the Michigan DNR has supported the SIC in either the establishment of criteria or the identification of delivery mechanisms for wood producer's training courses. See Minor Non-conformance CAR MF-2005-06.						

Objective 11: Commitment to comply with applicable federal, provincial, state, or local laws and regulations.

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
11.1	<i>Program Participants shall take appropriate steps to comply with applicable federal, provincial, state, and local forestry and related environmental laws and regulations.</i>	MF	X				
11.1.1	Access to relevant laws and regulations in appropriate locations.		X				
Objective Evidence & Notes	Confirmed Timber Sales Administration Book in Baraga Unit Office. State Forest Laws are available on line and in printed manuals, and new Work Instructions are explicit in directing employees to be familiar with their most convenient access to such regulations.						
11.1.2	System to achieve compliance with applicable federal, provincial, state, or local laws and regulations.	MF	X				
Objective Evidence & Notes	Permit process through DEQ which has been authorized to jointly administer Federal and State Wetlands regulations (Army Corp and Michigan Water Laws). Confirmed through review of abundant data for this indicator in the folder "FC Compliance"						
11.1.3	Demonstration of commitment to legal compliance through available regulatory action information.	JK	X				
Objective Evidence & Notes	Confirmed by interviews with DEQ that the Michigan DNR has a very good record of regulatory compliance. See also 3.1.						
11.1.4	Adherence to all applicable federal, state, & provincial regulations and international protocols for research & deployment of trees derived from improved planting stock & biotechnology.	NA					
Objective Evidence & Notes							
11.2	<i>Program Participants shall take appropriate steps to comply with all applicable social laws at the federal, provincial, state, and local levels in the country in which the Program Participant operates.</i>	RH	X				
11.2.1	Written policy demonstrating commitment to comply with social laws, such as those covering civil rights, equal employment opportunities, antidiscrimination and anti-harassment measures, workers' compensation, indigenous peoples' rights, workers' and communities' right to know, prevailing wages, workers' right to organize, and occupational health and safety.	MF	X				
Objective Evidence & Notes	Although a single policy umbrella does not exist, the audit team confirmed that Michigan DNR has promulgated a broad array of policies in the complete range of issues of this indicator.						

Objective 12: To broaden the practice of sustainable forestry by encouraging the public and forestry community to participate in the commitment to sustainable forestry and publicly report progress.

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
12.1	<i>Program Participants shall support and promote efforts by consulting foresters, state and federal agencies, state or local groups, professional societies, and the American Tree Farm System® and other landowner cooperative programs to apply principles of sustainable forest management.</i>	MF	X			1	
12.1.1	Support for efforts of SFI Implementation Committees.	MF				X	
Objective Evidence & Notes	To date, Michigan DNR has had Minimal involvement on SFI Implementation Committee. However, ample evidence exists for involvement by Michigan DNR with the full range of organizations listed in the Performance Measure. See Minor Non-conformance CAR MF-2005-06.						
12.1.2	Support for the development and distribution of educational materials, including information packets for use with forest landowners.	MF	X				
Objective Evidence & Notes	Michigan DNR is responsible for the Cooperative Forest Management (CFM) Program. Confirmed that both Wildlife Division and FMFM have produced significant, robust, and varied information and guidance documents on management and protection of forests and principles of SFM. Confirmed one example: Managing Michigan’s Wildlife: A landowner’s guide by Michigan DNR. Free publications available in DNR offices which are open to the public contain related information.						
12.1.3	Support for the development and distribution of regional or statewide information materials that provide landowners with practical approaches for addressing biological diversity issues, such as specific wildlife habitat, critically imperiled or imperiled species, and threatened and endangered species.	MF	X				
Objective Evidence & Notes	Wildlife Division has produced and distributed guidance documents and information, in printed form and on the web, on a range of diversity issues, endangered species, and practical management approaches for landowners by forest types and major wildlife species. Example: Managing Michigan’s Wildlife: A landowner’s guide by Michigan DNR. Free publications available in DNR offices open to the public contain related information.						
12.1.4	Participation in efforts to support or promote conservation of working forests through voluntary market-based incentive programs (e.g., current-use taxation programs, Forest Legacy, or conservation easements).	MF, JK	X				

SFI Audit Matrix

Performance Measure/ Indicator	Auditor	----- Check Only One -----				OFI
		FC	EXR	Maj	Min	
Objective Evidence & Notes	Plan includes “provide interested landowners with information in terms of tax advantages, technical support”. Michigan has a Commercial Forest Act (CFA) which provides a tax break to forest landowners who must have a DNR-administrated Management Plan and must also provide public access for hunting and fishing. WIP, SIP, FIP, LIP programs.					
12.1.5	Program Participants are knowledgeable about credible regional conservation planning and priority-setting efforts that include a broad range of stakeholders. Consider the results of these efforts in planning where practical and consistent with management objectives.	DC, MF, JK	X			
Objective Evidence & Notes	Confirmed Michigan DNR is involved in most such efforts in Michigan, and provides leadership in some of them. Examples: Landowner Incentive Program (LIP), DNR Wildlife Division has priority area townships in all regions of Michigan. Process for setting deer target levels involves listening to public opinion. Confirmed participation in the “Pigeon River Wildlife Habitat Buffer Project” which includes a “Strategic Plan for an Effort to Project Wildlife Corridors and Buffer Lands Surrounding the Pigeon River Country State Forest”.					
12.2	12.2 Program Participants shall support and promote, at the state, provincial or other appropriate levels, mechanisms for public outreach, education, and involvement related to forest management.	MF				1
12.2.1	Support for the SFI Implementation Committee program to address outreach, education, and technical assistance (e.g., toll-free numbers, public sector technical assistance programs).	MF				X
Objective Evidence & Notes	Michigan DNR has implemented numerous public outreach, education, and involvement initiatives, but not in conjunction with the SFI Implementation Committee. Minor Non-conformance: CAR MF-2005-06 Limited involvement with SFI Implementation Committee					
12.2.2	Periodic educational opportunities promoting sustainable forestry, such as a. field tours, seminars, or workshops; b. educational trips; c. self-guided forest management trails ; or d. publication of articles, educational pamphlets, or newsletters.	JK	X			
Objective Evidence & Notes	a. Landowner Incentive Program (LIP), DNR Wildlife Division has priority area townships in all regions of Michigan. b. Confirmed through interviews with Michigan DNR staff that educational trips occur (Baraga staff involvement in youth camp and career days). c. Confirmed that self-guided forest management trails exist, including some that are ADA compliant. d. Confirmed a variety of educational pamphlets including handouts for specific sites (example: Jordan River Watershed vista handout, ...)					
12.2.3	Support for state, provincial, and local forestry organizations and soil and water conservation districts.	JK	X			

