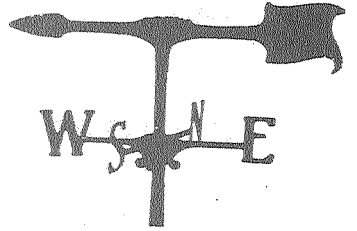


california state park rangers association

1108 O STREET • SACRAMENTO, CALIF. 95814 • PHONE (916) 444-8134

# REPORTER



VOLUME 2  
NUMBER 9  
Nov. 10, 1969

News from North, East, South, and West.

MINUTES  
SPECIAL MEETING  
CALIFORNIA STATE PARK RANGERS ASSOCIATION  
September 16, 1969

Members Present:

Richard L. Brock, President  
Kirk Wallace, Vice President  
Al Salzgeber, Jr. Past President  
C. W. Ray, Director, Region IV  
Rene Laret, Director, Region V  
Ross Henry, Director, Region VII  
Doug Bryce, Executive Secretary  
Cliff Wade, Region V  
Curt Mitchell, Region VII

Special Guests:

Art Zimmerman, CSEA Representative  
Ray Tharp, CSEA Representative  
Jim Pinnell, CSEA Representative

This special meeting was called by President Brock for the main purpose of discussing with CSEA present salary inequities between State Park Ranger classes and equivalent National Park Ranger classes.

Ray Tharp, CSEA Analyst, explained the procedure followed by CSEA in requesting and justifying inequity pay increases to special classes. Their analysis indicates that by July of 1970 we will be lagging 15% behind the Federal scale for equivalent work. The attached sheets were distributed to indicate the analysis procedures followed in arriving at this percentage lag. The State Park Ranger II class has been singled out as the key class. This class has been found comparable to the GS-9 level in Federal service. In other words, a National Park Ranger at the GS-9 level performs essentially the same functions as a State Park Ranger II. As you can see on the attached sheet, there is quite a disparity between the salary of a State Park Ranger II and a Federal Ranger at the GS-9 level.

Mr. Tharp advised us that as a result of their analysis the inequity existing in our ranger series would be given a high priority in the CSEA salary adjustment recommendations to the State Personnel Board.

Other:

Jim Pinnell, CSEA Analyst, discussed a recent meeting of the Commission on Peace Officer Standards and Training in which CSEA presented testimony requesting special certification for a number of peace officer categories including State Park Ranger. Bob Allen, Region III, represented our Association at this meeting. The Commission will hear additional testimony in Los Angeles later this month. The testimony at these hearings will be evaluated and analyzed and a decision will be reached within the next few months.

Possessory interest tax was discussed. Art Zimmerman, CSEA Analyst, will check and advise us of the Board of Control action on this subject.

TO: Unit #2 - Don Cardno, Agricultural & Conservation

FROM: Unit #1 - Ray Thorp

SUBJECT: 1970-71 Salaries

CLASS: State Park Ranger II BR60

Con't.

DATA:

Current Salary	\$717-870
7/69 Data (Unweighted average) GS-9	777-932 Fed. Data
Present Lag	<u>7.8%</u>
Actual Year Change	10.2%
Estimated 7/69-7/70 Change	7.5%
Present Lag and Estimated Change	<u>15.3%</u>

Section II

State Park Ranger II

Salary-Setting Base: State Park Ranger II is the key class for parks and recreation classes. It is compared directly with the GS-9 level in the federal service.

<u>Effective Date</u>	<u>Jurisdiction</u>	<u>Class</u>	<u>No. of Employees</u>	<u>Current Range</u>	<u>Fall 1968 Range</u>
7/1/68	State	State Park Ranger II BR60	101	717-870	
7/1/69	Federal	GS-9		777-932	
		% Difference over State Class		8.4-7.1=7.8	
		6 months % change			
		Annual % change		10.2-10.2=10.2	

*Neil:*

*Nov. 2, 1969*

The CSPRA Nominations Committee (statewide) will meet Thursday, November 13 at 7:30 p.m. at the District V headquarters office, 111 La Patera Lane, Goleta (phone: 805-967-3494), to nominate candidates for the offices of President and Vice President of the California State Park Rangers Association.

Will you please canvass your Region for any prospective candidates and forward these names to District V headquarters by the meeting date of the 13th?

Hope to hear from you or see you at Goleta.

Best regards,

*al*  
Al Salzgeber, Chairman,  
Nominations Committee

Sorry no news.

Nothing ever happens here . . . not enough employees for anything to happen to.

