



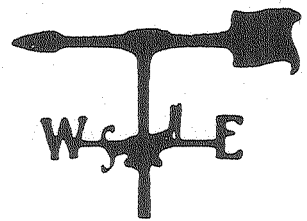
california state park rangers association

1108 O STREET SACRAMENTO CALIF 95814 PHONE 816 444 8134

Volume 1
Number 2
Feb. 20, 1971

REPORTER

News from North, East, South & West



President's Message

"Park People Together" is the theme of the 1971 General Executive Council to be held in Santa Barbara March 12-14, 1971. Park families are invited and kids are encouraged. But, don't forget to send in your reservations before March 4 to the Miramar in Santa Barbara. Let's make this the biggest, friendliest, best G.E.C. yet.

We want to take a look at our goals and maybe set some new goals. We want to think and talk about where we are and where we're going. Let me see you all in Santa Barbara.

On another matter of general interest, Director Mott has presented a Ranger Salary Study to the State Personnel Board requesting adjustments for salaries for State Park Rangers. Inadequacies between N.P.S. and C.S.P. Rangers were pointed out.

March 2 is the day for the C.S.E.A. Rally in Sacramento. Any members in the area are urged to attend,

And don't forget, G.E.C.
For you & me

WEC:NP

/s/ Wes Cater

"MARCH II" RALLY IN SACRAMENTO CALLED TO EXPRESS DISCONTENT

CSEA has called on state employees from all over California to attend a March 2 rally at Sacramento Memorial Auditorium. 11 a.m. - 2 p.m.

Rallying cry for the meeting will be "March II."

Purpose of the rally is to give employees a chance to tell CSEA's board of directors how they feel about omission of pay hike funds from the proposed budget.

Mrs. Helen Mercer
430 No. Washington
Sonora, Ca. 95370

2-1-71

Dear Mrs. Mercer:

Mr. Neil Power tells me that your class at Sonora High is the one that collates and staples the California State Park Rangers' Association publication the "Reporter". I know from experience the amount of work involved in assembling and folding this type of publication.

Please accept my thanks to you and your fine class on behalf of the California State Park Rangers Association. Should you ever visit a state park in the future, please identify yourself to a ranger and I am sure he will return a favor.

We will think of you all as honorary rangers even though I cannot officially confer that title on you.

My sincere thanks.

Very truly yours,

/s/ Wesley E. Cater
President

Dear Mr. Power:

February 10, 1971

Thank you for sending me the literature from your state association. I find it very interesting and informative. I have several questions which I hope you might assist me with and I will try to be as concise as possible;

1. To the best of your knowledge, have female park aids worked out well with the state?
2. Can you see any problems or objections in allowing a man to have 4 days off in a row?
3. What is the approximate pay scale (minimum and maximum) of park rangers from classes one through four?
4. How is sick leave, vacation, and CTO accumulated?
5. Do you have any personal objections to CTO?

I hope I'm not asking for too much but, here at M.I.D., the parks department is only a year and one half old and I need information from a man of your position and experience to shed some light on these matters.

I look forward to meeting you and again, thank you for the newsletters.

Respectfully Yours, Duke Foster - Head Ranger - Barrett Cove Rec. Area
Merced Irrigation Dist. P.O. Box 2288 Merced, Ca.

Thanks for the compliment. Won't someone else please write Duke their thoughts on these questions.

-0-

Dear Mr. Cater:

The letter written by Mr. F.W. Hoffman, printed in the Reporter, was called to my attention by one of the employees. After reading the letter, I sat down and wrote an irate 2 page rebuttle. When I finished the engine had stopped steaming, I thought, "What am I doing this for." This is the same story I have been hearing for the last 20 years, but, when I go on vacation I find the story greatly exaggerated.

I grant Mr. Hoffman the Point that if we were only operating a camp ground we could probably operate at a reduced fee, maybe even throw in a swimming pool, but, this is the type of operation that should be provided by Private Industry. Let the Private Camp Ground Operator provide the following Services and then let them tell me that they are operating at a Profit.

1. Maintain 35 miles of Hiking trails in a safe condition.
2. Conduct Outdoor Educational Programs for the California School System. free
3. Furnish accomplished speakers for programs at schools and private clubs.
4. Plan and Supervise Conservation Projects for Boy and Girl Scouts.

These are only a few of the many programs carried out by the Park Staff, along with providing a Police Force (improvement Needed) fire department, cleaning the Park and Providing an Interpretive program during the Season.

We don't publicize the fact, and perhaps, Mr. Hoffman doesn't know, that there are 199 Units in the California State Park System, only 137 collect revenue, the remaining 62 Units are free and are supported by the Revenue collected by the Collecting Parks. That many of the Parks are in areas where it is necessary to shut down for 6 or more months, these Parks still have to be protected and maintained. I have visited many Parks with Swimming Pools, but, have yet to visit one where there wasn't an extra charge for the use of the Pool. I have visited many Parks with heated Therapy Pools, being young, active and extremely sensitive to other people's problems I never enjoyed myself, since the people visiting these nice Parks were as a general rule elderly with arthritic problems.

I can't argue about the Oregon State Park System, they have a very fine Park System and the men are doing a fine job, but, we still must face the fact that the Oregon Park System is operated and maintained with Highway Gas Tax Money, with nowhere near the total attendance that the California Park System faces. Think what we could do with the California Gas tax money.

