



CSPRA NEWSLETTER

Walt Disney

and

Friends



The new president of CSPRA, Al Salzgeber on the left, is here seen participating in a news conference at the GEC meeting at Asilomar. With him are L. P. Griffith and Walter Disney, being interviewed by a reporter from Monterey. Mr. Disney was made an Honorary State Park Ranger at this first General Executive Council session.

NEW PRESIDENT

The Board has regretfully accepted the unexpected resignation of President Griffith. Al Salzgeber moves up from Vice President to the top position. Griffith notified the Board last week that he is facing oral surgery which may be extended over a three-month period and feels that he will be unable to keep up the pace of a full work load in addition to the presidency.

In a memo to CSPRA Board members, Al declared: "I want to assure you that I will not allow this to cause CSPRA to lose any momentum. My immediate concern is laying the groundwork for our 2nd annual General Executive Council."

CSPRA BOARD ACTION

Here is a streamlined report of business at the meeting in Hotel Bellevue, San Francisco, April 16-17, 1966:

Code of Ethics--Director Short will be asked to compile a proposed final draft to be submitted to delegates at the General Executive Council in October. The Board considered several suggestions. President Griffith asked interested persons to forward suggestions to Director Orville Short, Doheny State Beach, 34315 Coast Highway, Dana Point, Orange Co., 92629.

SPB Rule 200--See article elsewhere in this issue of News Letter.

New Rangers Eligible for CSPRA?--The Board agreed that newly appointed Rangers should be eligible for CSPRA membership while on probation. An amendment to the constitution being necessary, ballots have been mailed to all members by the Executive Secretary, together with pro and con arguments.

Uniforms--The Board designated the President to represent the Association at the next meeting of the Division's Uniform Committee on May 16-17, 1966.

Associate Memberships Sought--Each Park Attendant will receive an invitation from the Board, to join CSPRA as Associate members. An application blank is being mailed with the invitations.

Ranger Training--Study of the subject of extension and correspondence courses continues by committee, of which Charles Cline of Hearst Castle is chairman.

Past Director Knoefler detailed a proposal for a training center. This will be studied by the Board and discussed at the next meeting.

Ranger Memorial Project--Action was delayed for more study. The Board voted to establish a voluntary memorial and relief fund, to be administered by the Directors, subject to legal requirements.

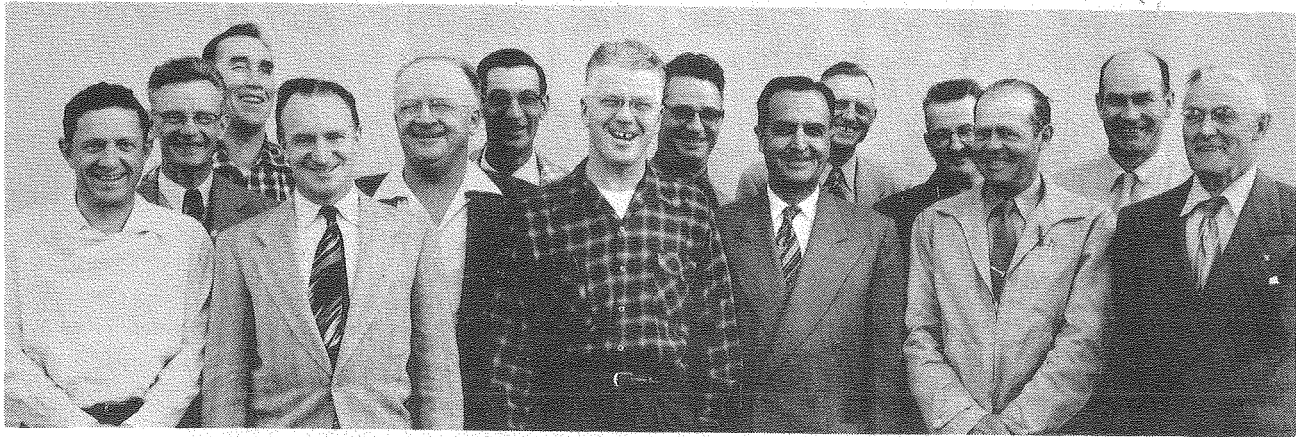
County Fair Exhibits--Los Angeles County Fairgrounds indicated they would welcome a CSPRA exhibit, reported Director Wakefield. Several Rangers are willing to work two days on their own time to man such an exhibit.

