



CSPRA NEWSLETTER

Park Reorganization Affects Districts and Field Ranges

Deputy Director Edward F. Dolder breaks the news of Department reorganization at the Association's annual GEC banquet in Santa Barbara, Saturday night, October 8, 1966.



Following is a digest of the address given by Deputy Director-Executive Edward F. Dolder at the second annual GEC conference in Santa Barbara:

Several months ago the Director requested the Management Analysis Section to develop a reorganization proposal that would enable the department to meet its expanding responsibilities. The report has been completed and will be undergoing reviews within the department during the next month.

The report recommends that the State Park Commission and the Recreation Commission be merged into a new Parks and Recreation Commission. It recommends further that the existing provisions in the law relating to statutory divisions be replaced with a general grant of authority to the Director to organize the department as he sees fit. This is the kind of authority that most State departments have now.

Of primary interest to the Rangers is that portion of the report which deals with the field organization. It embodies many of the ideas in the "Plan for Progress," a proposal developed by the Division of Beaches and Parks in 1964. The present six Districts and the three Regional Planning Offices would be consolidated into four Regions, each supervised by a Regional Manager. In addition, some of the personnel now at departmental headquarters would be transferred to the Regions. The main concepts underlying this proposal are (1) that the Regions

would be responsible for administering all of the department's programs in their assigned areas, (2) that the Regional Managers would be given the tools to carry out this responsibility, and (3) that as much authority as possible would be delegated from departmental headquarters to the Regions.

The report also recommends the expanded use of Area Supervisors to fill the supervision gap that has existed between the District Offices and the park units. We are all aware of the difficulty that the District Offices have experienced in attempting to supervise the growing number of parks. Under the reorganization proposal each Area Supervisor would be responsible for a group of parks and would provide program and administrative direction on behalf of the Regional Office to the Park Unit Supervisors in his area. This concept is similar to the District Ranger proposal contained in the "Plan for Progress."

Whereas originally the department was concerned almost exclusively with building and maintaining the State Park System, as time goes by we are being called upon to take the leadership in encouraging and integrating the efforts of numerous public and private groups in meeting the recreational needs of the people of California. The reorganization proposal is intended to help us meet this added responsibility. The success of any reorganization, however, depends to a large extent on the quality of personnel in the organization. The Department of Parks and Recreation is fortunate in having among its Park Rangers, and other field staff, experienced people capable of carrying out our expanded obligations to provide new programs and services for the public.

The 2nd Annual GEC at Santa Barbara



Opening session of GEC at Santa Barbara, October 8, 1966. Left to right: Regional Directors Hank Saddler, Cliff Bisbee, Glenn Jones, Recording Secretary Ruth Saul, Executive Secretary Phil Geiger, President Al Salzgeber, Vice President Dick Brock, Past President Paul Griffith, Regional Directors Dave Redding, Louie Wakefield, Gene Velzy and John Michael.

What does the CSPRA member in the field get for his dues? Is there anything tangible?

This was a question heard more than once during the second Annual General Executive Council meeting at Santa Barbara October 7-9, 1966.

Perhaps Superintendent Jim Whitehead of District 6 voiced the answer most pertinent at this stage of the Association's development:

"We do have something tangible--we have an organization."

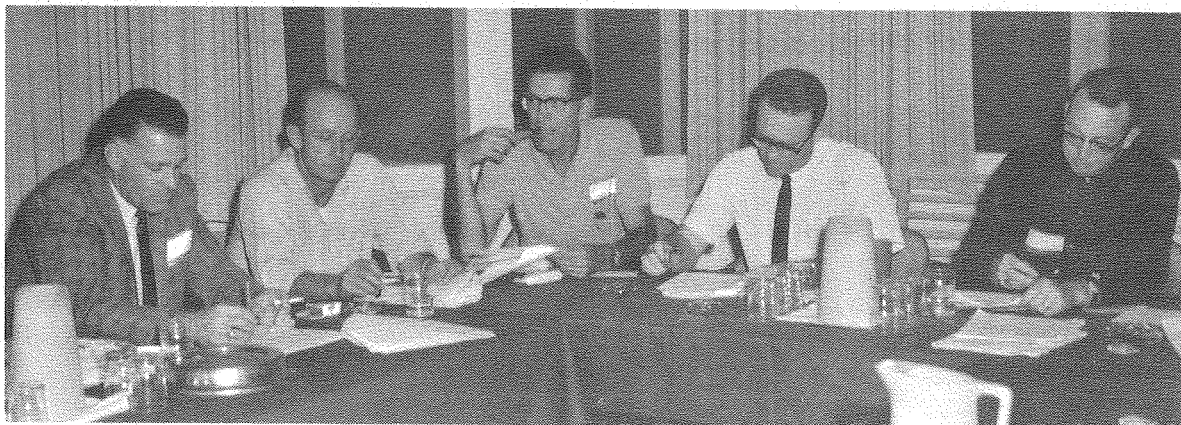
This in truth became apparent as officers, directors, delegates, members and wives began to arrive at the Miramar Hotel, Friday, check in and register at the desk where Ranger Ken Martin and Betty Darby (of the Santa Barbara Convention Bureau) were ready to assist. (Others assisted later.)