FC = Full Conformance EXR = Exceeds Requirements Major = Major Nonconformance Minor = Minor Nonconformance OFI = Opportunity for Improvement

SFI Audit Matrix

Performance Measure/ Indicator	Auditor	----- Check Only One -----				OFI
		FC	EXR	Maj	Min	
Objective Evidence & Notes	Michigan DNR provides some support for soil and water conservation districts, but is hindered by legislative direction and funding. Individual Michigan DNR employees contribute significant time to such organizations.					
12.2.4	Recreation opportunities for the public, where consistent with forest management objectives.	JK		X		X
Objective Evidence & Notes	Confirmed extensive recreational opportunities abound within all Forest Management Units, including a vast network of hiking, walking, cross-county skiing, horseback riding, ORV, and snowmobile trails, boat launches, picnic areas, and campgrounds. These are staffed by full-time and seasonal personnel. Examples include the Michigan Elk Range 2005 Hunt Areas (portions of Gaylord, Pigeon River, and Atlanta FMUs), Elk Jordan Valley Snowmobile Trail System, Warner Creek Pathway and Jordan River Pathway in Gaylord. Black Mountain Recreation Area. Despite the exceptional opportunities for recreation afforded in this program there are challenges with the management of ORV use. Most issues involve illegal users, although challenges exist in the management of demand from the majority, law-abiding ORV users. The DNR has made progress in addressing this issue since the Scoping Assessment, but more work remains to be done. Minor Non-Conformance (See CAR MF-2005-05)					
12.3	<i>Program Participants with forest management responsibilities on public lands shall participate in the development of public land planning and management processes.</i>	RH, MF	X			
12.3.1	Involvement in public land planning and management activities with appropriate governmental entities and the public.	RH, MF	X			
Objective Evidence & Notes	Example: Pigeon River Country Citizens Advisory Council since 1974 meets at least 4 times per year. Recent new planning steering committee includes stakeholders; many subject-related planning subcommittees include stakeholders (ORV, horseback riders, hikers, hunters, etc.). Confirmed Pigeon River Council Advisory Council recommended the Horseback Use Plan Amendment; OI and Compartment Review; Also involvement with the USDA Forest Service Kirtland's Warbler recovery plan.					
12.3.2	Appropriate contact with local stakeholders over forest management issues through state, provincial, federal, or independent collaboration.	RH, MF	X			

Performance Measure/ Indicator	Auditor	----- Check Only One -----				OFI
		FC	EXR	Maj	Min	
Objective Evidence & Notes	Confirmed through interviews and review of documents that the DNR employs and/or benefits from a wide array of mechanisms of interaction with its stakeholders, the citizens of Michigan. At the state-wide level, the State Legislature is an elected body accountable to the citizens of Michigan and that exercises fiscal and policy control over the Department. Senior DNR personnel regularly testify before various committees of the Legislature, thereby receiving input, feedback and direction. The Natural Resource Commission is a bi-partisan state-wide body that constitutes another pathway of interaction between DNR and the citizens of Michigan. Regular hearings are held on matters with direct bearing on the DNR and citizens regularly petition Commission members to consider various perspectives and concerns regarding management of state forestlands. Directly appurtenant to the DNR, itself, are numerous state-wide standing advisory committees on which a broad array of stakeholders serve, e.g.: Forest Management Advisory Committee; Parks Advisory Committee; ORV Advisory Committee; and Snowmobile Advisory Committee. At the eco-regional level, DNR has held and will hold additional broad stakeholder meetings for the development of Criteria & Indicators. Additional public meetings will be held to solicit comment on the draft eco-regional plans. At the district and field level, each of the DNR's 15 forest management units (FMUs) hold annual general invitation open houses to share with interested stakeholders the planned harvesting activities for the following year. Additionally, the annual compartment reviews are open to the public. Aside from these regular annual mechanisms for stakeholder interaction, there have been a broad array of short term regional advisory groups formed as well as other special advisory groups such as the Pigeon River Country Advisory Committee. Informally, DNR employees from all levels of the organization regularly engage in one-on-one and group interaction with a broad cross-section of stakeholders. DNR senior employees regularly make presentation to county commissions. Senior and mid-level managers attend user group meetings. At all levels, DNR employees engage in ad hoc meetings with organized groups such as the Sierra Club, the Michigan Forest Industries Association, the Michigan Association of Timbermen, snowmobile clubs, etc. Other mechanisms include: an email/comment option on the DNR web site, a log letter system by which all inquiries directed to the DNR Director are forwarded to appropriate senior DNR staff for prompt responses, an appeal mechanism under the Administrative Procedures Act.					
12.4	<i>Program Participants with forest management responsibilities on public lands shall confer with affected indigenous peoples.</i>	RH	X			1
12.4.1	Program that includes communicating with affected indigenous peoples to enable Program Participants to a. understand and respect traditional forest related knowledge; b. identify and protect spiritually, historically, or culturally important sites; and c. address the sustainable use of non-timber forest products of value to indigenous peoples in areas where Program Participants have management responsibilities on public lands.	RH	X			X
Objective Evidence & Notes	In response to the gap analysis reports submitted in November, 2004, DNR initiated a heightened effort at state-wide level interaction with the 12 federally recognized tribes residing in Michigan. In April 2005, all 12 tribes were invited to Lansing for a general meeting to discuss modes of nation-to-nation interaction. However, this effort has proven to be a learning experience on how to more effectively interact with the tribes, as only 6 of the 12 invited tribes attended the meeting. DNR recognizes that it must continue to hone the means and manner by which it seeks to interact with the tribes. This new initiative is most active at the state-wide level and there is a need for commensurate effort at the field unit level where local interaction with the tribes is essentially not occurring.					

