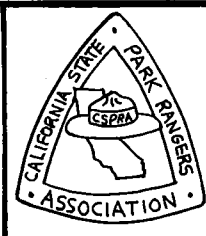




3/74
REPORTER

california state park rangers association

REPORTER

Volume VI - Number 4
March, 1974

NEWS FOR



ALL POINTS

PRESIDENT:

Jack Welch, 2050 Alessandro Trail, Vista, CA 92083

VICE PRESIDENT:

Herman Schlerf, 245 Arnold Way, Fortuna, CA 95540

EXECUTIVE SECRETARY:

Doug Bryce, 8665 Florin Rd. #45, Sacramento, CA 95820

HERMAN SCHLERF ADDRESSES BOARD
OF DIRECTORS AS NEW PRESIDENT

On Sunday March 10, 1974 President Schlerf asked for the Board of Directors help in focusing the coming two years on membership participation, association contributions, and definite and stated direction.

Summing up the general direction that he hoped the California State Park Rangers Association would take during his term of office President Schlerf said, "If we pursue better public service as our main objective then all the other things we hope to gain and accomplish will follow suit in their proper order."

President Schlerf further stated that "The next thing we need is specific direction as regards ideas, programs, specific activities and identification of needs. While the officers of Board of Directors can indicate a general direction for the Association I believe that this specific direction must come from the membership."

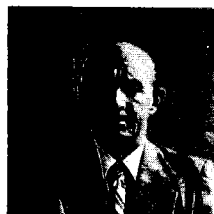
President Schlerf backed his contentions up by outlining four commitments of each Regional Director, as follows:

- 1) Provide a minimum of one Regional Meeting per quarter for their members with sufficient additional sub-region meetings to ensure adequate opportunity for total region membership attendance.
- 2) Appoint a Regional Advisory Committee and submit committee member names to me by April 1st.
- 3) Prepare and submit all reports and correspondence in a formal format.
- 4) Obtain and submit articles on time to the Editor of the Reporter according to the proposed schedule.

In outlining commitments President Schlerf was not one sided as he felt he too was committed to communicating what is going on with the office of President. He will try to accomplish this through the President's message in the Reporter and through direct written communications to the Regional Directors and Committee Chairman.

President's Message

"WE NEED PRECISE ANNUAL WORKLOADS
SO THAT EACH MEMBER MAY GEAR HIS
CONTRIBUTIONS ..."



In his last report to the membership, as CSPRA President, Jack Welch reviewed recent actions directed by resolution or the Board of Directors and emphatically spelled out his recommendations for the year ahead. The following excerpts are the highlights of outgoing President Welch's address at GEC on Friday March 8th.

* * * *

RESOLUTIONS

Resolution 72-17 directed the donation of \$500 to the Department for either producing or purchasing an interpretive film. On February 26, 1974 Bill Dillinger reported that the money is in the contingency fund. Since Director Mott recalled the first film effort because of poor quality the Department is redoing the movie. The CSPRA \$500 will be used to help pay for the remake and CSPRA will receive film credit.

Resolution 73-11 directed CSPRA to urge the Department to develop and arrange for the broadcasting of public service announcements promoting the protection and wise use of State Park System resources. Director Mott answered: "We are now doing this as a part of a new statewide broadcasting service."

Resolution 73-9A required CSPRA recommend to the Department that care be taken to insure preservation of grunion eggs incubating beneath kelp-strewn beaches. With the observation that this was a commendable resolution Director Mott referred it to Jim Tryner who placed Fish and Game in contact with Ranger Price. Fish and Game has subsequently suggested several protective measures.

Editors note: This issue (page two column two) contains the first of a series of articles written by Jeff Price on the plight of the Grunion.

* * * *

P.O.S.T. CERTIFICATION AND DEFENSIVE EQUIPMENT

On October 15, 1973, we asked Director Mott to issue P.O.S.T. certification for all State Park Peace Officers.

On September 27, 1973, we asked Director Mott to issue defensive equipment, including firearms, to all who successfully completed Law Enforcement Training.

On February 14, 1974, Director Mott and I discussed both proposals.

Director Mott stated he would not issue defensive equipment to all who received training and that he would continue the present policy of arming only selected areas.

Director Mott stated he would approve P.O.S.T. certification for all who completed Law Enforcement Training.