/s/ Wesley M. King Big Basin Redwood State Park

February 9, 1971

Dear Neil:

In reply to your request of January 25, in which you asked me to comment on some of the accomplishments of CSPRA and what influence we have exerted directly or indirectly on our profession and with the Department, several come to mind. I will mention them briefly because all of them and others are documented in the minutes of the Board meetings and General Executive Council meetings which are mailed to all members and provide a complete history of the Association and its actions. Anyway, I hope the following will answer your request.

In March 1965, the Association went on record for uniform standardization. As a result, we believe we do have a standardized uniform and the Department Uniform Committee is active in continuing its constant review of uniform requirements.

In October 1965, CSPRA advocated and has actively pursued the concept of a Ranger Training Academy. This is now a reality and apparently highly successful.

In 1966 we advocated training positions in Department Headquarters. Some of our people have become Recreation Planners for further development and then returned to the Ranger ranks. *Also two positions in Operations, one in*

We have strongly supported uniform allowances. We have not been successful in this attempt so far; however, this issue comes before the Legislature annually.

In 1967 our Association went on record for improved Peace Officer Training. Training was established at the Riverside Sheriff's Academy, initially for 80 hours, and now we have a POST approved 200 hour course.

We have been working with CSEA for the purpose of securing some relief from the possessory interest tax you pay on employee occupied state housing. We have had no positive results as yet.

In 1967 the retired members dues were reduced to \$9.00 per year.

In 1968 we became involved in the Department reorganization and reclassification. We met with Management and presented our recommendations. These pertained primarily to the Safety and Enforcement Specialists and to the Maintenance Series. We believe that we influenced, to a great extent, the final outcome of these classes.

We filed a representation statement with the Personnel Board under Rule 545. By this action we opened up channels of communications with the Department as an official representative of the Park Rangers Association.

I believe that we have also exerted influence in the stepped up radio communications program.

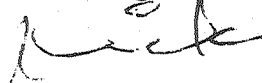
We have been working with CSEA for improved retirement benefits. Hopefully, this will occur in the next two or three years.

As a last but not necessarily final point, I think that the Association can claim some credit for the Department's salary request made to the Personnel Board several months ago. In 1969 we pointed out that the Park Ranger salary was considerably behind those of N.P.S.

Well, Neil, those are some of the things that came to mind. There are others which one might argue pro or con. It may sound as though I were beating a dead horse, BUT, the membership is the Association. The officers can only reflect the wishes and desires of the members. I would again urge that all members take an active interest in CSPRA affairs and make their thoughts known. Our membership has the brains, creative talents and the initiative to make CSPRA and the Department of Parks and Recreation two of the finest professional organizations in the country. I am firmly convinced of this!

I hope that I have answered your request. Please feel free to edit as you wish.

Best personal regards,



Brock

* * *

A man cuts his wisdom teeth the first time he bites off more than he can chew.

* * *

1. What can C.S.P.R.A. do to better serve the needs of the membership?
Affiliate with the California Park and Recreation Society! We need HELP!
2. What can the membership do to better serve C.S.P.R.A.?
Become convinced that it is worth while.
3. What can be done to get more activity in each Region?
There is nothing so senseless as meeting for little or no reason except for meeting's sake.
4. Does the membership feel that C.S.P.R.A. is accomplishing the goals for which it was established?
No! By the way, what are it's goals?

Let's Harness those Go- Anywhere Machines



Already more than one million snowmobiles are breaking the peace of our northern fields and forests. Another breed of go-anywhere machine, the so-called all-terrain vehicle (ATV) which is designed to go most anywhere, is now selling at the rate of 60,000 a year. Soon there won't be any place, no matter how removed, where you can count on solitude and silence.

We don't go quite so far as the National Parks and Conservation Association which equates these playthings with machine guns. Snowmobiles and ATVs are not all bad.

They have opened up snowbound towns. They have been instrumental in rescues, and they have made it possible to quickly repair isolated power and telephone lines. They have enabled law enforcement officers to patrol areas way off in the backcountry.

Above all, with their amazing mobility, these new machines have added a lot of fun to life.

But cross-country vehicles cannot continue unregulated, lest we sacrifice all that's left of our wilderness.

Even the president of Busse Bros., Inc., an ATV manufacturer, admits candidly, "There is no doubt in our minds that snowmobiles and ATVs can be a very destructive factor in upsetting the balance for all kinds of game, and will not only require more comprehensive regulation, but possibly some basic decisions on priorities for land use."

Suggested legislation

Only a handful of Canadian provinces and a few states have laws governing ATVs and snowmobiles. This is not enough. All of us must work toward the legislation necessary to keep them from becoming unregulated nuisances.

Urge action from your city council, from your state legislators, from your state's conservation agency. Try to influence any public official at any level whose voice may aid this cause. Tell them what's needed:

1. A definite noise limit. One leading manufacturer of engines concedes that "many ATV buyers, like snowmobile buyers and dragsters, tend to identify noise with speed and power." Thus, a legislated noise limit will not only reduce the ruckus but take some of the kick out of the sport for those most likely to use cross-country vehicles irresponsibly. The noise limit should be in the 80-decibel range, which is the approximate level in a car traveling at 50 m.p.h. Efficient mufflers must be required equipment to keep the sound at this level or less.