There was no formal program Friday evening but there were group orientation sessions, here and there, to discuss the morrow's conference and the problems, hopes and aspirations of park people. And, of course, there were the many last minute details to attend to, which were the concern of President Al Salzgeber and his aides. Among these were Superintendent Lloyd Lively, Chairman of the GEC Committee; George Lynn and Jack Vilbrandt.

The call to order for the General Session was Saturday morning in the auditorium on the Miramar grounds.

Flanking President Al were Vice President Richard Brock, Executive Secretary Phil Geiger, and the Directors or alternates of the seven Regions. These included Henry Saddler, Cliff Bisbee, Glenn Jones, Dave Redding, Louis Wakefield, Eugene Velzy and John Michael. Ruth Saul was Recording Secretary and Robert Pugh, Parliamentarian.

In his introductory remarks President Salzgeber reminded all Rangers: "If we are to be a professional group, we must think and act like professionals." Walt Disney, Newton Drury, and E.P. French, who were made Honorary Rangers last year at Asilomar, sent regrets at being unable to attend this year, as did Lieutenant Governor Anderson.



The hard-working Resolutions Committee at Santa Barbara prior to formal GEC session. Left to right: Morrie Oller, Jack Welch, Les McKnight, Don Lawyer, Chairman and Bob Reese.

Most of Saturday's session was taken up with the reading and discussion of resolutions which had been offered for consideration from the field. Chairman Don Lawyer and his fellow members of the Resolutions Committee were commended for their painstaking analysis of and recommendations concerning the more than twenty resolutions. Action taken on these will be covered in the minutes, which are to go to the membership.

The ladies were treated to a tour of the historical, cultural and scenic features of Santa Barbara, ending with a no-host luncheon and fashion show at El Paseo Restaurant. The bus driver was so enchanted that he missed the turnoff at Miramar and so the passengers got an extended tour before being delivered at the hotel.

Preceding the banquet in the evening there was a cocktail hour.

During the banquet, three persons prominent for their efforts in behalf of the conservation of natural resources were made Honorary State Park Rangers. Receiving the award from Charles Mehlert for Laurance Rockefeller was acting Chief Earl P. Hanson. Receiving the award from President Salzgeber for Dr. Pearl Chase was Joe Paxton. Joseph Houghteling, former Park Commissioner, was the third to be honored, and received his award from John Michael.

The keynote speaker was Deputy Director Edward F. Dolder, who told of reorganization plans which will affect the division and department.

The popular master of ceremony, Jess Chaffee, Superintendent of District 4, was in top form.

Dancing followed the banquet, to music from Gino Bono's orchestra.

The GEC session was resumed Sunday morning, when the budget for 1967 as presented by Phil Geiger, Executive Secretary, was adopted.

Dick Brock reported that CSPRA has 354 dues-paying members.

Work of the Education Committee attempting to develop correspondence courses for Ranger training was reported by Ross Henry of Torrey Pines State Reserve. In essence, it appears that a suitable course will have to be outlined and then "sold" to a college or university.

A Code of Ethics for Rangers was discussed, and at long-last, the indications are that one will be offered members for adoption shortly.