*Dave Duncan*

REFUGIO STATE BEACH

## BLACK - WHITE - or - GRAY

The discussion continues on that the only choice for our present Ranger concept of a versatile Ranger of the gray zone is to give way to the pure administrator and/or interpreter Ranger of the white area or the armored falcon of a total law enforcer, the black area.

Are we going to direct our destiny as rangers or are we willing to abrogate this direction only to the public pressure of a few minority groups and administrative reaction of political expediency to placate over reaction of the general public for "action"?

It is my opinion that we can maintain the Ranger image per se if each of us is willing to do the total job required under the present situation.

It has been my experience that at those parks which have had special enforcement problems if the staff would work together, taking positive action regardless of how distasteful this action was, the total results was good for the visitors as well as the Ranger staff and Area operations. So far the problems have been solved swinging job orientation and public reaction back to a more normal situation and, one which is conducive to the preservation and perpetuation of our present Ranger image and concepts.

The Ranger of today as of yesterday does have enforcement duties, and so long as he refuses, for whatever excuse he wishes to use, to take positive action when presented with an enforcement problem, his image as well as his fellow workers, will deteriorate and the enforcement problems will continue to grow, forcing the situation out of balance.

The general public visiting our parks is not much different in composition than in the past. It is the greater numbers of visitors per Ranger staffing that has increased dramatically. Ninety eight per cent or more of our visitors are interested in doing the right things; 75% because they want to and 23 percent or less because social or legal pressure forces them to; one per cent or more err inadvertently, and less than one half of one per cent are deliberate violators.

Then why are we having problems with enforcement? One reason is where Rangers do not enforce regulations in a just and positive manner the 23 per cent who are normally kept in line by external pressures, start losing members toward the willful violators, and why not; they do not have to fear retribution for their illegal acts. The second reason is plain physical numbers of people.

If a park had an attendance of 100,000 souls and the number of problem contacts was less than 1/2 per cent or 365 persons, this would be about 1.0 person per day. In five years the attendance doubles and the average violator contacted is 2 persons per day. In 10 years 300,000 visitors generate an average violator contact of 3 persons per

day. By this simple reasoning one can see that any park with reasonable attendance which has been in operation for 25 years and attendance increases are consistent, will generate a problem load of 6 average violators per day, just short of one per hour.

A Ranger working at this theoretical area 25 years ago had, on an hourly ratio, a 12.5 per cent chance of running into a major problem and today's Ranger, at the same unit has a 75 per cent chance of running into a major problem. This, assuming that the violator attitude has remained consistent within the population and national statistics show that it has not, it has dramatically increased; for some segments of the population.

It is my belief that the Ranger has arisen to the challenge magnificently and given the program training and equipment will seek and maintain a logical level between the two extremes which are being avidly proposed as the only choice of directions.

The present Rangers in hot spots still generally spend less than 25 per cent of their time on enforcement problems and less than 5 per cent in active traumatic enforcement situations. There is not room logically, economically, or administratively for being swayed to the destroying our present workable and reasonable Ranger image of today, provided we will work together, each man pulling off his full spectrum of responsibility, regardless of how distasteful some jobs and situations may become over the short haul.

The Ranger must fill the gray zone effectively or be eliminated for the two extremes, the white lily or the black Falcon. The choice will be determined by our actions.

*Kirby R Morgan*

KIRBY R. MORGAN  
State Park Ranger II

KRM:ls

## HOW TO ANSWER A FORM LETTER

*Vice Admiral Hyman G. Rickover, replying to a letter from E. M. Glass, assistant director of laboratory development, the Pentagon, on the subject of an experimental "peer rating system":*

Dear Mr. Glass:

This is in reply to your form letter, unsigned, of 27 March 1969.

This letter states that you are in the process of conducting an experiment in "peer rating" in-house Department of Defense laboratories and would like to understand the relationship of the characteristics of the "peer rating" system with the data you presently have on each laboratory; this is to be done in accordance with a technique developed by Dr. Maurice Apstein. From the results of this study you would be able to show me the "image or reputation" of my laboratories as reflected by my peers "both in and out of Government."

Unfortunately, since my training is in engineering, not in social science, I am unable to comprehend your letter; nor do I understand what "peer rating" is. I would imagine it is related to the behavior pattern of pigeons, chickens, and the like, in which, so I have read, a "pecking order" is established.

I am aware that eminent social scientists have advocated the training of humans by the methods derived from training pigeons—rewarding them with a grain of corn each time they fulfilled their norm. I have even considered replacing some humans with pigeons. On reflection I concluded this would not work; a number of those I had planned to replace with pigeons threatened to eat their replacements.