Next GEC--The tentative dates are October 8 and 9. Disneyland has been suggested as the location by Director Saddler. This possibility will be investigated.

Financial Report--A format for a detailed breakdown of CSPRA expenditures was adopted, to be an annual statement and budget.

Campus Ranger Club

CSPRA Board of Directors has been invited by Richard Littlefield, representing the Ranger Club on the Sacramento State College Campus, to hold a meeting there. The Rangers Club includes students taking Park Management at Sac State.



Tracy
Tracy
Everyone who was in the park service in 1955 will recognize most of the persons in this group photo taken at a supervisors' training conference in District 3, Stockton, that year.

About Those GEC Photos

Proofs of the photos taken by Lee Blaisdell, Jr., at the 1st annual General Executive Council, Asilomar, are making the rounds by mail. Instructions for ordering wanted copies have been given in a letter to CSPRA members by Phil Geiger, executive secretary.

Simply enclose \$1.50 for each 8x10 print, designate the number on the print, and mail to Lee Blaisdell, Box 1672, Monterey, 93940.

Park Attendant Wants To Join

The following letter has been received by Director Louis Wakefield, Fort Tejon SHP, from Richard O. Carr, State Park Attendant, Tule Elk State Reserve:

"Having discussed the pro's and cons of the CSPRA with my supervisor Mr. Anderson, it is felt that I could do nothing but gain from a professional organization such as this, even though it would be an associate membership.

"It would seem to me that any or all recommendations made by this association would be for the mutual benefit of all concerned. With this in mind it would seem that both Rangers and Park Attendants should work together toward this end. It should be most fruitful for the Park Attendant who is career minded and looking forward to being promoted into the Ranger class as I am. I would hope to learn of the problems and solutions being faced by the Ranger, the State, as well as those of the public. By working and talking with this professional group I feel I would be much better equipped to do my job both now and in the future.

"With the above in mind I would respectfully request and associate membership in the California State Park Rangers Association."

Here's Dope On Rule 200

Should a Qualification Appraisal Panel be provided with background information on all competitors in oral exams for ranger classes?

The CSPRA Board has given this question serious thought. The idea originated when past Regional Director Gordon Kishbaugh, delegates Cliff Bisbee and Frank Bellinghause presented a resolution to the General Executive Council calling for use of State Personnel Board Rule 200.

The delegation wanted to know more about the effect of Rule 200 which provides for standardized reports of background information on competitors.

Rule 200 says:

"Reports on Promotional Competitors. In any promotional examination, the executive officer may establish procedures for furnishing qualifications appraisal interviewers with reports concerning the performance of competitors."

CSPRA delegates were reluctant to urge the Department to request the State Personnel Board to use procedures set forth in the rule because no one knew precisely how the rule would change existing procedures or what hidden defects it may have.

The Board of Directors decided to find out what really is involved. This is what the Board found out:

1. If the rule is used the State Personnel Board Executive Officer is required to furnish a standardized form to be circulated to the candidate's supervisor, through the agency Personnel Officer.
2. The form is to include evaluation of past performance only - no recommendations or boosting of candidates is allowed.
3. All candidates must be evaluated on the standard form.
4. The information is to be used only by the oral panel as a basis for questioning the candidate. The panel is not to give any weight to information on the form which is not actually discussed orally during the interview.
5. The rule is used in only 5 percent of orals now given in State service.
6. CSEA reports overall favorable response from employees who have been examined under Rule 200.
7. Inherent disadvantages include:
 - (a) The possibility that the facts stated on the form will per se impress the panel in spite of questioning, and

- (b) The inequality of standards applied by various supervisors.
8. Existing appeal procedure does not allow an appellant to see the information or subpoena it for hearing on the appeal.