2. Confine these vehicles to specified trails in specific

areas, or at least set aside areas where they are absolutely prohibited.

3. Require all snowmobiles and ATVs to be numbered and registered for easy identification and law enforcement.

4. Give control and enforcement responsibilities to state conservation agencies. Just think: the advertising for one ATV boasts that "Even 2- to 3-inch trees topple . . . Compare to a tank . . . just drive right through trees and brush . . ."

5. Set a minimum age requirement for operators, probably no lower than 14. The possibility of requiring a special license should also be considered.

6. Establish an absolute ban on hunting and harassing wildlife from these vehicles, and make it an offense to carry loaded weapons of any kind aboard or discharge firearms from the vehicles. This regulation must provide stiff penalties for violators.

Immediate steps

Getting legislation through takes time, of course. In the meanwhile, it's a hopeful sign that a number of companies in the cross-country vehicle business are trying to improve the situation.

For instance, Rockwell Manufacturing Co., a producer of engines for both snowmobiles and ATVs, says its goal is to make them as quiet as the average car. ATV Manufacturing Co. is working on a driving code which tells how its machines should be handled in order to prevent ecological damage. The Outboard Marine Corp. has set up an environmental affairs department, and Massey-Ferguson Inc. is working with government agencies on environmental considerations. Industry trade organizations are increasingly conscious that they must help set standards for this new sport.

But for right now it's really up to the vehicle owners themselves to act as civilized humans. If you are one of them, here is what you can do to help:

Don't be a nuisance. Admit that your machine makes more noise and can cause more damage than you'd like to think—then act accordingly.

Help disprove the so-far well-founded charge that "most vehicle-oriented sportsmen turn out to be spectacular litterers."

Organize snowmobile and ATV clubs, and aid your group in taking responsible stands on safety, good sportsmanship and sound vehicle legislation.

When I was asked by Ron McCullough to be the devils advocate on the reorganization I said I would without giving it a second thought. I really didn't know what I was getting into. Ron said he was asking me because of my wide experience in visitor services, maintenance and overall operations. I propose to tell it as it is and to pull no punches. To do otherwise would be to waste the time I have spent on this project.

To accomplish this task, I sent questionnaires to area managers, visitor services supervisors, and maintenance supervisors in 36 areas throughout the 6 districts. I purposely left out Orange Coast Area and have since found out that we do not have most of the complaints the questionnaires brought in. We have a few common complaints however such as a lack of manpower, both permanent and seasonal, shortage of vehicles, shortage of funds in some accounts.

The following was gathered from the questionnaires and in no way reflects my beliefs or thoughts nor does it reflect the beliefs or thoughts of anyone I am associated with.

Mel Schneider - December 1970

Questionnaires were sent to 36 areas to managers, visitor services and maintenance.

5 areas did not answer at all.

29 area managers answered.

28 visitor services supervisors answered.

24 Maintenance supervisors answered.

To the question, "How is the overall reorganization working out in your area?" Very good 15, good 26, improving 21, not so good 15 which included the lousys and terribles. The very goods were, maintenance 7, area managers 5, visitor services 3. Many maintenance supervisors admitted that they liked it because they were being paid more money.

To the question to visitor services, "Does your area manager give you a fair shake compared to maintenance?" yes 20, think so 1, no 5, no answer 2.

To the question to maintenance, "Does your area manager give you a fair shake compared to visitor services?" Yes 18, no 5, no answer 1.

To the question to maintenance, "Does your area manager forget you are on the job and issue orders to your crew?" yes 3, no 12, sometimes 10, 2 assistant area managers do forget their place.

To the question to visitor services, "Does your area manager forget you are on the job and issue orders to your men?" yes 4, no 12, sometimes 10, no answer 2.

To the question "Do you have enough men both permanent and seasonal to do the job expected of you?" yes 7, no 66, yes enough permanent but not enough seasonal 5, yes enough seasonal but not enough permanent 3.

To the question to visitor services and maintenance, "Has it been made clear what is expected of you?" yes 36, no 15, no answer 2. To the second part of this question, "If yes, how was this done?" Very few of them had a duty statement. Mostly by talking to area manager sometimes. Most did not know what was expected of them. It looks like lack of communication is shooting down the reorganization before it gets off of the ground.

To the question, "How do you get along with your counterpart in maintenance or visitor services?" Most get along very well, but those who don't are really causing a problem. Some have so little regard for the others ability that they will never try to get along. The green eyed monster of jealousy has reared his ugly head and makes people think of money. The ranger I's knew that the maintenance men II would make more money than they do, but either failed the exam or did not take it in the first place. There were those who did not want to lose the Ranger Title, the badge and the police powers. Now they are crying. But on the other hand many park attendants took the exams, are now making more money and are crying because they lost their badge and I.D. card. They used to enjoy playing at Ranger, dressed up so they looked exactly like one, were called Ranger by an unknowing public, and now are sorry they sold their supposed image for money. They had no choice.

The area managers believe that their visitor services supervisors are doing a good job, yes 21, no 1, fair 6, no answer 1. Their maintenance supervisors are doing a good job, yes 22, no 2, fair 5. Many believe that even though their maintenance supervisors are doing a good job that they need training in supervision, planning and paperwork. Many rated their maintenance supervisors good although they qualified their answer with, "new to the job" which indicates that they may know what to do as far as maintenance work is concerned, but not how to supervise it. They think that some will never learn. The mountain of paperwork will smother them before they can.