Since the "image" of my laboratories and of the men and women working in them is judged by their superiors and by Congress (which grants the money on the basis of the job they do I have not found it necessary to delve into their psyches or ids, or to devote

their time and Government funds on social science experiments. If laboratory personnel are unable to do their jobs properly, they, along with their psyches and ids, are replaced.

For the above reasons and because my laboratories do not operate under the Department of Defense, but under the Atomic Energy Commission—which does not have money to indulge in such experiments—I am returning herewith the IBM cards you sent to me; you will surely find use for them elsewhere.

I might add, parenthetically, that there are some activities, possibly laboratories, which do more good by doing little or nothing than if they energetically pursued their objectives.

I wish you all the success your project merits.

Sincerely yours,

H. G. Rickover

The difference between gossip and news is whether you hear it or tell it. Or, as the lady on the bus was overheard to say: "I won't go into all the details. In fact, I've already told you more than I heard myself."

Dear Dick;

Just a short note to let you know of two recent happenings.

First, the Peace Officers' Standards and Training Commission approved the inclusion of State Park Rangers for Specialized Law Enforcement Certification Program. Approval was made at the San Leandro meeting on October 22, 1969. The C.S.E.A. Law Enforcement Council, of which C.S.P.R.A. is a participant, did a lot of good in getting Park Rangers accepted.

Now that this end has been accomplished, it is up to the Department to take advantage of this fine opportunity.

The second item is the two day tour that Ranger Jack Evans made at Yosemite National Park. He rode on both day and night patrols, discussed mutual problems in law enforcement, training, policies, and equipment. He was given any and all information available and also every consideration by the National Park people.

On the subject of arms, it seems that full equipment is available to the Ranger patrols during the day and is carried on the person at night. In the five years since the program started, only three minor complaints were received. There is no "black hat" image.

Perhaps our Department may make use of some of the information gained from Yosemite and is in Evan's report. The M.P.S. boys also seemed quite interested in our problems too as they are very similar. Yosemite surely deserves a large "thank you" for the cooperation given. (Hope Evan's report is circulated!)

Sincerely,



D. A. Knoefler  
Area Manager  
Folsom Lake State Recreation Area

Director Neil -----

Just "heard" that pre-employment physicals are required, and therefore a legitimate State expense. Surely this has some application to (at least) uniforms which C.S.P.R.A. can follow up!

R. W. Pugh

## Back Pt. Reyes

POINT REYES National Seashore, established with enthusiastic hurrahs seven years ago, has lapsed into a moribund state with more than half of the lands within its designated boundaries still in private ownership and in imminent danger of "development."

Congressman Wayne Aspinall of Colorado, chairman of the House Interior committee and a friend of public park and recreation projects, has moved toward its salvation by calling a November meeting to consider appropriation of the \$38 million needed for acquisition of the threatened properties.

With him in the rescue attempt are Senators Murphy and Cranston and numerous other members of Congress who are asking President Nixon to free appropriated park and recreation funds that his Budget Bureau is withholding. Bay Area citizens are urged to rally behind Aspinall and show their support.

The next time a camper asks why the Calif. Parks don't have free wood, show him this.



**Chop Chop.** Visitors to U.S. Forest Service campgrounds in Oregon and Washington will either have to chop their own firewood at designated do-it-yourself woodpiles or else buy it from concessionaires from now on. It seems that the cost of providing free firewood has risen to about \$200,000 a year—enough to build 100 additional campground units that will accommodate another 500 campers—and is a luxury the Service simply can no longer afford, according to Regional Forester Charles Connaughton.—Tom McAllister, Portland (Oreg.) Oregon Journal.

Conference: a meeting at which people talk about things they should be doing.

## How Much Water in One Inch of Rain?

An inch of rain falling evenly on one acre of ground is equivalent to about 27,205 gallons of water, according to hydrologists of the U.S. Geological Survey.

Here's how it's determined: One inch of rain falling evenly over 1 acre of ground would amount to a total of 6,272,640 cubic inches of water. A cubic foot of water weighs about 62.43 pounds. Therefore, the weight of a uniform fall of 1 inch of rain over 1 acre would be about 226,621 pounds, or 133.3 short tons. Consequently, a rainfall of 1 inch over 1 acre would mean about 27,205 gallons of water.

## Speak up or shut up.

For once, instead of muttering to your wife and your friends about what's wrong with America, tell the man who can do something about it.

Pick the issues that burn for you. Just answer yes or no. We've even left you a space to fill in your opinion on any issue we've not covered. You've griped long enough. Put a 6¢ stamp where your mouth is.