FC = Full Conformance EXR = Exceeds Requirements Major = Major Nonconformance Minor = Minor Nonconformance OFI = Opportunity for Improvement

SFI Audit Matrix

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
12.5	<i>Program Participants shall establish, at the state, provincial, or other appropriate levels, procedures to address concerns raised by loggers, consulting foresters, employees, the public, or Program Participants regarding practices that appear inconsistent with the SFI Standard principles and objectives.</i>	MF				1	
12.5.1	Support for SFI Implementation Committee efforts (toll-free numbers and other efforts) to address concerns about apparent nonconforming practices.	MF				X	
Objective Evidence & Notes	Michigan DNR has had limited involvement with SFI Implementation Committee, and no evidence was provided that the Michigan DNR has supported the SIC in efforts to address concerns about inconsistent practices. See Minor Non-conformance CAR MF-2005-06.						
12.5.2	Process to receive and respond to public inquiries.	MF	X				
Objective Evidence & Notes	Michigan DNR has such a process, as part of their Compartment Reviews, including open houses.						
12.6	<i>12.6. Program Participants shall report annually to the SFI Program on their compliance with the SFI Standard.</i>	MF	X				
12.6.1	Prompt response to the SFI annual progress report.	MF	NA				
Objective Evidence & Notes	No past reports exist because Michigan DNR is a new PP.						
12.6.2	Recordkeeping for all the categories of information needed for SFI annual progress reports.	MF	X				
Objective Evidence & Notes	Confirmed that Michigan DNR has a robust system of record-keeping that tracks all SFI-relevant information, and much more.						
12.6.3	Maintenance of copies of past reports to document progress and improvements to demonstrate conformance to the SFI Standard	MF	NA				
Objective Evidence & Notes	No past reports exist because Michigan DNR is a new SFI Program Participant.						

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Objective 13: To promote continual improvement in the practice of sustainable forestry and monitor, measure, and report performance in achieving the commitment to sustainable forestry.

Performance Measure/ Indicator		Auditor	----- Check Only One -----				OFI
			FC	EXR	Maj	Min	
13.1	<i>Program Participants shall establish a management review system to examine findings and progress in implementing the SFI Standard, to make appropriate improvements in programs, and to inform their employees of changes.</i>	MF	X				
13.1.1	System to review commitments, programs, and procedures to evaluate effectiveness.	MF	X				
Objective Evidence & Notes	System-wide audits are planned on a rotating basis across all Forest Management Units on a three-year cycle. Confirmed that all 8 Forest Management Units selected for the certification audit by NSF had week-long internal audits in the summer of 2005. Work Instruction 1.2 provides detailed blueprint for regular program reviews.						
13.1.2	System for collecting, reviewing, and reporting information to management regarding progress in achieving SFI Standard objectives and performance measures.	MF	X				
Objective Evidence & Notes	System-wide audits are planned on a rotating basis across all Forest Management Units on a three-year cycle. Confirmed that all 8 Forest Management Units selected for the certification audit by NSF had week-long internal audits in the summer of 2005. The results were summarized in various reports including Michigan Department of Natural Resources, 2005 Final Draft, Internal Audit Reports, Compiled 9-11-05. This information was reviewed in a formal management review (see below). Work Instruction 1.2 provides a framework for these activities.						
13.1.3	Annual review of progress by management and determination of changes and improvements necessary to continually improve SFI conformance.	MF	X				
Objective Evidence & Notes	The results were reported and reviewed in a management review meeting (see below). Confirmed by review of minutes from FMFM Statewide Managers Meeting, August 31, 2005, RAM Center, Upper Classroom – Conservation Education Bldg. Agenda Items Included: Power Point Presentation on Certification; Internal Audit Report; Review Corrective Action Summary for Statewide Non-conformances; Pedersen - Power Point presentation on the Statewide Guidance Document; Boucher – Power Point presentation on Biodiversity Guidance Document; Preparation for September Certification Audit – Nezich and Howard (several sub-agenda items); and Chief Boyd – Comments						

Monday September 19, 2005, DNR Offices, Lansing, Michigan

Opening Meeting and Interviews with DNR Staff
Stakeholder Meeting

Tuesday September 20, 2005 Cadillac OSC and FMU, Cadillac, Michigan

Stop	Comp.	Site	Observations
1	126	63-014-04-01 Stand 53	Marked uncut 15-acre stand coded Oak 9 (fully stocked Sawtimber), mostly Aspen also with Oak, birch, Red maple objective oak regeneration, maintain also aspen & pine
2	126	Road near Stand 53	Berm installed for road closure as described in road section of compartment plan
3	126	63-035-03-01	“Bee Nimble Jack Pine Sale” closed Jan. 2005; 61 yrs, SI 50, 100+ acres complete, no site preparation
4	126	63-020-03-01 Stand 105	Red Pine third row thinning harvested in winter, no rutting
5	126	63-047-03-01 Stand 117	Natural White Pine stand selection harvest, with some gaps and some unthinned patches
6	16	63-028-04-01	“King’s Pine” active timber harvest, 21 acre thinning, interview with logger
7	12	63-008-03-01 Stand 18	“Holey Safe” Jack Pine Clearcut with scattered white pine and other retention trees
8	12	63-030-03-01 Stand 29	“Cycle Oak” Not yet cut, Oak Regeneration Sale (listed as Shelterwood/Seed Tree) retained white pine, poor site; issues with retention of trees near the trail
9	12	63-009-03-01 Stands 82,83,85	Low-quality oak pine mix regenerated to oak and aspen; pine intentionally eliminated; didn’t provide leave trees despite prescription from comments field of OI
10		Brey Creek	Designated White Pine Old Growth in natural river corridor
11		Carrieville Campground	ORV trail management