Area managers said that their maintenance crew does visitor services work yes 15. no 14. Visitor services crew does maintenance work, yes 26, no 3.

If nothing else this proves that there is an imbalance. Not enough maintenance people. Most qualified their answers with "occasionally", "in emergencies," "In remote areas," "As little as possible," and "during the off season." To the question put to Area Managers, "Are you in favor of the reorganization?" Yes 22, no 5, yes and no 1, no answer 1. Of those who said yes, over half qualified their answers with comments such as, "once we have adequate staffing, equipment and funds to do the job," "Only if they (the Dept.) provide the means

to carry it out" - "If adequate staffing is given to us" - "We did need reorganizing but not such a drastic one" - "Believe it created more problems than it solved." - "Would have preferred a Ranger Force, a maintenance force and the retention of the park attendant to fill in the gap between the other two services," Totally in principle. Implementation and support at some levels is insufficient." Even so if 22 said that they are in favor of the reorganization, 11 or less really mean it.

As the devils advocate I have looked at the evidence presented to me in the Questionnaires and it appears that things are not going too well with the reorganization. One thing for sure, areas are not coordinated. Some areas have gone far with great success and some have barely started. Before reorganization morale was very low among the Park Attendants. After the maintenance exams and promotions for practically all of the maintenance people, morale went up very high and the ranger staff picked up the feeling. Things were great. This did not last long. Morale is almost as low as before the maintenance appointments among the maintenance people and appears lower than ever with visitor services people. So many permanent positions were cut that there seems to be a great hardship in both maintenance and visitor services except in a couple of areas. Vacant authorized positions also are causing poor morale. Lack of seasonal employee funds is also a large contributing factor. There is such a wide difference in methods of operation between areas that they cannot be recognized as the same park system. As has been noted, some areas are only using that part of the reorganization which pleases them. It seems that there is quite a conflict developing between visitor services and maintenance. There should be no reason for this happening and it certainly is not happening in all areas. In my area there is no sign of it. We cannot bury our heads in the sand and ignore it just because it is not affecting us. Last and far from least, there are so many who do not care if the reorganization works or not and many more who do not want it to work. We are in trouble, bad trouble and only the Department can get us out of it. They got us in. This doesn't appear to be affecting the public yet but if some corrections are not made the public will definitely feel it next summer season in some areas; perhaps many areas. -----

Mrs. Jack Rowe
Box 527
Columbia, Ca 95310

February 4, 1971

Dear Alice:

This is to let you know that the thoughts of the State Park Rangers are with you during this time of need.

We were all friends of Jack and we too will miss him.

If there is anything we can do please feel free to call on us.

/S/ Wesley E. Cater President, C.S.P.R.A.
John A. Rowe - Park Maintenance Man II

Sincerely Yours,

Mr. Walter Ritzmann
P. O. Box 167
Sonoma, Ca. 95476

Dear Walt:

The California State Park Rangers Association wants to be a part of your final coffee break and we only wish that we were able to be with you this afternoon in Sonoma.

Our best to you and our thanks for a job well done. Your many friends will miss you but remember the coffee pot is always on and we will be looking for your visit in all of the State Parks.

Again our thanks and best wishes.

Sincerely yours,

/s/ Wesley E. Cater, President

1. What can C.S.P.R.A. do to better serve the needs of the membership?

For a starter, the Association could take the members recommendations, submit them to the Department, or wherever, and follow through with the amount of pressure needed for the desired results. Too often resolutions submitted receive letters of acknowledgment only. Period.

As Jim Neal suggested: Let the members know what the Association has accomplished and what it has tried to accomplish. On the failure side, the Association could hint at where and why the stoppage occurred.

2. What can the membership do to better serve C.SP.R.A.?

They could show a bit more enthusiasm by attending meetings or at least communicating with the organization. Too many keep quiet about their "druthers". Perhaps they think that the officers are mind readers or have E.S.P. Members, sound off!

3. What can be done to get more activity in each Region?

A look at the Report of Officers in the January 19 "Reporter" will give one clue. (Minutes of the Associations' 1-19-71 meeting).

4. Does the membership feel that C.S.P.R.A. is accomplishing the goals for which it was established?

Not very many, sir, not very many.

5. What more or less or different would you like to see in the "Reporter"?

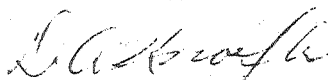
More clear and logical materials such as submitted by Gar Salzgeber, but that is up to the members. No, the "Reporter" is doing ok.

6. Please give us your comments and suggestions.

Have already made the suggestions. Comments: The Association is facing a possible withering on the vine unless new blood is pumped in. The number of Rangers has been, and is still being, reduced. Unless something is done soon, such as Gar Salzgeber's proposal, I'm afraid our present efforts will be futile in keeping C.S.P.R.A. alive.

The foregoing is just one man's opinion. You ask for it and you now have it. Am pleased to see the "Reporter" coming out with things like the questionnaire, and very pleased to see the follow-up!

Viva El REPORTER!