* * * *

Cont. on page 9

NPS - DPR EXCHANGE

CHAPTER THREE by JOHN KOLB

Well, here it is March already and in three months it will be Memorial Day weekend. Now while it's quiet, you have time to think about your career and whether you made the right choice of employers. True, by now other people our age outside public service may be making \$25000 a year for IBM but most of us were looking for a better quality of work. Maybe a look at the National Park Service as an employer would help.

As most everyone knows, Yosemite is not your typical National Park but some of the benefits and practices are fairly uniform throughout the System. In Yosemite there are just more of them.

For example, there is no such thing as comp-time. Overtime for NPS workers is $1\frac{1}{2}$ pay and work on holidays draws double time. There is also night shift differential at the rate of 10% of your wage. The Federal system also believes that Sundays are special and pays 25% more for the people who work them. There are two separate pay systems. For trade workers, there is a wage board which sets the rate of pay based on the local area (Yosemite uses the figures for Castle Air Force Base in Merced). According to the personnel office here, annual pay increases are approved fairly regularly for these people. The rest of the workers are under the government service system which uses a graded scale (GS) for all workers in the Federal Government. In a normal career, a ranger may start at a GS-5 (\$618 a mo) and go to a GS-11 (\$1128 a mo) fairly easily. At each step, however, there are nine intermediate steps similar to the State's, i.e. requiring supervisor's approval. One more interesting benefit—uniform allowances are \$125 per year for anyone who wears an authorized uniform. This amount may soon increase to \$225.

STILL TRYING TO GET 98%

Hiring, promotions and transfers are a large concern in the DPR (how many times has a transfer policy resolution come up at GEC?). Here, there are some major differences in the two services. The Official way to go to work for the National Park Service is to pass the test and be selected. With the number of people taking the test, the usual score necessary is right around 98%. Only a few make it that way. The rest still want to work for the Park Service so they get on seasonally in a park of their choice. Here they gain experience and good recommendations from their supervisors. Because of the size of many National Parks and their year-round operation, it is possible for many seasonals to have a job all year—switching from summer patrol to winter ski area, etc. After a while, these seasonals (who are still trying to get that 98%) get tired of low wages and either take their experience and go to work for IBM or plead with a sympathetic supervisor for a career conditional. This is similar to an intermittent position without the test and it means that they do not have to worry about job termination from day to day. However, they still have none of the benefits of permanent employees. Finally, these seasonals either give up or, if lucky, get a permanent spot in the park if one opens up and they are selected. By this time, many have 10 years of park service experience (and I suppose are supervised by two-year men with a 98%).

Promotions come in different ways to Federal employees. Each job that is done in the Park Service has a job description which includes duties and a pay rate. If a supervisor selects you to do that job, you get that pay. If it's higher than your present grade, you have a promotion. If it's lower, you're probably lucky to still be in the park.

MORE PEOPLE TRAINING THAN WORKING

Like the State, promotions are tied closely to transfers. When a job in the Park Service becomes vacant, the supervisor of the vacant position may request a general register. He will get a list of all people who are qualified and who have submitted their annual qualifications form. This form makes training programs and special skills very important since the more you have the better it looks. As a result, the National Park Service is serious about their training (something which also makes for a professional outfit—until you have more people training than working).

There is another way to transfer which is often used within Regions and with people up to a GS-9. This is a "single name" register. If a supervisor has a vacancy and he knows of a man in another park who he wants to fill it, a register comes out with only one qualified name on it and the position is filled.

Continued on page 9.

RANGER'S LAMENT

Patrolling since day's first light,
Patrolling, searching with all my
might,
Trying all day to do what's right,
But no reward is my plight
This ranger is to be spared such
delight
Not a single streaker in sight!!

Buck Graham
Red Rock Canyon

Editor's Apology -

A few copies of the Reporter mailed last month, (February issue) had blank faces on the reverse side of page 3.

If you were one of the few that received a blank page in your Reporter please accept my apology. I will work hard to assure it does not happen out of error again.

Keep The 'Fork' Out Of The Nursery

The environment between the land and the sea is unique, with its own peculiar types of life. Most of us are familiar with the rocky coast tide pools with their abundant and diverse life forms. Fewer are familiar with life in and on California's miles of flat sandy beach. Plants and animals which live here are not usually visible. Most are living beneath the surface of the sand for protection, food and for procreation: it is here they make their kitchen, their living room and their nursery.

Beginning late February or early March, an animal who depends on southern California's sandy beach for an amazing life cycle will once again return; the grunion will come ashore to spawn. This remarkable fish about six inches long is still believed by many to be a mythical animal. How would you react if someone handed you a burlap bag and a flashlight as the equipment needed to go fishing near midnight, and then be told the fish would come up onto the sand where they could be caught by hand? This fish does really exist! It uses the moist sand as a ten day nursery for egg incubation.