Wednesday September 21, 2005 Gladwin Unit

Stop	Comp.	Site	Observations
1	133	Stand 9 Shelterwood harvest marked	Good oak regeneration establishment under existing oak stand on a good pine site. Existing 2-7" dbh pine in understory designated for removal, contrary to good silviculture. 2003 prescription, no longer done.
2	133	Stand 50 Oak overstory removal prescribed	Confirmed maps are updated. Confirmed presence of oak regeneration, competing red maple will be treated with post-harvest prescribed fire.
3	123	Sale 73-001-05-1 Unit 1 and 4	Active TS: Forest Lake Mix, TR Timber Co. and logger interview; final harvest nearly complete
4	124	Stand 40&41	"JPT Complex" sale uncut. Overstory removal or of mixed pine to release white pine.
5	124	Stand 39 young pine	Confirmed maps accurate; stand received same treatment as Stands 40 & 41
6	124	Stand 36 Jack Pine clearcut 73-040-99-01	"Arenac Double Jack" Sale is a 56-acre pine pre-salvage clearcut completed October 2002 (payments made 9-30-02 and 10-8-02, final inspection report 10-31-02). 10-18-99 memo from Gladwin FMU Forester indicates it is susceptible to Jack Pine Budworm outbreak with assistance from Forest Health Specialist. It was cut outside of the normal YOE Compartment Review process for this reason, and proper procedure followed. Some natural regeneration JP seedlings under 15 inch height present, uncertain if there are currently enough to meet stocking. FTP # C73781 "Artificial Regeneration of jack pine and red pine" final approval 4-28-05. Stand recently furrowed, not yet planted, indicating that target levels of regeneration not yet met.
7	124	Stand 22 Unit 9 73-005-03-01	"JP Complex Unit 9" 49 acre clearcut of 56-year old Jack pine started January 26, 2005. Adjacent to Stand 36 above, but separated by 100-foot wide uncut buffer except small portion at east end, furthest from road. Good visual.
8	124	Stand 20 Unit 6 73-005-03-01	"JP Complex Unit 6" is a 23-acre clearcut of 66-year old Jack Pine harvested at the same time as Unit 9. This is a non-conformance with the SFI standard 5.3.3. No evidence of urgency regarding health, nor were any other methods employed to manage the esthetic impact of placing this unit adjacent to Stand 38 (no separation buffer was left, and few residual trees present are not positioned to provide buffer. Trees in adjacent Stand 38 were not established at desired level of stocking, and were not 3 years old. (Note: Stand 36 is listed on Timber Sale Completion Report as Stand 138.)

Michigan DNR Audit – Agenda and Field Sites Visited

9	124	Eastern boundary	Illegal ORV trail roadside then entering DNR lands. Adjacent subdivision and boundary issues. Boundary lines were established and trespass issues cleared up, according to interview with forester / ranger.
10			Active Timber Sale, clearcut, some residual retention. Logger interview.
11			Lunch at illegal ORV hill climbs near middle branch of ORV trail. Trenching and planting to deter illegal activity and possibly installing guardrails.
12	60	73-002-03-01	Stand 37 old oak stand, white pine understory; stand adjacent to potential old growth (stand condition 8). MO is jack pine
13	49	73-0002-04-01	Fire salvage sale, lots of fire killed trees in residual to the north of sale boundary, quick salvage, good regeneration.
14	49	73-002-	Marked sale, old oak not much regen, oak and pine regen. Overstory removal for oak regen.

Thursday September 22, 2005 Gaylord OSC Gaylord Unit

Stop	Comp.	Site	Observations
1	21	Stand 39 Cutting Unit 5	Selection Harvest Stand 39 active Harvest unit hand cut 2 Valmet forwarders; logger interview.
2	21	Dave Capen and Robert Hrubes	Aspen clearcut 3 years old; excellent regeneration
3	1	Dave Capen and Robert Hrubes	Small, old aspen stand marked to cut
4	1	Big Creek	ORV restoration project; big project
5	1	Dave Capen and Robert Hrubes	Powerline ROW maintenance issues
6	1	Stands 46, 48, 50	Cut in 1996, mostly aspen; planted to R. pine, but patchy aspen
7	1	Stand 25	Cut in 1995; later planted with patches of R. pine
8	1	Stands 12, 14	Well stocked oak stand marked to cut; lots of retention of minor spp, include White Pine
9	1	Big Bird Jack Pine	Restoration to pine barrens, prescribed burn part of prescription
10	5	various	Jack pine managed for Kirtland's Warbler
11	21	52-016-02-01	Aspen clear cut, good regen, good layout for visual and snag

Michigan DNR Audit – Agenda and Field Sites Visited

		Cutting Unit 2	retention.
12	55	Stand 28	Stand 28, marked and partially cut hardwoods selection. “Big Tree” management due to adjacency to Jordan River Valley POG.
13	55	Between stand 28 & 27	Perched culvert, 10 years old. Put in correctly but over time became perched- too small diameter. Fisheries has it on list to replace.
14	55	Stand 431	Old logging camp identified as something unusual by forester, SHPO came to look and identified.
15	55	Stand 28, uncut area	Part of sale pulled out due to Red-Shouldered Hawk nest. Silvicultural discussion

Evening: Stakeholder Meeting

Friday September 23, 2005 Atlanta Unit

Stop	Comp.	Site	Observations
1	53	54-018-04-01	Sportsman’s Pond Wildlife Flooding and maintained upland wildlife openings
2	53	54-018-04-01 Stand 13	Red Pine thinning every third row, also cut all Red Maple, Aspen, and Jack Pine; active harvest by Timberline Logging for Biewer Lumber; interviewed machine operator running Ponsee processor.
3	53	54-019-04-01 Stand 10 & 37	"Snowmobile removal" harvest, Red Pine thinning to remove only red maple, aspen & Jack Pine, nearly complete, good structure and residual trees & regeneration protected.
4	56	54-014-01-01 Stand 6,10,13,14,38	Unit 6 Nearly complete, much Oak Retention. Also viewed older stands at this intersection
5	56	Same	FTP Reviewed – all in order
6	56	54-014-04-01	Drive through units 3 and 2: Good retention of Red Pine
7	56	Two-track road and Brush Creek Crossing	DNR Removed Illegal bridge. Approaches to crossing do not meet BMPs, but is logged into DNR BMP system. Plans to put up gate, hope to have cooperators restore banks.
8	56	Near Brush Creek Crossing	Observed Forest Officer citing 2 illegal ORV users; multiple violations, most significant use of closed trail, including fording Brush Creek, further wear on banks.
9	50	Stand 262	Issue with Operations Inventory – See Minor Non-conformance JK-2005-02
10	176	Black Mountain	ADA-compliant Interpretive Nature Trail