D. A. Knoefler

February 9, 1971

CALIFORNIA STATE PARK RANGERS ASSOCIATION

PROPOSED BUDGET 1971

ESTIMATED INCOME

MEMBERSHIP DUES

ACTIVE	325	@	\$18.00	\$5,850.00
ACTIVE RETIRED	17	@	\$9.00	153.00
ASSOCIATE	49	@	\$12.00	\$ 588.00
				<u>6,591.00</u>
				179.88

LESS CONTROLLERS FEE

\$6,411.12

EXHIBITS 10 @ \$150.00 1,500.00

RESERVE (from 1970) 5,592.01

INTEREST FROM SAVINGS 175.00

SCHOLARSHIP FUND 139.40

TOTAL ESTIMATED REVENUE 13,817.53

PROPOSED ALLOTMENT

GENERAL EXECUTIVE COUNCIL 3,500.00

BOARD MEETINGS 2,000.00

BOARD MEMBERS 1,000.00

EXECUTIVE SECRETARY 600.00

COMMITTEES STANDING 200.00

COMMITTEES SPECIAL 400.00

STAFF SERVICES AND SUPPORT 1,100.00

SCHOLARSHIP FUND 175.00

CONTINGENCY 50.00

REPORTER 900.00

RESERVE TO 1972 3,892.53

TOTAL 13,817.53

Today is Environmental Rights Day in Santa Barbara. It is the second anniversary of the Santa Barbara Channel oil spill... Two years ago the spill made the headlines of all the major newspapers... Today oil spills are becoming so common they are lucky if they make the front page of the second section in the newspapers.

Santa Barbara's enduring battle against channel oil exploitation has been recognized as a turning point in national thinking on ecological matters. And that turning point, to date, has yielded little more than lip service on the part of the majority of high public officials. The C.O.C. organization, headquartered in Santa Barbara are diligently bird-dogging Washington D.C. demanding fines for oil company pollution.. Thousands of pieces of mail, petitions signed by over 20,000, air-mailed to the President with letters reminding him of citizens rights to petition have been returned to the department of Interior without any acknowledgement to C.O.C.! And now we are faced with the big spill in the San Francisco Bay... And what are we doing about it all? Like myself, still maintaining a gas hog car a half block long, while lustily berating the oil men who provide me with the gasoline for my car. Our County says they want to do something about the air pollution but the officials have to be dragged kicking into an air pollution control district 10 years past due. Today, January 28, 1971, Santa Barbara, on Environmental Rights Day, had one of its worst smog polluted days... Yes, Environmental Rights Day is just like any other day, rather normal for California in these times, just very polluted... So it's not only in the channel, but everywhere. Pollution, like excessive smoking, is self inflicted, and we are all contributing to it in one way or another... Remember, ecology begins at home...

Hope to see all of you at the 1971 C.E.C. which will be held at the Miramar here in Santa Barbara... I'm sure that C.O.C. and the Ecology Center will be participating in an exhibit with us this year...

Al Salzgeber

71 - 1

WHEREAS The C.S.P.R.A. is an organization to further the professionalism of the California State Park Ranger;

WHEREAS Section 2 of Article IV limits active membership to those Rangers with Permanent Status of at least one year duration;

WHEREAS New employees in those Ranger classes are discouraged as a result of the permanent one year requirement;

THEREFORE BE
IT RESOLVED

That the following be added to Section 2 of Article IV:

- a. Employees entering in the classes of State Park Ranger Trainee and State Park Ranger Intermittent, be granted full active membership in C.S.P.R.A. at the time of their appointment; this active membership status be limited by all of the criteria of Section 2 Article 4 with the exception that active status be granted at the outset without the one year delay.

/S/ Tom A. Miller, R.B. Frenzel, John E. Walsteor

71 - 2

WHEREAS CSPRA currently limits the Permanent Intermittent Ranger I membership to that of Associate Member and;

WHEREAS THE Permanent Intermittent Ranger I's play an active and important part in our operations and;

WHEREAS Many Permanent Intermittent Rangers have expressed a desire in becoming an active member in our organization and;

WHEREAS These Permanent Intermittent Rangers are professional Rangers in attitude, knowledge and interest, be it;

RESOLVED

THAT CSPRA ammend the Constitution through a vote of the membership to provide active membership to those Permanent Intermittent Rangers that Have shown a desire and interest in becoming active members.

/S/ R.A. Lonet, R.W. Kelly, Carl S. Chavey

71 - 3

WHEREAS The C.S.P.R.A. is an organization dedicated to the professionalism of the California State Park Ranger;

WHEREAS Active membership is and has been for the working and retired California State Park Ranger;

WHEREAS New State Park Rangers cannot become active members until completion of probation;

WHEREAS This one year delay is a negative moral factor for the new Ranger;

THEREFORE BE
IT RESOLVED

The wording of Section 2 of Article IV be amended to read:

Active and retired members shall be limited to all California State Park Ranger classes and retired members from those ranger classes.

/S/ Glen N. Jones

71 - 4

WHEREAS the entry level into the California State Park Ranger Class is at the professional level and

WHEREAS every new Ranger must serve a probation period and

WHEREAS the new Rangers are interested and anxious to become members of our Association and

WHEREAS the new, young and eager Rangers can and will promote and further the objectives of the Association, be it

RESOLVED that every new Ranger upon acceptance into the new Ranger Trainee Class be allowed to join our organization as active members, and be it further

RESOLVED that the present membership be polled on this issue to reflect this change in our Constitution.

