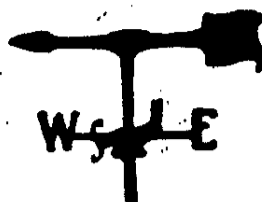




california state park rangers association

REPORTER



Volume 4
Number 10
Dec. 15, 1971

News from North, East, South & West

PRESIDENTS MESSAGE

December 1971

HAPPY HOLIDAYS TO YOU AND YOURS.

Since my last message to you in November, a great many things have happened that will have an effect on you as employees of the Department of Parks and Recreation.

The California State Employees Association was successful in their efforts to have the State Personnel Board hold a salary hearing. Don Cardno of the California State Employees Association contacted me prior to the hearing requesting our support of the California State Employees Association's stand on salary increases. Our support was assured and I then wrote the State Personnel Board advising them of our support. I pointed out to the Board, that as of July 1, 1971, there was an 11.9% pay lag at the Ranger I series to a high of 57.8% at the District Superintendent level, as compared to the National Park Service. The overall average pay lag is approximately 22% behind the National Park Service. The State Personnel Board, as of October 1971, recognizes a 15.2% pay lag at the Ranger II class.

The State Personnel Board on November 22, 1971, recommended a 10.7% pay raise for all state employees.

Early in November, Mel Whittaker and I did some preliminary work on the possibility of getting a bill introduced into the legislature regarding the salary structure of the State Park Rangers. Our first meeting was with Mr. John Bailey, the newly appointed Deputy General Manager of California State Employees Association. As it turned out, John formerly worked at Plumas-Eureka State Park and is a good friend of Mels, (of course, who isn't). We discussed a plan of action with John and he was very helpful and presented many good ideas. We next met with Senator Steve Teale, who Mel and I have known for many years and discussed the salary structure of the Rangers with him. Again we received ideas and suggestions regarding the proper approach to be taken in obtaining legislation. Next, Steve took us to Senator Behr's office, where we talked about our salary problem, we also met with Senator Mascone and Stevens. We spoke briefly to Assemblyman Z'berg. All in all, we both felt that the visit to the offices of the legislators was beneficial and we came away with some new ideas. At the present I am gathering together all available information on salaries that I have, as we have been successful in getting a legislator interested in our particular salary problem. More on this later.


The ballots for the officers of California State Park Rangers Association should have been received by now and should be marked and returned as soon as possible.

I see by the minutes of the Uniform Committee that changes in the uniform are being recommended. I might go along with uniform changes if the costs were not borne by you and me. I wish I could remember how many shirts, pants, field uniform jackets and shoulder patches that I have discarded in the last few years due to uniform changes. In this day and age of rising costs and no pay increases, the thought of uniform changes doesn't do much except cost you and me money.

In 1972, you as a wage earner can expect the following: Federal taxes will be about \$25.00 higher than in 1971, assuming that the personal tax exemption goes up to \$750.00, if not, your taxes will be about \$55.00 higher. State taxes will be about \$15.00 higher than in 1971. Property taxes will increase \$45.00 and the new gasoline sales tax will cost you an additional \$10.00 to \$20.00. Some of you have experienced as much as a 33% increase in your retirement contributions. Medical costs and insurance have increased along with everything else except state employees wages.

Starting with the next issue of the Reporter, there will be a new editor and staff. Kirk Wallace of the San Luis Obispo Coastal Area is assuming the duties of editor and the staff has agreed to assist him. We welcome Kirk and his staff and I invite all of you to submit articles to the Reporter. My special thanks to Neil for a job well done.

Merry Christmas and a Happy New Year.


Wes Cater
President

NOTES FOR TALK

"SHOULD YOU BECOME A PUBLIC SERVANT?"

There are more misconceptions about the public service than about almost any other career in American life. After over 20 years in the public service on every governmental level - but mostly municipal and state - I ought to know.

Just recently, for example, a friend said to me, "Isn't it a fact that practically all career public jobs are drudgery of a dull and routine character?"

I explained that this wasn't the fact at all. Some government jobs are humdrum, but thousands of others are stimulating, exciting, even dangerous and, in a high sense, rewarding.