Michigan DNR Audit – Agenda and Field Sites Visited

		Recreation Area	
11	176	Black Mountain Recreation Area	DNR Scramble Site for ORVs
12	176	Black Mountain Recreation Area	Campground
13		Tomahawk Lake Campgrd.	Tomahawk Lake State Forest Campground: Closing Meeting (Also: Lunch at Clear Lake State Park)
14	62	Stand 62	Large jack pine clearcut for KW management
15	124	Stands 4,8,9,19	"Warble Extreme" cut, more than 400acres
16	124	Stand 124	Oak thinning, harvest just begun; loggers already have safety violation
17	124	Stand 124	ORV-started fire spring 2005; burned recent oak shelterwood
18	124		"Pyramid scheme" cut; jack pine harvest to begin soon; to include some burned jack pine
19	124		3rd-row thinning in Red pine; interviewed logger; mistake in contract
20		ORV damage	Large area of sand on slope created by ORV use

Saturday September 24, 2005 Pigeon River Unit

Stop	Comp.	Site	Observations
1	33	Elk Exclosure Study 1985	Visual comparison showed substantial differences, with 30 foot tall aspen within, and a gradient on outside from grassy/fern/browsed seedlings, through a maple dominated transition to mixed to pure aspen outside of and well away from exclosure. Damage from Elk can be heavy in places. MSU Study thus far shows no productivity loss, although perhaps there are microsite-related 10 plus year regeneration delays. One benefit is that the browsed area is regenerating oak and pine, which will eventually grow past the elk
2	35	Elk Hill Group Horse Camp	fully occupied with campers and their horses – very active
3	35	Elk Hill Campground	Camping with horses for individual parties
4		Pigeon River Bridge	Also a recreational access area; fisheries discussion with Tim Cwalinski, Fisheries Biologist
5	13	53-015-03-01 Stand 69	Active logging job, but visited on a Saturday so no logger present. Selection system harvest in an essentially even-aged M9 stand designed to add age class by thinning from

Michigan DNR Audit – Agenda and Field Sites Visited

			BA 160 to BA 110 and making 2 or so 35-70 foot diameter canopy gaps per acre. Some very limited rutting – rutting criteria discussion
6		Nominated Natural Area on Fisherman Road	discussion of process for Natural Area Selections
7	33	Aspen CC with scattered retention	Roadside: Excellent aspen regeneration, with scattered large pine trees. Good visual management.
8	43	Black River bridge at Shanty Bridge Road	Bridge replacement and then follow-up sediment trap maintenance.
9	36	C36 YOE 2007	Review and discussions of Compartment Review
10		Various Kettle Hole Lakes	Kettle Hole Lake Paired Fish Stocking Studies – very long term research; also saw and discussed protections for Devil’s Sink Hole Lake, a limestone sink hole lake.
11	32	C32 Stand 74	Viewed from road. 17 acre Red and Jack Pine Clearcut objective Jack Pine along good quality gravel road (Elkhorn Trail). Very little retention in harvest area, despite opportunities to retain some Red Pine, which is done in most other parts of this forest. Concern about visual impacts.
12		Red and Jack Pine Harvest	Clearcut/shelterwood; red pine left to become part of super canopy
13		Proposed SCA	Red Pine Stand with big trees; initial ideas for prescription modified to allow for 120-year rotation and use of prescribed burns to control understory

Monday September 26, 2005, Newberry OSC, SSM Naubinway Area, Michigan

Stop	Comp.	Site	Observations
1	163	45-107-01 U. 3	Active Timbersale “Fishbox Pine 310 acres. Logger interviewed by RH. RP & WP species select
2	128	Red Pine Stand 2	2007 YOE IFMAP Compartment, Excellent quality Red Pine Stand on Kotar ATFD, with no fire would succeed to medium quality maple. Rx: Clearcut, burn, furrow, plant, herbicide if necessary
3	128	45-125-97-01 Stand 39	“One Leg Mix” Red Pine harvested 2001, burned, furrowed, replanted Spring 2005 900 TPA at 6by8-foot spacing 45 - southern planted
4	110	Brevort Trails	Motorcycle trail (narrow) but ATV allowed

Michigan DNR Audit – Agenda and Field Sites Visited

5	110	45-119-04-01	“World Series Mix” sale M6 Selection Harvest: reviewed hardwood marking
6	108	Stand 16, Unit 1	“Borderline Bear” prescribed burn mid-June;
7	109	45-125-00-01 Unit 1	“Borderline Bear” 23 acre clearcut, then burned, no retention in unit, border to Northwest has about 20 large, well-spaced Red Pine trees. Sale straddles Carp River Truck Trail (dirt road).
8	109	Carp River restoration area	Federal Wild and Scenic River restoration area
9	109	45-125-00-01	“Borderline Bear” Red Pine Thinning (species select) left all red pine, juneberry, black cherry; observed diverse understory including varied ground and mid canopy vegetation; Motorcycle trail
10	105	45-155-97-01	“Velvet Spaniel” Roadside Red Pine Plantation about 80 acres. After clearcut area was burned, furrowed, planted, released using herbicide, 80% kill is goal, confirmed in field
11	105	Bridge on Carp River Road	Road in good condition, adequate drainage including leakoffs on bridge approaches
12	108	Trout Lake community	DNR left aspen stand uncut as requested by local residents; confirmed that all the trees died and stand regenerated itself
11	146-145	Strictler Grouse Management Area	Stop at gated road in Strictler MA, has its own management plan, recognized special recreation opportunity. Walk-in only, although management for aspen, stand shape and within area diversity present and managed for.
12	136	Stand 64, T’s Missed Curve TS	Mark tree removal, beech in understory and overstory. Using Beech Bark Disease Guidelines. Leaving smooth bark Beech- around 10-20 BA
13	136	Ryrse Lake	Purchase land on west side of lake to augment state ownership, really rare bog plant in bog/lake complex. TS guideline reflect buffers for area.
14	139	Stand 6	Bridge re-deck on snowmobile trail, bear hunter dragging road. Stopped at adjacent bridge and saw big gaps in decking.
15	121	Stand 46 Hemlock	M6 stand with large hemlock and white pine bands. MO hemlock and white pine. Foresters knowledge of WI good.
16	121	Stand 51	Aspen CC, wildlife comments weak in implantation.
17		Hog Island Campground	Very well maintained, scenic campground on shore of Lake Michigan

Michigan DNR Audit – Agenda and Field Sites Visited

		Route 2	
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Tuesday, September 27, 2005, Marquette OSC, Gwinn Unit, Michigan