/S/ R.A. Lant, R.W. Kellogg, Carl S. Chavaz

71 - 5

WHEREAS the State Park Maintenance series was created to upgrade the professionalism of park maintenance and

WHEREAS many of the maintenance professionals are already members of the California State Park Rangers Association and

WHEREAS it would strengthen both the ranger profession and the maintenance profession to join together in one strong association enjoining two equal classes and

WHEREAS the Maintenance Classes work closely with the State Park Rangers in the field to upgrade the ideals of the California State Parks and

WHEREAS both the State Park Rangers Series and the Maintenance Series converge at the Ranger V level

Be it resolved that a referendum be put to the membership to change Article IV, Section II to read; Active and retired membership shall be limited to permanent, full-time California State Park Rangers, members of the California State Park Maintenance Series (including all classifications from Maintenance Assistant to and including the District Maintenance Specialist Class) California State Park Ranger Trainees, immediately upon appointment, and retired permanent employees of the above two professional series.

/S/ Dick Feltz, J.D. Allen

71 - 6

WHEREAS a committee of the California State Park Rangers has investigated the preliminary feasibility of affiliation of that organization with the California Park and Recreation Society.

WHEREAS such affiliation would result in greater professional recognition of the State Park Rangers.

WHEREAS such affiliation would be a step toward the development of a certification program for qualified State Park Rangers.

WHEREAS such affiliation would provide services to the State Park Rangers such as the semi-monthly journal of the California Park and Recreation Society, other mailings and office services.

WHEREAS such affiliation may lead to the General Executive Council meeting being held concurrently and jointly with the California Park and Recreation Society Annual Conference.

WHEREAS such affiliation would result in other mutual benefits to the members of both organizations through such activities as professional workshops and other contacts.

WHEREAS such affiliation will cost approximately ten dollars additional per year in annual dues to the members of the California State Park Rangers Association.

Now therefore be it resolved that the officers of the California State Park Rangers Association are directed to effectuate such affiliation as soon as possible.

/S/ Ronald Rond, Ross Henry, Ronald L. Hanshew, Curtis B. Mrichell, Charles P. Tyden

71 - 7

WHEREAS the California State Park Rangers Association has established a scholarship fund in the amount of \$139.40, and

WHEREAS this fund has been in existence for a period of five years, and

WHEREAS no scholarship has been extended to any organization and/or individual since its inception, be it

RESOLVED that effective immediately funds in the amount of \$350.00 be made available to the National Audubon Society for the purpose of providing financial assistance in two full scholarships to two California State Park Rangers in attending Audubon Camp of the West, and be it further

RESOLVED that these scholarship funds in the amount of \$350.00 be provided on a continuing basis with scholarships awarded on a rotational basis beginning in 1972 for one candidate each from Districts 1 and 2; 1973 for one candidate each from Districts 3 and 4; 1974 for one candidate each from Districts 5 and 6. Should a District not be able to meet its schedule, the one scholarship should be made available to another District on an "at large" basis.

/S/ R.A. Lant, R.W. Kellogg, Carl S. Chavez

71 - 8

WHEREAS CSPRA has been organized to improve the professional and technical skills of its members and

WHEREAS it is recognized that through self study this means can be achieved and

WHEREAS the Department of Parks and Recreation has had limited success in making available to the field publishing aids, brochures and books for the enhancement of the Rangers professional skills in interpretation, management, enforcement and maintenance

Be it resolved that the CSPRA provide monies in the amount of \$150.00 to James Kruger at the Asilomar Training Institute to purchase resource materials which will be made available to the field, at the Institute or through library loan.

/S/ R.A. Lant, R.W. Kellogg, Carl S. Chavez

71 - 9

WHEREAS several of our members are active in CSEA and

WHEREAS many of these members attend the Annual General Council and

WHEREAS policy adopted at the Annual General Council may benefit or adversely affect our membership and

WHEREAS those CSPRA members may need advise and direction on policy benefiting or affecting our membership

Be it resolved that CSPRA direct the President or Vice President to attend the Annual General Council to provide such advice and direction to our delegates and/or Chapter President

Be it further resolved that CSPRA defray the expenses of the CSPRA officer attending the General Council.

/S/ R.A. Lant, R.W. Kellogg, Carl S. Chavez

71 - 10

WHEREAS, the State Park Ranger is a special peace officer with a unique opportunity to approach crime problems in parks differently than with conventional law enforcement methods; and

WHEREAS, a law enforcement program accenting prevention of crime directly accomplishes the enforcement responsibility of State Park Rangers; and

WHEREAS, such a program would include improving communication between rangers and park visitors through training and changes in the State Park Ranger Uniform, training rangers to more effectively deal with people and their problems, increased community involvement by rangers and their families, and research to determine the causes and people responsible for crime problems in individual park areas followed by prevention programs directed at those causes and people;

BE IT THEN RESOLVED, that the California State Park Rangers' Association advocate a law enforcement policy that accents prevention of crime.

/S/ Ronald L. Hanshew, Ross Henry, Ronald Rond, Charter P. Tyden,
Kenneth E. Martin, Curtis B. Mitchell, G.H. Ramsdell, R. Tondy

71 - 11

WHEREAS: This department has developed long range plans for concession development of State Parks, Recreation and Historic units.

