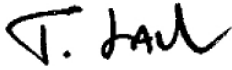


Memorandum

Date : November 1, 2007

To : All Park Employees

From : Theodore Jackson, Jr.
Deputy Director
Park Operations



Subject : Final Report Completed by the Generalist Ranger Task Force

I am pleased to announce the Generalist Ranger Task Force has completed its work and the team has submitted its final report. The final report, unedited and in its entirety, has been posted on the Department's intranet at the following link: and a copy of the report has been provided to the Department's executive staff and each district superintendent.

Following is an excerpt from the Executive Summary from the report:

"The Generalist Ranger Task Force concludes that the generalist model continues to be a viable solution for the statewide delivery of Visitor Services core program responsibilities. It further finds that specialization of some job functions within the Ranger and Lifeguard position has already taken place without centralized guidance. The Generalist Ranger Task Force recommends that California State Parks choose to actively guide the evolution of the generalist Ranger and Lifeguard."

The report contains several recommendations and provides a baseline assessment regarding the state of the State Park Ranger and Lifeguard classifications as it relates to their day-to-day duties and responsibilities.

I encourage each of you to read the report and form your own conclusions.

I will be meeting with Director Coleman to discuss the report and next steps. The report will also be the focus of a special Park Operations Policy Group (POPG) meeting that will focus exclusively on this topic and the task force's recommendations. Every effort will be made to keep all employees informed regarding activities and actions related to the implementation of task force's recommendations and any other information germane to the advancement of the generalist concept.

I would like to thank the members of the Task Force and facilitators Nina Gordon and Pete Williams for their diligent and tireless efforts on this project.

cc: Ruth Coleman, Director