Stop	Comp	Site	Observations
1	48	Stand 22 32-021-04-01	“Perrin Brothers Hardwood Sale” M6 Selection harvest, marked by consultants under contract, didn’t lower quite to target BA 80, excellent example of selection forestry, with canopy gaps, cutting in all diameter classes, and much retention of large trees, dead wood, cavity trees; logger interview FTP W32-630 for hemlock underplant.
2	48	Miller Creek Rd	DNR road was level, smooth, generally well maintained
3	48	32-018-04-01 Stand 9	“Antlers Club Hardwood” Poor quality hardwood mostly red maple thinned to BA 80 hemlock understory retained and seedlings planted; 20% of Upland Hardwood is this type on poor site, 50% medium site, 30% excellent site
4	48	Stand 49	Potential Old Growth stand consisting of mature red and white pine R9 on a ridge
5	54	Marking Plot	Training location for contract timber markers
6	56	Bryan Creek Bridge Camp 10 Road	Wooden plank bridge, cross timbers spaced 0.75 inches apart, potentially allowing gravel in stream, although approaches are uphill and road gravel quite coarse
7	56	Stand 2 Mixed pine	High quality stand of mixed pine (dry mesic) 33 acres, understory fir will be removed, eventually burned; Forester nominated to MNFI; previously cut 1984
8	60	Stand 1	Prescribed Aspen Clearcut prescribed in 82-year old stand, late as part of effort to balance age-classes
9	60	Large culvert across DNR road	OK, drains a seasonally low, and totally dry this year, wetland. Culvert probably proper height, though 3 inches perched; organic soil likely subsided as it dried.
10	61	32-006-05-01	Aspen clearcut nearly completed; good retention of standing dead, small green trees; some very minor hydraulic leakage
11	239	Stand 36	Aspen harvest with white birch
12	239	Aspen stand	69-ac aspen regeneration cut
13	232	Aspen w. Oak	one side of road harvested; other side to be harvested
14	239	Northern Hardwood stand	Focus on northern hardwoods selection harvest, age class distribution goals, birch seed tree cut
15	239	Aspen Stand	Aspen regen unit; in-stand retention

Michigan DNR Audit – Agenda and Field Sites Visited

16	232	Aspen Stand	Another aspen regen unit, harvested 8 years ago
17	232	aspen patches & oak / northern hardwood	Marked but not yet harvested sale in a mosaic of aspen patches and oak/northern hardwood; excellent oak retention

Evening: Stakeholder Meeting

Wednesday September 26, 2005, Baraga OSC, Baraga Unit, Michigan

Stop	Comp.	Site	Observations
1	46	Stand 1	“Flatlander hardwoods”BA 80 cut to
2	53	Stand 7 and 8	YOE 2007 IFMAP Selection harvest (on O.I. M9)
3	53	Emily Lake Campground	Planned winter cut to salvage hazard trees in and near CG, then selection harvest in large surrounding stand; discussion of process to arrive at consensus prescription
4		Poyhonen Rd.and Misery River crossing	BMP issues discussion, small plume of silt in an otherwise exemplary installation
5		Bill Nichols Snowmobile Trail	Impressive steel frame former railroad bridges re-decked and good rails; very high gorges.

Michigan DNR Audit – DNR Participants and Interviewees

Individuals Participating Throughout the Field Audit

Dennis Nezych, Forest Certification Specialist, FMFM
 Larry Pedersen, Forest Planning & Operations Unit Mgr.-Lansing
 Mike Donovan, Wildlife Biologist, Wildlife Division-Lansing (week one)
 Penney Melchoir, Acting Assistant Chief, Wildlife Division (week two)
 Craig Howard, Bioforest (consultant to DNR)
 Bill Rockwell, The Plum Line (consultant to DNR)

Monday, September 19, Lansing Office

Mindy Koch, Resource Management Deputy, Lansing
 Lynne Boyd, Chief-FMFM
 David Freed, Chief-OLAF
 Jim Ekdahl, U.P. Field Deputy
 Kelley Smith, Chief-Fisheries
 Penney Melchoir, Wildlife Division-Lansing
 Ronald Murray, Forest Health, Inventory and Monitoring Unit Mgr., FMFM-Lansing
 Roger Mech, Forest Health, Inventory and Monitoring Unit, FMFM-Lansing
 Cara Boucher, Section Leader, FMFM-Lansing
 Jim Dexter, Lake Mich. Basin Coordinator, Fisheries-MDNR
 Steve DeBrabander, Recreation Section, FMFM-Lansing
 Scott Heather, Resource Protection Section, FMFM-Lansing
 Joseph Taylor, Program Services Section Mgr., FMFM-Lansing
 Jason Stephens, Silviculturist, FMFM-Lansing

David Price, FMFM-Lansing
Jim Ferris, FMFM-Marquette
Kim Herman, FMFM-Marquette
Debra Huff, FMFM-Lansing
Kerry Fitzpatrick, Wildlife-Lansing
Alan Marble, Law Enforcement-Lansing
Harold Herta, PRD-Lansing

Tuesday September 20, 2005 Cadillac OSC and FMU, Cadillac, Michigan

Bill O'Neill, LP Field Coordinator
Bill Sterrett, Cadillac Unit Manager, FMFM
Roger Hoeksema, DFS, Wildlife Division
Larry Visser, Acting Unit Supervisor, Wildlife Division
Larry Smith, Baldwin Field Biologist, Wildlife Division
Tom Rozich, Fisheries Division, Cadillac
Andy Church, Forester, Cadillac, FMFM
David Fisher, Forester, Manton Office, FMFM
Lt. Dean Molnar, Cadillac District Law Supervisor, Law Enforcement Division
Jim Malloy, Forester, Manton Office, FMFM
Steve Press, Fire Management Specialist, Cadillac, FMFM
Steve Kalisz, Service Forester, Cadillac, FMFM
Scott Throop, Silviculturist, TMS, FMFM
Bryce Avery, Fire Officer, DNR FMFM
Troy A. Rife, Parks and Recreation Planner
Jason Hartman, Forester, Cadillac, FMFM
Dick Triplett, Fire Officer, Acting SO Supervisor, FMFM
John Grajek, Baldwin Field Office, FMFM
Steve Eisele, Forest Tech, Manton Office, FMFM
Todd Neiss, Recreation Specialist, Cadillac FMFM,
Bill O'Neill, Lower Peninsula Field Coordinator, FMFM
Katie Campbell, ORV Analyst, Cadillac FMFM
Mindy Rogers, Secretary, Baldwin
Cheryl Nelson, Forester, Baldwin FMFM
Sue Sobieski, Secretary OLAF
Penney Melchoir, Acting Assistant Chief, Wildlife, Lansing
Tom Haxby, Inventory & Planning Specialist, Cadillac FMFM