There is nothing dull I told my friend about keeping impoverished families from breaking up, about fighting to halt an epidemic of polio, about damming streams and impounding water for reclamation, power, flood control, navigation, and other purposes. There is nothing dull about locating, laying out, financing and building a housing development which will replace slums or building great crossings like the George Washington, Tri-Borough and other bridges and projects, operating a large recreation area, maintaining order on our busy freeways.

Another thing I hear is there is no opportunity for individual enterprise in the public service.

This annoys me. I think of public servants like those who have invented the famous Grand Rifle, who developed the system of purifying uranium used in processing atomic energy, or used bio-chemistry to produce a new vaccine against epidemic typhus, saving millions of lives.

Then there is the remark I often hear, "You can't get recognition and promotion in the public service".

This is also untrue. Hundreds of men and women have climbed from the bottom to the top of important and respected government agencies. A great authority on conservation rose from a low level in the U. S. Department of Agriculture in 1903 to become the Director of the entire Soil Conservation Service. One of our very prominent ambassadors began as a Legation Clerk in 1911.

I also hear statements which go to the other extreme, exaggerating the advantages of public service. Typical is the widespread belief, "Government employees have soft, lifetime jobs. They can't be fired."

Personally, I am not impressed by the hunger for that kind of security. However, the fact is that public service employees can be disciplined and dropped. In one recent year alone, thousands of federal employees were discharged for misconduct, inefficiency, and similar reasons.

As public servants in a public service organization that has won the support and appreciation of the taxpayer over the years, I am sure we can all get a great deal of satisfaction out of the statements from a longtime dedicated public servant such as Robert Moses of New York. We cannot, however, rest on our laurels, we must be eternally alert to protect and enhance our reputation both now and in the future.

Let us continue to serve the public in such an effective way that we will not only justify their confidence and support, but, by example, provide the kind of leadership to those who are joining us in this work, that will assure the success of our aims, objectives, and philosophies, and thereby make a lasting contribution to the welfare of the people of this state and nation.

By: William J. Reinhardt
1969

MEMORANDUM

To: Honorable Richard L. Camilli
Executive Officer
State Personnel Board

Attention Mr. Charles Heldebrant

Date: November 16, 1971

Subject: Salary Request -
Department of Parks
and Recreation

From: Department of Parks and Recreation

On November 4, 1970, I had the opportunity of formally presenting to the State Personnel Board our salary needs for the 1971 salary program. At that time I presented information on the serious salary inequities existing between the National Park Service and our State Park Ranger classes. The supporting facts presented at your November 4 meeting were an updating of the material previously submitted. As far back as October 27, 1969, the Department of Parks and Recreation has repeatedly requested a review of the basis for setting salaries for classes used by the Department where the work is comparable to that of the National Park Service.

I am again attaching a copy of the material submitted on July 26, 1971. At that time our Ranger salaries were lagging from 11.9% at the Ranger Trainee level to 51.8% at the District Superintendent level. I believe that these disparities are so severe that they urgently require correction if we are not to adversely affect the quality of our State Park System five to ten years from now.

At our presentation on November 4, 1970, we asked that salary comparisons be made at the higher levels in the State Park Ranger series, rather than at only the Ranger II level. The present salary tie between our State classes and the National Park Service is a single comparison of State Park Ranger II to GS-9. For other State classes, the State Personnel Board has made several ties to federal salaries at the higher levels. We again request that our State Park Ranger management levels be given comparable consideration.

The August 13, 1971 memorandum from your staff indicated that because of budgetary limitations, your staff was not undertaking extensive salary studies. We understand that this policy has now been modified somewhat.

It has been your staff's conclusion that, for various reasons, it was not appropriate to make comparisons at a higher salary level than GS-9. We are not in agreement with this conclusion and are requesting once again that further work be done to establish valid comparisons at the higher administrative levels.

William Penn Mott, Jr.
Director



It has been my pleasure to put the "REPORTER" together for the last few years, and I thank all of you who have sent in contributions. Kirk Wallace is taking over with some new ideas. Please send him your news items and letters % Pismo State Beach, Oceano, Calif., 53445.