1. Should we continue development of bacteriological and chemical weapons?

<input type="checkbox"/>	<input type="checkbox"/>
YES	NO

2. Is our present policy in Viet Nam the best one possible?

<input type="checkbox"/>	<input type="checkbox"/>
YES	NO

3. Should student unrest be handled more harshly?

<input type="checkbox"/>	<input type="checkbox"/>
YES	NO

4. Should we have stricter gun-control laws?

<input type="checkbox"/>	<input type="checkbox"/>
YES	NO

5. Should our defense spending be reduced so our spending on social programs can be increased?

<input type="checkbox"/>	<input type="checkbox"/>
YES	NO

6. Should we have some form of price-wage controls to curb inflation?

<input type="checkbox"/>	<input type="checkbox"/>
YES	NO

7. Should the use of marijuana be legalized?

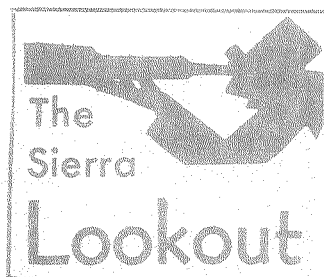
<input type="checkbox"/>	<input type="checkbox"/>
YES	NO

8. Should the draft be abolished in favor of all-volunteer armed forces?

<input type="checkbox"/>	<input type="checkbox"/>
YES	NO

9. \_\_\_\_\_

President Richard M. Nixon  
The White House  
Washington D.C. 20501



THE COUPLE that stopped by at the office this morning might be described by some as "squares."

And if hard work community service, family devotion, courtesy, thoughtfulness and dependability make a person square, then they are indeed among our squarest.

THEY ARE also deeply disappointed people.

Although neither bitter or self-pitying, they are deeply concerned by what they have experienced recently in direct association with young people.

Because it seemed to express their views, they brought with them the widely-published 1960 letter of a Denver judge. In response to their request, it is reprinted here:

"Always we hear the plaintive cry of the teenager: What can we do? . . . Where can we go? . . . The answer is GO HOME.

"Hang the storm windows, paint the woodwork, rake the leaves, mow the lawn, shovel the walk, wash the car, learn to cook, scrub some floors, repair the sink, build a boat, get a job.

"Help the minister, priest or rabbi, the Red Cross, the Salvation Army, visit the sick, assist the poor, study your lessons. And, when you are through ---and not too tired---read a book.

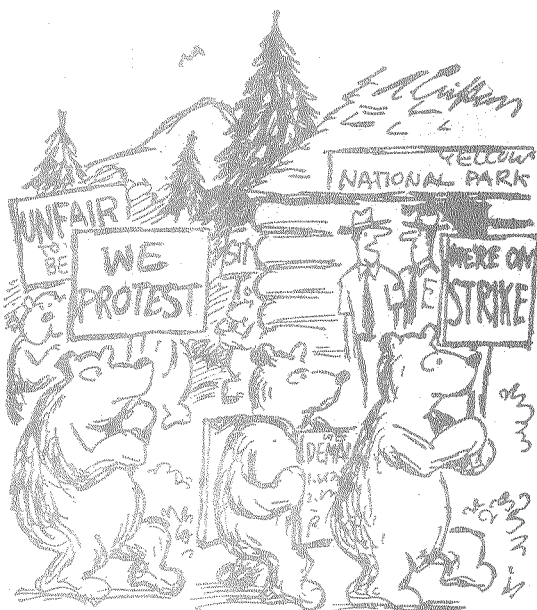
"Your parents do not owe you entertainment. Your city or village does not owe you recreational facilities. The world does not owe you a living. You owe the world something. You owe it your time and energy and talents so that no one will be at war, in poverty, or sick, or lonely.

"In plain simple words ---GROW UP: quit being a cry-baby. Get out of your dream world and develop a backbone, not a wishbone, and start acting like a man or lady.

"You're supposed to be mature enough to accept some responsibilities your parents have carried on for years. They have nursed, protected, helped, appealed, begged, excused, tolerated and denied themselves needed comforts so that you would have every benefit.

"You have no right to expect them to bow to every whim and fancy just because your selfish ego instead of common sense dominates your life, personality, thinking, requests, and demands.

"In Heaven's name GROW UP AND GO HOME!"



"They want a voice in park administration, a shorter tourist season and a guaranteed annual wage."

animal



# Mott Is Right In Giving The Urban Poor A Better Break In Parks Of California

Nothing but the highest approval can morally greet the declaration of State Park Director William Penn Mott Jr. that the California park system be more strongly directed to encourage its greater use by the urban poor.