President Al Salzgeber commended Jack Vilbrandt and George Lynn for their assistance in putting on the convention. CSPRA Director Henry Saddler, at the conclusion of the Sunday session, congratulated Al and all who had a part in arranging for the GEC event. Deputy Director Dolder also congratulated CSPRA.

The Association conveyed to Honorary Ranger Verna Dunshee its best wishes for her recovery from ill health.

Did You Change Your Address?

If so, be sure to send your new address to Phil Geiger, Executive Secretary, CSPRA, c/o CSEA, 1108 O Street, Sacramento 95814. Apparently, a few members have not been receiving their Newsletter or other material mailed to members.

Here's the CSPRA Budget for 1967

The budget for 1967, as estimated by Executive Secretary Geiger, and adopted by GEC, is based on 320 active members at \$18 per year each, and 40 associate members at 12, for a total of \$6,240.

Operating expenditures: Travel (a) GEC, \$2,000; (b) Board and officer meetings, \$1,650; (c) Standing and special committees, \$200. Total is \$3,850.

Regional Directors' operations, \$100 each Region, or a total of \$700.

Professional services and support: Headquarters staff -- Executive Secretary, \$600.

Clerical (printing, postage, communications, etc.) \$1,000.

Contingency Reserve, \$90.

Total operating expenditures, \$6,240.

In response to a request for a breakdown of past expenditures (amounts paid individual officers, delegates, etc., for travel costs) the secretary gave them in detail. At this point, Superintendent Whitehead commended, for the minutes, the directors for their time and efforts and conservative expenditures.

Expenditures in 1966, as reported at GEC, were: \$953.42 for officers; \$1,258.62 for printing, clerical, paper, postage, communications; \$600, professional (Executive Secretary); \$230.97, committees; \$69.61 among the 7 regions. Not included, of course, is the cost of the Santa Barbara GEC.

The 1965 GEC at Asilomar cost about \$1,221 for meals and lodging.

The Ways and Means Committee named by President Salzgeber at Santa Barbara includes Vice President Brock, Dave Redding, Kirk Wallace and Robert Tardif.

Swan Song for Newsletter Editor

The editor of CSPRA Newsletter is putting away his pen with this issue, and is looking forward to retirement from the State Park Service the end of 1966. He received his 25-year pin recently and would like to fish, travel and paint reasonably good pictures, while he is in one piece, so to speak. He says there is plenty of talent in the parks and monuments, so that it should be no problem to find another editor. He wishes all good fortune for CSPRA in the years ahead.



Newsletter finally got a picture of Dick Brock, Vice President of CSPRA, in his Ranger uniform. Good ol'days, Dick?

Dealers Exhibits at Santa Barbara

Five firms displayed wares of interest to park people in the auditorium of the Miramar Hotel in Santa Barbara. They were: Alvard & Ferguson, uniforms; Arben Marine Products; Lab Janitorial Chemicals; National Cash Register and U.S. Plywood. District 5 Lifeguard Service also had an exhibit, as did the Goleta Regional Office on park planning.

It was stated at GEC that perhaps the idea of such exhibits in the future might attract business firms, thus helping to defray convention expenses.

Group Insurance Information Wanted

At the GEC in Santa Barbara it was decided that CSPRA members interested in the possibilities of group insurance proposals should send their name and age and also the number of dependents to their Regional Director or to Don Rich at Point Lobos State Reserve, Route 1, Box 62, Carmel, California 93921.

Here's the way Don explains it:

"The only information needed to provide a basis for bids on group insurance is the name, age and number of dependents of every employee eligible for membership in CSPRA. I believe any nonmember is a potential member and should have the opportunity to examine the proposals, even though not now eligible to participate. Improved coverage or savings on insurance might be just the inducement needed to get them into the Association.

"From the time I am able to put the required information into Mr. Luster's hands till he will have the proposals ready to present, about a month will be required. For this reason a reasonable deadline should be set, to allow time for Mr. Luster, the insurance broker, to send a set of minimum specifications to each of the 46 companies he represents; for the companies to prepare their proposals, and for Mr. Luster to review the proposals and prepare them for presentation to the CSPRA Board of Directors.