Wednesday, September 22, Gladwin FMU

Bill O'Neill, LP Field Coordinator
Courtney Borgondy, Unit Manager-Gladwin
Scott Throop, TMS/Silviculturist-FMFM
Brian Powers, Unit Fire Supervisor -Gladwin
Tim Gallagher, Forest Tech.-Gladwin
Amy Jahnke, Forester-Gladwin
Jeff Vasher, Fire Officer-Gladwin
Nate Stearns, Fire Officer-Gladwin
Todd Neiss, Rec. Specialist-WLP
Bruce Barlow, Wildlife Tech.-Gladwin
Katie Campbell, ORV Analyst-WLP
Adam Bump, Wildlife Ecologist-WLD/Bay City
Kathrin Schrouder, Fisheries Biologist, Fisheries/Bay City
Tim Reis, Wildlife Supervisor, WLD/Bay City
Jim Baker, Fisheries Unit Mgr., Fisheries/Bay City
Steven Nyhoff, Forester-Gladwin
Tom Haxby, Inv. & Planning Specialist, WLP

Mark Reichel, Forester-Gladwin
Rosanne Hatfield, Secy.-Gladwin
Chris Damvelt, Fire Officer-Harrison
Dick Shellenbarger, WLD -Gladwin
Doug Bates, FFO, Standish
Jerry Turner, FFO, Sanford

Thursday, September 22, Gaylord OSC

Bill O'Neill, LP FMFM Field Coordinator
Dayle Garlock, ELP Dist. Mgr.
Thomas Stone, Service Forester-ELP
Jim Bielecki, Timber Management Specialist, ELP
Brian Mastenbrook, Wildlife Biologist, WLD
Jim Fisher, Resource Protection Mgr.-Roscommon
Glen Matthews, Wildlife Supervisor-WLD/Gaylord
Keith Kintigh, Wildlife Ecologist-ELP
David Borgeson, Fisheries Supervisor, MDNR-Fisheries
John Pilon, Inv. & Planning Specialist-ELP
Tim Cwalinski, Fisheries Mgt. Biologist, MDNR-Fisheries
Neal Godby, Fisheries Mgt. Biologist, MDNR-Fisheries
Paige Perry, Trails Specialist-ELP
Joyce Angel-Ling, Gaylord Unit Manager

Thursday, September 22, Gaylord FMU

Bill O'Neill, LP Field Coordinator
Dayle Garlock, Dist Forest Manager-ELP
Joyce Angel-Ling, Gaylord Unit Manager
Tim Greco, Forester-Gaylord
Greg Gatesy, Forester-Grayling
Don Klingler, Fire & Rec.-Gaylord
Ric Barta, Technician-Gaylord
Kimberly Lentz, Technician-Gaylord
Jim Bielecki, Timber Management Specialist, ELP
Paige Perry, Trails Specialist, ELP
Brian Mastenbrook, Wildlife Biologist, WLD
Terry Krol, Fire Officer-Gaylord
Glen Matthews, Wildlife Supervisor, WLD -Gaylord
John Pilon, Inv. & Planning Specialist, ELP
Tom Rozich, Unit Supervisor, Fisheries Division
Mike Stearns, Fire Officer-Gaylord
Keith Kintigh, Forest Ecologist-ELP

Friday, September 23, Atlanta FMU

Bill O'Neill, LP Field Coordinator
Laurie Marzolo, Atlanta Unit Manager
Dave Smith, Wildlife Biologist-Atlanta
Robert Theiner, Forest Technician-Atlanta
Tim Paulus, Forest Technician-Atlanta
Dayle Garlock, District Forest Mgr.-ELP
John Pilon, Inv. & Planning Specialist-ELP
Glen Matthews, Wildlife Supervisor-WLD/Gaylord
Keith Kintigh, Forest Ecologist, WLD/Gaylord
Paige Perry, Trails Program Mgr.-ELP
Tim Cwalinski, Fisheries Mgt. Biologist-Fisheries Division
Richard Barber, Forester-Atlanta

Jim Bielecki, Timber Mgmt. Specialist-ELP
Ron Murray, Unit Manager, FMFM-Lansing
Joe Soncrainte, FFO Supervisor-Atlanta
Cody Stevens, Forester-Atlanta

Friday, September 23, Other Interviewees

George H. Berghorn, Director of Forest Policy, Michigan Forest Products Council
(SFI Implementation Committee)

Saturday September 24, 2005 Pigeon River Unit

Bill O'Neill, LP Field Coordinator
Joe Jarecki, FMFM Pigeon River County Unit Manager
Brian Mastenbrook, WLD, Pigeon River Country and Gaylord
Tim Cwalinski, Fisheries DNR
Don Mittlestat, FMFM Pigeon River Country
Rick McDonald, FMFM Pigeon River Country
Dayle Garlock, District Forester, FMFM Gaylord OSC
Glen Matthews, Wildlife DNR
Michael Noffze, FMFM Pigeon River Country
Steven Birk, DNR Law Enforcement
Paige Perry, FMFM Gaylord OSC
Jim Bielecki, FMFM Gaylord OSC
John Pilon, FMFM Gaylord OSC