Neil Power

From time to time, members of the public services forces are told by environment conscious visitors of their envy of the opportunities that park and recreation people have to enjoy the joys and beauties connected with the closeness of Nature's estate and animation.

Perhaps while in the throes of mountain paper work, people of our staff do lose a sense of appreciation for the lack of boredom factor that goes with the job of being "Ranger". Example?

Sometimes after dark on Sunday last, I arrived home to my trailer at Los Banos Creek, parked, gathered my junk together, and opened the front door. There is a "mail box" by the side of the door - it is really a box made for a kitten now long gone - but comes in handy for mail when it is picked up from the distant rural box by my neighbor. Now, with the door open, my hands full, I became conscious of something in the (it is about shoulder high). I set my camera case down and reached into the box. There was a bird in the box! It felt big - this was no canary - then it made a break for freedom, only to jump INTO the trailer. Did you ever have a Road Runner in your house? A scared one? Well, the bric a brac took quite a beating, the pile of undried dishes on the sink were scattered, the pipe and tobacco stand atop the T.V. knocked to the floor, etc. And by the time I shoed Mr. *Geococcyx californianus* outside there were feathers all over the place. Now, I have little regard for anyone who would shoot such a creature, but the sincerest sympathy for a person who has to clean up the scattered down and feathers after a visit by a road runner. Plus a little for the bird, too, as he tried to clear the fence, but without all his balancing tail feathers he took a header into the pickets, fell to the ground, then made the break through the open gate. I wonder if he will come back?

Caleb Smith
State Park Ranger I
Four Rivers Area

by Kenneth Goodall

Litterbags and Dimes For Litterbugs

A litterbug is a litterbug - except when he gets a reward for not littering. Traditional approaches to the problem - antilitter laws, ubiquity of trash cans, antilitter propaganda - just don't seem to work. But an operant-conditioning approach does, according to a series of studies by sociologist Robert L. Burgess, forestry professor John C. Hendee, and Roger N. Clark, a graduate student in both sociology and forestry, all of the University of Washington in Seattle.

The researchers conducted one indoor study, at Saturday children's matinees in two Seattle neighborhood movie houses, and six outdoor studies at campgrounds, including Mt. Rainier National Park.

In the indoor study, their first step was to weigh all the trash found in the theaters after the shows and to determine the percentage that patrons had deposited in trash cans - an average of 19 percent at theater one and 16 percent at theater two. Then, on succeeding Saturdays, they tried various experiments to discourage littering:

1) They doubled the number of trash cans usually present in theater two. This tactic had no effect.

2) Before the regular movie at theater two, they showed an antilitter cartoon, Walt Disney's *Litterbug*. Trash deposited rose by only five percent.

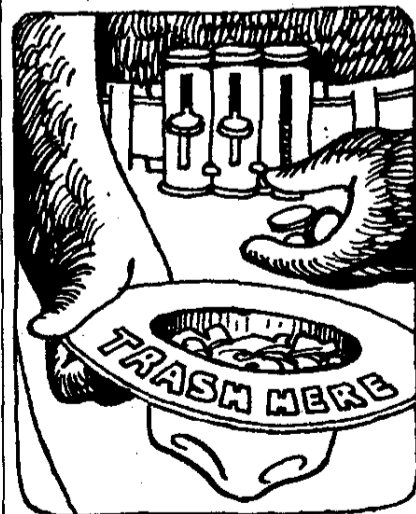
3) They handed out litterbags to all persons entering theater one and said: "This is for you to use while you are in the theater." Trash deposited rose from 19 percent to 31 percent.

4) They handed out litterbags at theater one and made a special announcement: "Put your trash into the litterbags and put the bag into one of the trash cans in the lobby before entering the theater." Trash deposited rose to 57 percent.

5) They handed out litterbags at theater one and offered a reward - 10 cents - for each bag of litter turned in after the show. This behavior-modification technique increased the amount of trash in hand to a whopping 94 percent.

6) They used a similar behavior-mod technique at theater two, offering patrons free tickets to a special children's movie. Trash collected: 95 percent.