And no admission can be more morally shocking than Mott's that the park system traditionally has catered to the middle class white.

Mott conveyed this information to the third annual California Park Seminar, sponsored by the California Taxpayers Association and the Tax Executives Institute.

Mott is to be commended for his candor about past failures of the system and for current steps to amend those failures.

His report resulted from the Department of Parks and Recreation study now under way. The final study will suggest ways of changing the present emphasis which keeps the system from being as genuinely a people's park system as it should be. Mott said:

"We are concerned that the state park system get out of the habits of the past and recognize that the park system is for all of the people."

Some of the failure of the urbanite to use the parks can be traced to their unfamiliarity with their access, their use. But to the degree it reflects a "catering" to the white middle class man, woman or child, the condition reflects a failure on the part of the administration to urge the greatest use, by all, of the people's natural heritage.

Mott says there are plans to acquaint the offspring of generations of the urban poor with nature. Naturalists are being sent into schools to acquaint the children with the environments of state parklands before making camping trips. And Mott said the department had hired a sociologist to help employes break down the barriers which have kept some people from using the park.

He spoke of city youngsters who are ashamed of their inability to buy expensive camping equipment and of their fears of wild places. Sensitive park supervisors should be able to assure these urban visitors nature is more democratic and less class conscious than society and that nature is more secure than the predatory streets of the cities.

Above all, it must be assured the wild preserves bought for and by the people have no restrictive covenants.

## RESULTS OF REGION V'S QUESTIONNAIRE

Region V polled it's members in June of this year on a variety of subjects. Fifty one questionnaires were sent to Active, Active Retired and Associate members; some 27 (53%) took the time and effort to voice their opinions.

After printing the questionnaire in the "Reporter" we have received 12 returns from various locations throughout the state.

Here are the results:

1. The Queen Mary will not be available for the 1970 GEC. What is your preference for an alternate site? Both Sacramento and Oakland have offered attractive deals for 1970.

Sacramento  
12

Oakland  
7

Other  
15

The "other" locations mentioned included Disneyland, Yosemite and several large cities between San Diego and Sacramento. Several indicated an area that allowed camping would be appropriate - and cheaper.

2. After several issues of the CSPRA "Reporter", do you feel that this publication is a worthwhile endeavor?

Yes  
29

No  
4

So keep the material flowing to Neil! We thank Neil and others (wife, friends, etc.) who devote so much time and effort into putting this material together!

3. What types of articles would you like to see printed more often?

Interpretive material tied with

Personnel transactions information for 1st place.

Then came Law Enforcement

Departmental programs and policies

Dogs, Reservations

4. By far the greatest majority felt that the "Reporter" should be financed through our dues.

5. Only 5 members indicated that they had contributed any material to the "Reporter". HOW CAN THIS BE EVERYONE'S SOUNDING BOARD WHEN SO FEW ARE HEARD FROM?!

6. When all three publications - RRR, News and Views and the "Reporter" - are received on the same day, which would they read first, second and third?

1st: RRR 2nd: News and Views 3rd: "Reporter"

7. While nearly everyone felt that all three of the above publications had some merit, the vote indicated that News and Views best meets the need of the field personnel, followed by RRR and guess who came in last.

8. Out of 32 responses to the question, "Have you submitted your thoughts and recommendations to the Transfer and Housing committee?", 16 said they took time to do so while the other 16 sat around grumbling to themselves.

9. Thirty one members would read material relating to Law Enforcement, while 2 would not.

10. It would seem that almost everyone reads information on Interpretation. At least 27 to 7 indicated they did. .

11. Most felt that the Reporter would be suitable for providing information on both Interpretation and Law Enforcement.

12. There were 28 votes for retaining Delegates for another year while 6 felt we should find new blood - even though there won't be a General Executive Council for the present delegates to attend.

13. Quarterly Regional meetings seem to be nearly everyone's choice.

14. Social and Business meetings rated high, followed by Dinner meetings and lastly a straight Business meeting.

15. Nearly everyone favors the entire Region getting together at least once during the year for a meeting.

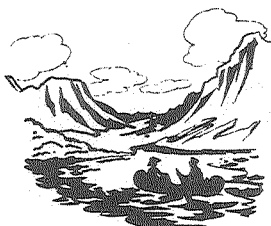
Our thanks to each of those who completed and returned the questionnaire.

Renie A. Laret  
Director, Region V

The northern part of Region V met late in September to discuss elections, nominations and resolutions submitted by CSPRA to CSEA. Assistant Regional Director Louis Wakefield will hold a meeting for the southern part of the Region during the month of October.

California State Park Rangers Assoc.  
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