"As explained to me, some of the companies may be expected to decline to bid, some will be too high, and a few may be eliminated for any of a number of technical reasons. Ultimately, we may expect to receive perhaps 8 to 10 or more policies for consideration. Sufficient copies will be provided so each Regional Director will have a couple of sets to be examined by the members. Members should probably indicate their first and second choice. When each director has received all their returns or the deadline has arrived, the returns should be turned over to the Board of Directors for tabulation and selection."

Rockefeller Appreciates Honorary Membership in Rangers' Association

From 30 Rockefeller Plaza, New York, comes the following letter from Laurance S. Rockefeller, to President Salzgeber of CSPRA:

"I deeply appreciate the action of the California State Park Rangers Association in choosing me as an honorary member of their organization. It is indeed an honor to be associated with men who are on the real firing line in the vital effort to protect natural resources and provide outdoor recreation opportunities.

"Please extend my thanks to the members of the association."

Propose Ranger Identification

An addition to the existing shoulder patch which would identify the wearer as a Park Attendant or Park Ranger, is proposed in a communication to unit supervisors sent out by Deputy Chief John H. Knight. The field is being polled to ascertain the views of park personnel. Many visitors, seeing a badge, believe the wearer is a policeman. The plan above would help to avoid this mistake.

CSPRA Members Asked to Consider Two Suggested Codes of Ethics

The Code of Ethics Committee (Charles Mehlert, Chairman; Don Rich, Bob Reese and Dave Redding) has submitted for review and comments two suggested Codes of Ethics representing two types of format (attached).

The committee requests that CSPRA members mark the format of their choice and return with any suggestions to the Chairman, 2211 Garden Road, Del Monte Research Park, Monterey 93940 by November 10. Results will be presented at the next Board meeting for final adoption.

The committee recommends:

The CODE OF ETHICS must be supplemented by a comprehensive and quite detailed STATEMENT OF PROFESSIONAL STANDARDS.

A Code of Ethics merely sets forth a set of ideals or principles which will serve as a guide in the development of standards of professionalism.

The CSPRA Constitution specifically provides for expulsion of members who fail to hold to professional standards. Lacking a formalized document to define the standards, the constitutional provision is without force. Furthermore, without such a document, CSPRA can never hope to achieve complete acceptance as a professional organization.

ATTACHMENT A

SUGGESTED CODE OF ETHICS

CALIFORNIA STATE PARK RANGERS ASSOCIATION

Be faithful to the public trust.

Maintain dignity and quality, as opposed to opportunism or expediency.

Provide enhanced opportunities for the finest inspirational and recreational experience.

Accept the moral responsibility for the well-being of the park visitor.

Honor the obligations of loyalty.

Recognize the obligation to the Ranger brotherhood in time of need.

Remain ever alert to opportunities to further the aims of CSPRA.

Maintain constant vigilance to insure the integrity of our aims and objectives.

Adhere to the precepts of the statement of professional standards.

It must be our constant endeavor to hold steadfast to all the principles as set forth in this code with the help of the Almighty.

ATTACHMENT B

SUGGESTED CODE OF ETHICS

CALIFORNIA STATE PARK RANGERS ASSOCIATION

It shall be our obligation as professionals in our field, to at all times uphold and defend the basic principles of the California State Park System.

In any situation which is critical or adverse to the high standards we hold, we must not sacrifice dignity or right, for expediency.

Because we are at all times committed to defend the principles of the California State Park System and its Administrators, all discussions of differences shall be only to professional members of our Association.

As dedicated employees of the people of California, it is imperative that we provide at all times the best possible park experiences through courteous, efficient, knowledgeable, intelligent actions and conversation, and to see that our respective park units are well managed.

Each and every professional Ranger shall deem it his responsibility to safeguard and protect the health and safety needs of the people. When these park values cannot be met during a normal working day, it shall be his responsibility to remain at his post and to take whatever action possible to correct or control the problem.

Any California State Park Ranger, or his family who are in dire need because of circumstances beyond his control, shall be aided by all Rangers in this Association, as a personal responsibility.

As professional Rangers of the California State Park System, it shall be our responsibility, on or off duty, to set by precept and example, the highest possible standards of ethics, courtesy and efficiency. We must maintain these high standards as an example to be followed by all employees of the Division of Beaches and Parks and any other public agency.

It must be our constant endeavor to hold steadfast to all the principles as set forth in this code with the help of the Almighty.



california state park rangers association

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