The first three approaches, of course, are in common use. The Na-



tional Park Service offers litterbags and literature to visitors; business firms and entire cities have tried to cope by increasing the number of trash cans; and numerous campaigns on television, in newspapers and on billboards have exhorted us not to litter. The theater study, reported recently in the *Journal of Applied Behavior Analysis*, indicates that such methods have little effect and, as the Seattle researchers say, "may scarcely be worth the effort and cost."

The outdoor studies, completed during the summer, but not yet published, provided further support, Burgess tells me. Giving token incentives to campground visitors (mainly children) resulted in about a 10-fold increase in trash deposited at a 15th of the normal cost of trash collection, he says.

The studies were paid for by the Recreation Research Project of the U.S. Forest Service, which may mean that visitors to national forests will someday be lining up, litterbag in hand, to get their reinforcements from Smokey the Bear.

BICYCLES HAVE BEEN USED

Rangers on bicycles are not a new concept in idea or practice as far as my experience is concerned.

I was led to use the concept of bicycle patrol by some older Rangers when at Borrego Palm Canyon Campground of Anza-Borrego Desert State Park, with marked success on a limited patrol basis, especially in the early mornings.

When receiving a transfer to Carpinteria State Beach I found that Rangers Ron McCall and Warren Beers were using bicycles for late night patrol with marked success and I followed their lead for the three years I was there.

There are other units and rangers that have used the bicycle on an intermittent basis and with good results.

It has often been argued that bicycle patrol would only be effective in relative flat areas. The recent experiment at Big Basin may prove this argument on the false side.

At Carpinteria the bicycle patrol method was found to have the following advantages:

A vehicle has to be warmed up, a bike does not warm the propellant power thus by the time a vehicle was ready a bicycle would have already reached the opposite end of the park or completed a campground circuit; A vehicle is noisy, a bicycle quite; A vehicle has glaring light warning the while area, a bicycle has an unobtrusive light; A vehicle is unwieldy, must be parked, door slammed, breaks set, chalks set or is dangerous to back, and a bicycle is very maneuverable on or off the roadway, can be used as support when talking to visitors, seldom has to be backed, can not sustain forward momentum without a driver; A vehicle limits visibility and hearing of the patrolman.

A couple of examples might be in order to prove the points in practice.

On a 6 am morning, bicycle patrol at Borrego Palm Canyon, at the upper end, heard a small bore gun shooting as I was pedalling along the roadway, took off down a ridge and up to the violators, covering a walking distance of 5 minutes in about 1 minute. To say the visitors were surprised is to put it mildly. The story came out that they had been doing this for years as they could always see or hear the truck, only once did a ranger get out of his truck

and often a short time moved on. I myself had missed them the morning before.

At Carpinteria it was common to have noisy late parties. They were always quiet when the patrol truck came by. With a bicycle a ranger was usually up to the group and may even have been sitting there a minute or two before the visitors became aware of their observer. It left little room for argument on their part and usually ended in a quickly terminated activity.

During very slow periods, collections were also possible via bicycle transportation.

It would seem appropriate that the Department would officially recognize a few pilot projects of this nature on a sustained basis for evaluation and should provide an authorized bicycle and insurance coverage. This type of project would of course have to originate at the unit or area level.

Kirby R. Morgan,
Chief Ranger
Millerton Lake SRA

Park men and wives:

Hello Again!!

In the October issue of the Reporter I asked all park people to submit their favorite potluck recipes so that we might develop a park cookbook.

So far I have not been overwhelmed by the number of respondents, however I've received some tremendous food ideas accompanied by many words of enthusiasm and interest. Needless to say this is very encouraging and I'm convinced that, given time after the Christmas rush, many of you will contribute goodies!!

The accompanying recipe sent in by Jennie and Denzil Verardo is an example of the great ideas received to date.

Hopefully preparing for upcoming Holiday festivities will stimulate some good ideas worth jotting down and mailing my way.

I wish you all the best of Holidays and a most productive 1972.