WHEREAS: This type of extensive development has proved harmful and has accelerated deterioration of the prime resource.

WHEREAS: Extensive and excessive concession development in the National Parks and in our own experience has not benefited the public.

WHEREAS: Excessive and extensive concession development removes from priority standing use of the unit for enjoyment of the public and inserts business interest instead.

WHEREAS: This type of concession planning and developing violates the public trust under which this Department operates and by whose grace we exist.

THEREFORE BE

IT RESOLVED: The California State Park Rangers Association go on record as being against such continued development.

THEREFORE BE

IT RESOLVED: That this expression be in the form of a letter directed to the State Park Commission and to the Director of Parks and Recreation.

/S/ Dominic W. Gotelli, Frank B. Bellingham, Donald W. Nicol, Ray L. Stohes

71 - 12

WHEREAS The State of California is now in financial difficulty and State spending is being curtailed or halted;

WHEREAS The Department of Parks and Recreation has had much of its programs curtailed because of the State's financial difficulty;

WHEREAS The public's use of the State Park System is increasing in excess of 10% per year;

WHEREAS The Department's Field Staff is remaining static or is being subjected to cuts and reductions;

WHEREAS The Department continues to implement new programs each year;

WHEREAS The Department Field Force is requested to carry these additional programs without commensurate support funding;

THEREFORE LET IT BE RESOLVED, The California State Park Rangers Association requests that the Department of Parks and Recreation undertake no new programs which will add workload to the field force operation without the required funding for satisfactory support of said program.

71 - 13

ENVIRONMENTAL QUALITY

- WHEREAS Concern for the environment of our state has been a long standing, traditional, attitude of State Park Rangers; and
- WHEREAS The ecological condition of our "Space-ship Earth" seems to be precariously balanced; and
- WHEREAS Immediate definitive action is apparently essential if the earth is to remain inhabitable; now therefore be it
- RESOLVED That the California State Park Rangers Association will formulate policies to indicate where, we as a body of concerned professionals, stand on important environmental issues of the day; and to recommend to our membership, individual action such as the recycling of refuse, that they can take to reduce the pollution of our environment and the waste of our resources.

/S/ James E. Neal

71 - 14

- WHEREAS C.S.P.R.A. is an association of people with a professional interest in the public good in the field of Parks and Recreation;
- WHEREAS Quality in the field of Parks and Recreation is dependent upon a quality environment;
- WHEREAS Profit motive free enterprize is subjecting the environment to its limits of being able to carry a normal population of plants and animals, including the human species;
- THEREFORE BE
- IT RESOLVED That C.S.P.R.A. convey a letter of acknowledgment and appreciation on behalf of all Rangers in the California State Park System to The President of the United States, Richard M. Nixon, for his action in preventing the completion of the canal that, if completed, would have brought about the end of the Everglades.

/S/ Tom A. Miller, R.B. Frenzel

71 - 15

WHEREAS, it is a primary objective of the California State Park Rangers Association to promote high standards among the California State Park Rangers, and

WHEREAS, it is also the intent of the California State Park Rangers Association to provide benefits to the membership, whenever such benefits are in keeping with the primary objectives of the Association, and

WHEREAS, other associations, including the National Lifeguard Association, have made arrangements to purchase uniforms for their membership at a considerable savings, and

WHEREAS, such arrangements for the members of the California State Park Rangers Association would enhance both their appearance and pocketbook,

NOW, THEREFORE, BE IT RESOLVED that a committee be appointed to investigate the possibility of making arrangements with some uniform house or manufacturer to sell articles of the California State Park Ranger uniform to CSPRA members at a reduced cost.

/S/ R. Henry, Ken E. Martin, Harold D. Bradshaw, Charles P. Lyder, Ronald L. Hanshew
Ronald D. Paul

WHEREAS the State Park Ranger is promoted through the civil service written examination process and

WHEREAS the examinations are composed of questions that deal with administrative policies and publications of the Department of Parks and Recreation

BE IT RESOLVED that this membership cause a formal recommendation to be drafted and issued to the Department stating that all future examinations for Ranger and Maintenance series be composed of currently accepted and documented policies and techniques.

And be it further resolved that the recommendation request that the publications and policies be readily available to all field employees at the unit level.

/S/ R.A. Lant, R.W. Kellogg, Carl S. Chavez

C.S.P.R.A. QUESTIONNAIRE

1. Find out why only four responded to first survey(?)
Then find out the needs of the membership (which won't be easy!)
2. Feel apart of the organization and contribute more activity to the association; even if you voice one's opinions _____ lets hear from the silent majority!
3. Have more free Beer Parties: Each director should meet with each area member, within his region on a regular basis and provide activity and incentives to participate. Most of us need to be reminded and prodded.
4. NO! I don't feel it has. I feel the Association has gotten lost trying to professionalize. If we would just work toward, as a whole, those aspects that make professionals, we could get on to the good stuff! I realize that good ole C.S.P.R.A. has taken credit for some good deeds, but we've no time to rest, with the world changing so fast, and we're still so far behind.
5. The Reporter should be a forum of thought and communication, that will invite and entice the members to participate. Maybe we'd get more action if we had a center fold of the month as a come on? Maybe a column of "What I Would Do as Director" (?) I find that when I first get hold of the reporter, I'm fired up, and if I don't sit down and answer or write then it get's lost until next month. Somehow we need to reach and excite the silent majority.