CSPRA's Board wanted each member to have this information because the Board is scheduled to act on the matter at its next regular meeting tentatively set for June.

Let your Regional Director know how you feel about the use of Rule 200.

Analysis Of Group Insurance

In a report to CSPRA Board of Directors, Phil Geiger, Executive Secretary, gives the comments of the CSEA Staff Analyst regarding a proposed group insurance plan for the Rangers Association. They are as follows:

At my request Lee Ridgeway, CSEA Staff Analyst who specializes in insurance, reviewed the three California Life plans and made these observations:

The following comments are applicable to each of three plans proposed by California Life Insurance Company. I did not attempt an exhaustive comparison of health plan benefits since CSEA sponsors or co-sponsors several plans and, although the amounts and benefit periods vary, the basic health plans cover the same general areas. Without a comparison of benefits, premiums do not mean too much. However, I have attached a schedule of premiums for the various Meyers-Geddes basic health plans which CSEA sponsors or co-sponsors. The rates quoted are before the Meyers-Geddes contribution and should be reduced by \$6 to arrive at the employee cost. As the State contribution increases, the cost to the employee will, of course, decrease.

1. Meyers-Geddes Approval

Any plan may make application to receive the State premium contribution under the Meyers-Geddes Act. However, it is extremely unlikely that the SERS Board will approve any more plans. Last year, the Board passed a resolution to restrict and, more than that, combine where possible, existing plans. Also last year, the Correctional Officers made a request that their basic health plan receive the Meyers-Geddes premium contribution. Their request was denied.

2. The California Life Proposals Are For Active Employees. Do They Cover The Retired Park Rangers, As Well?

Under the Meyers-Geddes Act, benefits are provided to the retired employee and his dependents at the same premium and benefit structure as the active employee and his dependents. The CSEA-sponsored Non AB 541 basic health plan provides the same benefits to active and retired employees but, of course, do not receive the present \$6 State contribution.

After age 65, the State has a Supplemental plan to provide Medicare-coordinated benefits for those persons receiving the Meyers-Geddes contribution. CSEA has the same plan for those persons ineligible for Meyers-Geddes coverage. Without these plans, the insured could not receive full benefit from his basic health plan since most plans (California Life proposals included) will not duplicate Medicare benefits.

3. Major Medical

If the proposed California Life plans do not provide basic health coverage for the retired member, it is unlikely that they will provide major medical coverage, either. Major medical coverage for the retired employee is available under either of CSEA's major medical plans (Cal-West-Occidental or California Physicians' Service). It should be noted, however, that the major medical coverage of the proposed plans is included in the quoted premium while the CSEA major medical plans are provided in addition to the basic coverage at a separate premium.

4. Life Insurance

The CSEA-CWO plan has the same total disability benefit, same conversion privilege and AD & D benefit. The California Life Insurance proposed premium rate appears to be quite high at \$1.14 for \$2,000 of coverage in plans Number 1 and Number 2. This is 57¢ per thousand for term insurance as compared with the following term insurance premiums on the CSEA-CWO plan: 23¢ per thousand to age 35; 33¢ per thousand age 36 to 45; 59¢ per thousand age 46 to 55. You will note that you have to be 46 years of age before you pay more than 57¢ per thousand for term insurance under the CSEA-CWO life plan. The CSEA-CWO life plan also gives a choice of ordinary life insurance for those who prefer it and has a dependent life insurance provision, as well.

These are just a few observations which may help the CSPRA in looking at group insurance proposals. They should bear in mind that as an all male group with a comparatively low average age they are definitely a select group. As such, they should expect to receive low premium rates. Generally, I would say that the advantages of Meyers-Geddes coverage - State contribution which will be increasing, coverage after retirement at the same premium, and a wide selection of plans offer much more than any of the three California Life proposals. The CSEA major medical and life insurance plans also appear to be more attractive than the proposed comparable plans.