Lloyd B. Geissinger

This recipe was originated by a little old Italian lady in Castroville, California ("artichoke center of the world") and modified slightly by Big Basin Ranger Trainee, Denzil Verardo and his wife Jennie. Now you can experience in your very own home a delicacy which you would formerly have had to travel to Castroville to procure!

Carciofi del Verardo (French-Fried Artichokes)

8-12 small artichokes (the smaller and firmer, the better)
1 egg
Bisquick (about 4-5 tbs.)
1/2 tsp. oregano
1/2 tsp. parsley, chopped
1 clove garlic, crushed
Salt and pepper, to taste
Oil for frying

Wash artichokes. Remove outer leaves and stem. Cut off tops of chokes to the point at which the remaining artichoke is entirely edible. Parboil in salted water for 4-5 min. Drain. Cut chokes in half, lengthwise.

Beat egg and Bisquick together. Add parsley, oregano, garlic, salt and pepper. Add a little milk if batter seems too stiff.

Fry in deep hot oil (about 360° F) until brown - about 3-5 minutes on each side. Drain.

Serve hot as appetizer or as vegetable with entree.

Serves 6-8 depending on appetites!

December 6, 1971

The Second Annual National Symposium on Park, Recreation and Environment Design will be held February 14-16, 1972 at Stouffer's Riverfront Inn, St. Louis, Mo. The Symposium is sponsored by PARK MAINTENANCE Magazine, a national trade magazine for management of parks, campuses, golf courses and other large grounds areas.

"We Have Met the Enemy..."

"If we say we have no sin, we deceive ourselves, and the truth is not in us. If we confess our sins, he is faithful and just, and will forgive us our sins and cleanse us from all unrighteousness." (1 John 1: 8-9.)

I read it in Pogo—that comic-strip philosopher before Peanuts—"We have met the enemy and he is us."

This brings a laugh born out of a sense of uneasy self-discovery. The surprise catches us before we hoist our defenses. Otherwise most of us have difficulty seeing ourselves as our own obstacle or stumbling block.

Our human tendency is to see the problem somewhere else: that person, this group, those circumstances. And we soon slip into the lament, "If only it weren't for you." We've known about these tendencies a long time. Adam played the game in the opening pages of the Bible when he identified the source of his problem as Eve and God. Remember his words? "The woman whom thou gavest to

be with me, she. . . ." (Genesis 3:12.) So Adam tried to wriggle out of his responsibility by blaming God and his wife.

Now I don't want to sound the easy opposite: that the problem is always in ourselves, never beyond—therefore the proper posture is the willing acceptance of all responsibility and guilt. Life is not that simple. And certainly human entanglements aren't. Unravel the twine and I suspect we shall always find some of the string in our own hands, some in others. Let each man accept his share of responsibility, but no more than his share.

To think we're totally or solely wrong is as misleading as to assume that we're completely right. To put it theologically: We are, every one of us, both sinner and sinned against. This is declared all the way through the Scriptures as the human condition, or as "the fix we're in." All of us. All the time. Inevitably. No exceptions. None.

And the answer given is grace. First God's. Then ours. Forgiveness for everyone because everyone needs it. And all contingent on our awareness of our need—and our acceptance of the gift.

We do not think of Judas as a hero, and rightly so. But he had the profound courage to ask the right question: "Is it I, Master?" (Matthew 26:25.)

Jesus praised the man who simply acknowledges his failing and asks for mercy. That man, suggested Jesus, is on his way.

For recognizing the enemy who is ourself enables us to see the friend who is God.

MEDITATION

by Ross Blake

We Made It Ourselves

Our children broke the rudder on the sailboat. Heroic parents towed the glum-faced crew to shore on calm, blue waters the first day of vacation.

That evening spirits rose when someone said: "We can make a new one ourselves; there is marine plywood in Grandma's garage, and the neighbor has a saber saw."

And make a new one we did. It took a full day's discussion, a scrap of tin, a 42-cent purchase of nuts and bolts (brass, chrome-plated), the pintles and gudgeons off the broken tiller, and a bit of varnish from the bottom of an old can.

Then we boasted. Our pride was robust. From the porch we watched the sailboat riding at its buoy in the setting sun and reviewed the prowess, craftsmanship, and ingenuity that made us pencil-pushing laymen so self-sufficient as to have produced a rudder on our own.