Monday, September 26, 2005, Newberry OSC

Mike Paluda, UP Field Coordinator and Acting District Supervisor
Penney Melchoir, Acting Assistant Chief, DNR/Wildlife
Doug Wagner, Acting EUP Wildlife Supervisor, Wildlife Division
Rex Ainslie, Division Wildlife Biologist
Jon Spieles, Northern Interpretive Manager, DNR/Office of Communications
Steve Scott, Lake Superior Basin Coordinator, DNR/Fisheries
Gary Ellenwood, Parks/Rec. Gaylord District, DNR/PRD
Les Homan, Newberry Forest Unit Manager, FMFM
Don Kuhr, Timber Mgt. Specialist, FMFM
Bob DeVillez, District Planner, FMFM
Jim Waybrant, Biologist, DNR/Fisheries
Dan Moore, EUP Recreation Specialist, FMFM
Allan Keto, Resource Protection Specialist, FMFM
Bob Heyd, Forest Health Specialist, FMFM-Marquette
Jim Ferris, Timber Mgt. Specialist, FMFM-Marquette
Richard Stevenson, CFM/Service Forester, Newberry OSC, FMFM
Sherry MacKinnon, Wildlife Ecologist, Newberry OSC, DNR/Wildlife
Bob Moody, Fish Mgt. Unit Supervisor, Newberry OSC, DNR/Fisheries
Wayne Wheeler, ORV Specialist, Newberry OSC, FMFM

Monday, September 26, 2005, Naubinway Field Office

Mike Paluda, Acting District Supervisor and UP Field Coordinator
Penney Melchoir, Acting Assistant Chief, DNR/Wildlife, Lansing
Sgt. David Rantanen, Conservation Officer, LED
Bob Heyd, Forest Health Specialist, FMFM
John Krzycki, Fire Supervisor, FMFM
Rex Ainslie, Wildlife Biologist, DNR/Wildlife
Bob Moody, Management Unit Supervisor, DNR/Fisheries
Patrick Hallfrisch, UM, FMFM
Don Kuhr, Timber Mgt. Specialist, FMFM

Neal Godby, Fisheries Biologist, DNR/Fisheries
Amy Douglass, Forester, FMFM
Bob DeVillez, Planner, FMFM
Karen Rodock, Forester, FMFM
Steve Crigier, Forester, FMFM
Charlie Vallier, Fire Officer, FMFM
Cory Luoto, Forest Technician, FMFM
Matt Edison, Forest Technician, FMFM
Wayne Wheeler, ORV Specialist, FMFM, Newberry OSC

Marquette OSC, September 27

Mike Paluda, UP Field Coordinator
Penney Melchoir, Acting Asst. Chief, DNR/Wildlife
Deb Begalle, WUP District Supervisor, FMFM
Bob Doepker, WUP Wildlife Supervisor
Kim Herman, Monitoring Specialist, FMFM, Marquette
Terry McFadden, Wildlife Biologist (Gwinn), DNR/Wildlife
Darren Kramer, Fisheries Biologist, Escanaba
Wayne Wheeler, ORV Specialist, Marquette
Mike Koss, Wildlife Ecologist, DNR/Wildlife
Ernie Houghton, Private Lands Service Forester, FMFM
Robert Ziel, Fire Mgt. Specialist, FMFM
George Madison, West Lake Superior Unit Supervisor, DNR/Fisheries
John Hamel, I&P Specialist, FMFM
Brian Roell, Wolf Specialist, DNR/Wildlife
Jim Ferris, FMFM TMS, Marquette

Tuesday, September 27, Gwinn Forest Management Unit

Mike Paluda, UP Field Coordinator, Marquette
Penney Melchoir, Acting Asst. Chief, DNR/Wildlife
Deb Begalle, WUP District Supervisor, FMFM
Jim Ferris, TMS, FMFM, Marquette
Mike Koss, Wildlife Ecologist, DNR/Wildlife
Darren Kramer, Fisheries Biologist, DNR/Fisheries, Escanaba
Terry Popour, Fire Supervisor, FMFM Gwinn
Wayne Wheeler, ORV Specialist, FMFM, Marquette
John Hamel, Inv. & Planning Spec., FMFM, Marquette
Mona Weis, Secretary, Gwinn FMU
Kevin LaBumbard, Forester, Gwinn FMU
Pete Glover, Fire Officer, Gwinn FMU, Ishpeming
James Johnston, Forest Technician, Gwinn FMU
Jerry Mohlman, Forester, Gwinn FMU
Warren Heikkila, Forest Technician, Gwinn FMU, Ishpeming
Dean Wilson, Forester, Gwinn-Ishpeming
Terry McFadden, Wildlife Biologist, Marquette OSC
John M. Koski, Forester, Gwinn FMU

Wednesday September 29, Baraga FMU,

Mike Paluda, UP Field Coordinator, Marquette
Penney Melchoir, Acting Asst. Chief, DNR/Wildlife
Deb Begalle, WUP District Supervisor, FMFM
Martin Nelson, Unit Mgr., FMFM
Brian Gunderman, Fisheries Biologist.
Robert Aho, Wildlife Biologist
Fred Hansen, Forest Tech.

John Turunen, Forest Tech.
George Madison, Fisheries Super.
Don Mankee, Forester
Jason Mittlestat, Forester
Jim Ferris, Timber Management Specialist
Ron Yesney, Rec. Specialist, W-UP
Thomas Courchaine, Lt. Conservation Officer
Wayne Wheeler, ORV Specialist
Greg Tarnowski, FFOA, Twin Lakes
Brad Johnson, Wildlife Tech
Dan Laux, Fire Supervisor
John Mattila, Fire Officer
Tom Proulx, Fire Officer

Friday, September 30, Exit Meeting at Marquette OSC

Mindy Koch, Resource Management Deputy, Lansing
Lynne Boyd, Chief, FMFM Lansing
Bill Moritz, Chief, Wildlife Lansing
David Freed, Chair, Statewide Council
Mike Paluda, UP Field Coordinator, FMFM
Ron Murray, Unit Mgr., FHM Lansing
Penney Melchoir, Acting Asst. Chief, Wildlife, Lansing
Deb Begalle, WUP Supervisor, FMFM
Cara Boucher, FRM Section, FMFM, Lansing
Joseph J. Taylor, FMFM Program Services Section Mgr.
Les Homan, FMFM, Newberry FMU Mgr.
Martin Nelson, Baraga Unit Mgr., FMFM
Bill Brondyke, FMFM, Gwinn FMU Mgr.
Jim Ferris, TMS, FMFM, Marquette
Kim Herman, Monitoring Specialist, FMFM, Marquette
Don Mankee, Forester, Baraga FMU, FMFM
David Price, FMFM Cert. Planner, Lansing
John Hamel, Inventory & Planning, FMFM, Marquette
Jeff Stampfly, FMFM, Shingleton
Richard Stevenson, FMFM, Newberry OSC
Bob Burnham, FMFM, Manistique
