



Shining Star

We hereby express our sincere appreciation to

Mike Waldon

for shining like a star, inspiring others,
and contributing to our success.

U.S. FISH AND WILDLIFE SERVICE
A.R.M. LOXAHATCHEE NWR



DECEMBER 5, 2002

DATE

MARK J. MUSAUS, PROJECT LEADER



UNITED STATES DEPARTMENT OF THE INTERIOR
AWARD CERTIFICATION

MICHAEL G. WALDON

Is Presented a:

Monetary Award or Recognition

- STAR Award in the gross amount of \$ 1,000.00
- Quality Step Increase (sustained exceptional performance pay increase)
- Time Off Recognition--number of hours _____
- Non-Monetary Recognition with a cash value of \$ _____
- Interior Innovation Award (\$1,000 increase to operating budget)
- Continuous Improvement Incentive (check appropriate award above)

Bureau-Specific Award _____
(Title)

Honor Award

- Highest Honors:
 - Distinguished Service Award
 - Conservation Service Award
- Mid-Level Honors:
 - Meritorious Service Award
 - Outstanding Service Award
 - Unit Award for Excellence of Service
- Initial Honors:
 - Superior Service Award
 - Citizen's Award for Exceptional Service
- Heroic Act Honors:
 - Valor Award
 - Citizen's Award for Bravery
 - Exemplary Act Award

JUSTIFICATION Required only for monetary awards, innovation awards, non-monetary recognition of significant value, or time off recognition. Citation is justification for honor awards. Attach copy of citation.

See attached justification.

**See 224 FW 3-6 for information on correct signatures.
Incorrect forms will be returned.**

NOMINATION SIGNATURES

[As required by Bureau delegations]

Mark J. Musaus Refuge Manager
(Signature, Title, and Date) 12/9/02

(Signature, Title, and Date)

APPROVED BY: _____

(Signature, Title, Date, and Telephone Number including Area Code)

FINANCIAL ACTION RECORD This record is to initiate payment, accounting and tax transactions for STAR awards and non-monetary recognition of significant value. Do not complete for Quality Step Increases, Time Off recognition, Interior Innovation Award or Honor Awards.

Recipient Name: Michael G. Waldon Social Security Number: 307-54-0237
IN 15 04 41560 1261-0000
Bureau Sub-Bureau Block Org. Code Cost Account

MONETARY AWARD TO BE PAID THROUGH THE PAYROLL SYSTEM

Total Cash Award (Hours Code 30A) \$ 1,000.00 (Gross Amount)
Pay Period to be Processed by Payroll _____

NON-MONETARY RECOGNITION OF SIGNIFICANT VALUE (from \$26 to \$250)

Cash Value of Award (Hours Code 66A) \$ _____ (Net Amount)
Value Including Taxes (Cash Value divided by .55) \$ _____ (Gross Amount)

Disposition of this form: Original to servicing personnel office, copy to recipient. For STAR awards and non-monetary recognition of significant value FAX page 2 of this form to the Payroll Operations Division. This fax is in lieu of original. **DO NOT SEND ORIGINAL OF THIS DOCUMENT TO PAYROLL.**

Note: Information on this form is protected by the Privacy Act. Disclosure may be made only to authorized persons according to Title 5 U.S.C., Section 552a(b).

To be completed for honor awards only:

No derogatory information was found in the employee's Official Personnel Folder.

Signature and Date of OPF Review

.Justification for STAR Award

Michael G. Waldon

During the last six months Dr. Waldon has been analyzing the water quality data from samples taken in the refuge interior. He discovered an increasing trend in conductivity and chlorides, both indicating changes and impacts to pristine water quality conditions. He began to review water movement and operations of various water control structures entering the refuge and realized current SFWMD operations may be causing water to move west to east instead of south. He recommended monitoring stations to better analyze water to determine if this is indeed the case. With proper documentation we can then approach the District to make operational changes.

In addition, Mike has closely evaluated proposed operations of STA 1E, which is being constructed by the Corps, and which empties into the refuge. Peak flows could either stir up phosphorous laden sediment in the perimeter canal and/or flow past the canal and into the interior of the refuge bringing much higher phosphorous into these protected areas. His concerns enabled us to begin discussions with the Corps to address these concerns. Without his analysis, trying to find the cause, and recommending action be taken, the refuge could be facing major impacts to some of the most pristine "soft water" remaining in the Everglades.