You know how those conversations go on and on until every detail of a success has been thoroughly fondled, and pride has reached its satiation.

But then the conversation took a sober turn. Where had the plywood come from? Grandpa had bought it before he died. He had contributed to our rudder. And we had used the neighbor's tools. And who had manufactured the plywood? Who marked the giant fir for harvest? Who felled the tree? Loaded, hauled the log? Who walked the slippery logs with pike, joining them in rafts? What tugboat and crew towed them through the waters of the Puget Sound? What mill received the timber? What operator peeled the logs? Who developed the resin that bonded the layers of the plywood? Who cut it, trucked it, priced it, wholesaled it, retailed it? Who did the accounting? Whose earlier labors produced the profits that became the capital investments in machinery? Who trained the men who processed the plywood for our rudder?

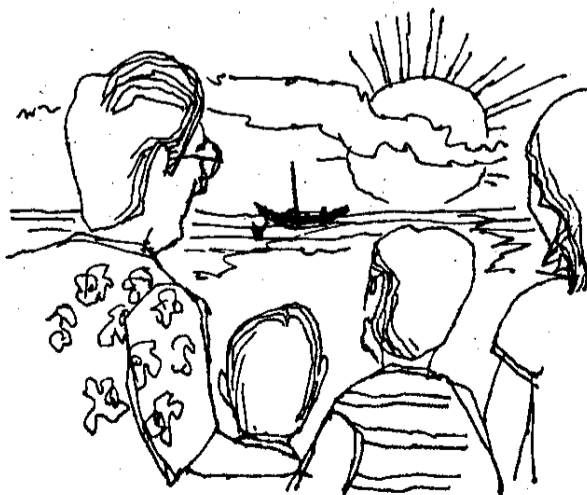
And what about that tiny piece of reinforcing tin? What part of the world had it come from? Who toiled in dark mines, and at what human cost? Who refined it? Shipped it? What longshoreman handled it?

And those four chrome-plated brass bolts—how many people contributed to their manufacture? What states and nations yielded materials to our rudder?

Who shaped the little pintles and the gudgeons? Who developed the process of chrome plating? What chemist brewed the varnish that we brushed on?

And who served all these technicians, lumberjacks, and tradesmen in ways that freed them for their parts in the process? What teachers taught them? Lovers loved them? Friends inspired them? What investors financed their endeavors? Who made their clothes and served them meals?

It was a long conversation with everybody chiming in as we traced the ancestry of our efforts and pondered the interdependence of our world.



And then, in the morning, when the varnish was dry and a light breeze brushed cats-paws on the bay, we were away, silently with the wind, and our rudder, the product of such a long and worldwide effort, held the course for us. Sailing had some new dimensions.

In the Park Management and Operations Training Program - Group VI-1, we are studying the problem of decreased efficiency in the Ranger classes caused by placement of personnel. We solicit your participation and would appreciate your completion, as honestly and openly as possible, of this questionnaire.

Number of Rangers in your Area; by classification:

Ranger I _____ II _____ III _____ IV _____ V _____

Do you believe any problem exists in your Area which is caused by personnel placement? Yes _____ No _____

If "No", do you believe it is a potential problem? Yes _____ No _____

If "Yes", how many and in what classes does it exist?

Ranger I _____ II _____ III _____ IV _____ V _____

If a placement problem exists does it adversely affect the efficiency of others? Yes _____ No _____ How Many _____.

To what do you attribute the cause of improper placement?

Age _____, Experience _____, Ability _____, Training _____

Personal preference _____, Family needs _____, Equality of workload _____,

Specific unit or Area needs _____, Personality conflicts _____, Specific duty assignments _____, Length of time in the unit _____, Other factors (specify) _____

If you believe there is a problem or potential problem, do you have any suggestions on how better placement could be obtained and what factors should be given the most attention in personnel placement in order to provide optimum efficiency.

Please return this form to:

Training Center - Asilomar
P. O. Box 537
Pacific Grove, Ca. 93950

Return by _____

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