6. What I want of the Association:

An organization that truely represents the members.

An organization that is the department and treats its members as first class employees of the Nation's Best Park Systems.

An organization that strives for salaries necessary to keep and recruit 1st quality employees.

If most of us had adequate salaries and a fully paid medical and dental benefits plan, we'd have more time for participating in societies and associations. I want this Association to be one and the same with the Department, and through its operation have the support of its members. This organization to get organized, set and follow its policies and procedures, based on that organization.

Now that we've finished our area operations plans, lets finish the job, organize the Districts, the Divisions and VOILA the Department is organized! This is not the end of the work, but only the first steps to keeping up with the changing world. I feel that our organization is one of the more important services of the 20th century, and becoming more so. Maybe we could coat the reporter with some Magic Potion that would galvanize the members into action. (?) Say like Gold Dust!

Sincerely,

The Field Mouse that Roars

...And That Is Why The Sea Is Salty!

Like the salt mill that was lost overboard in the ancient legend, the Rumor Mill grinds ceaselessly.

Have you heard any of these?

Rumor

An element of the "graduation" from the Training Institute will be the issuance of firearms.

On completion of their probation, all Trainees will be transferred to other major Areas.

The February, 1971 Trainee class will be the last to "graduate" from the Institute; training will cease at that time.

The Institute will move.

The Institute staff is being expanded.

Whether we'll ever find that salt mill at the bottom of the Atlantic is problematical, but we can at least answer the Rumor Mill, if not spike it. ASK!

Fact

When issued at all, firearms will be distributed to qualified individuals, at designated Areas only, at times they may be needed, under circumstances that warrant issuance, in the best judgement of several management levels.

To make positions available for next year's Trainees, some transfers will be made from the Intake Areas to vacancies that may exist at any-sized Area. Such transfers may occur promotionally, by request, or administratively in grade. The Intake Area Managers and their District Superintendents will be making these decisions, cranking in other necessary factors (for example, seasonal funds) as well. Some Trainees may remain as Rangers at their Intake Areas, in order to provide training continuity.

The Trainee group which completes its classroom work this February will be the FIRST to finish this part of the Program. Another group will complete the course in May. Other groups, with refined Program materials, are expected in many years to come.

A permanent facility is included on Asilomar's General Plan. To better meet immediate program needs, however, other facilities are being researched at the present time.

Positions are now being identified to create rotational assignments as career development opportunities throughout the Department.

Bob Pugh

Concentration and reasoning are closely related and have much in common. It is amazing how quickly concentration comes when we learn to think clearly and concisely and with control. Complex problems are, for the most part, just problems on which one has not concentrated.

WHEN TIME GOES BY

You never notice the years go by
Until one day it catches your eye
That your hair is getting a lot of grey,
And your joints are stiff at the end of day.

The bounce ain't there that once you had
And the kink in your back is gettin' bad.
Your eyes aren't sharp like they use to be,
You have to wear specks so you can see.

You wonder why your friends talk low
And you strain your ears so you can know
What's going on in conversations
About the job and situations.

The stairs are steep and your breath gets short
and playing ball just ain't your sport.
A day of rest ain't long enough
And it's gettin' hard to get off your duff.

So it's time to think what you should do
With the remaining years that's left to you.
Being as how you're out of fire
It might be smart if you'd retire.

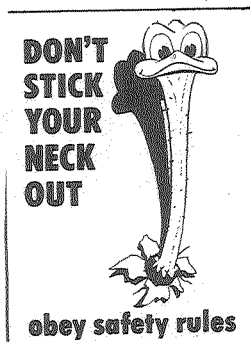
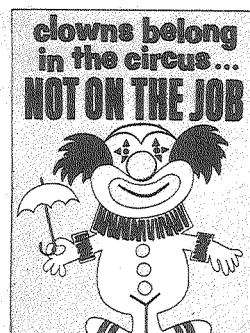
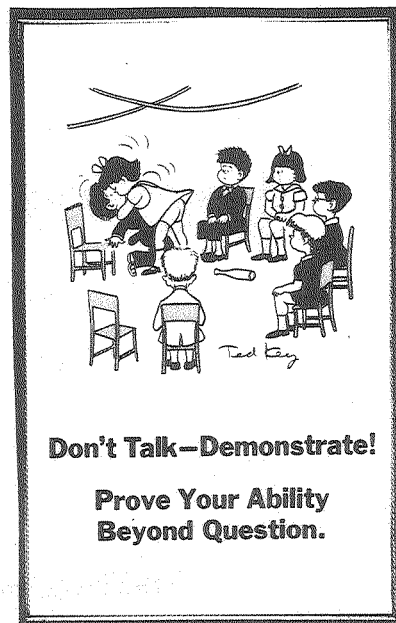
You have the place you want to live,
And you figure the time you'll have to give
To fixin' the house to make it home---
And you and the missus want to roam.

Your plans are made on what you'll do
When you tell the boss that you are through,
That the job goes well as it always does
But you ain't quite the man you was.

And then one day the boss comes in
To greet you with a hearty grin.
"Well how's with you?," he will inquire,
Then wants to know when you'll retire.

You tell him what you plan to do
And why and when that you are through.
A sudden thought occurs to you---
By gosh, your boss should retire too!

D. G. Knoefler



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