Why bring this up in the CSPRA Reporter?? Well, for one thing our Continued on page 6.



Above: Late evening arrivals were greeted by this marquee above Holiday Inn, Santa Cruz, it read: "Smokey Bear Welcomes California Park Rangers." And with this to set the mood GEC 1974 turned out the most enjoyable yet held.



Above: Past President Award. The award representing the completion of two hard years of service as President of CSPRA is presented to Jr. Past President Jack Welch by previous Jr. Past President Wes Cater. Mrs. Welch claps with pride.



Nearly 250 people attended the GEC Banquet Saturday evening March 9th. The subsequent ceremonies were handled skillfully by Master of Ceremonies Jim Whitehead. Mr. & Mrs. Chief Deputy Director Bob Meyer were among the many guests.

1974 G.E.C. HIGHLIGHTS

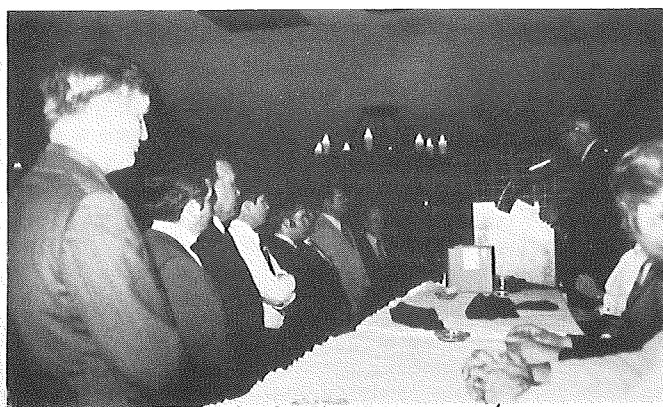
Below: Never let it be said female rangers aren't good sports!! Ranger Pat Weise donned one of the Fashion Show garments - then posed for our cameraman. Before Pat could suffer the disappointment of returning such nice fitting shorts, fellow benevolent Rangers took up a hurried collection and purchased them for her.



Above: Josephine P. Read displays the California State Park Rangers Association Honorary Ranger Award presented moments before by Master of Ceremonies Jim Whitehead. Jo Read has been an aggressive and effective Conservationist/Environmentalist and a staunch supporter of the California State Park System for many years.



Above: With an obvious air of joy and relief Jack Welch turns the responsibilities of CSPRA Presidency over to Herman Schlerf.



Swearing in ceremonies by Jim Whitehead: (right to left) Herman Schlerf, President; Ron McCall, Vice President; Mel Badger, Director, Region II; Denzil Verardo, Director, Region IV; Jim Hart, Director, Region VI; Jim Phillips, Alt. Director, Region II; Don Hoyle, Alt. Director, Region IV; and Jeff Price, Alt. Director, Region VI.

1974 RESOLUTION RESULTS

RESOLUTION 74-1

RESOLVED, that the Operations Division be asked to publish in the CSPRA Reporter a list of existing and anticipated vacancies throughout state.

Voting - In Favor - 16
Opposed - 15

74-1 CARRIED

RESOLUTION 74-2

RESOLVED, that the Department encourage employees to request transfers by budgeting the necessary funds to provide for each transfer as an administrative transfer, paid by the Department.

Voting - declared void.

74-2 referred to Committee.

RESOLUTION 74-3

RESOLVED, that California State Park Rangers Association investigate the possibility of hiring a part time lobbyist in Sacramento for the purpose of accruing benefits for the membership, and let it be further resolved that the President appoint a committee to carry out this investigation, determine the costs and benefits to the membership, and that this committee report such findings to the Board of Directors no later than July 1, 1974. Findings will then be presented to the general membership and a vote made by the general membership concerning this issue no later than September 1, 1974.

Voting - In Favor - 27
Opposed - 3

74-3 CARRIED

RESOLUTION 74-4

RESOLVED, that this committee be a standing committee, its purpose to be constantly vigilant to the forementioned.

Voting - In Favor - 12
Opposed - 19

74-4 DEFEATED

RESOLUTION 74-5

Resolved, that all qualified members interested in Audubon scholarships offered by CSPRA send application to the Executive Secretary by January 15 of the year they wish to attend, and be it further

Resolved, that the Executive Secretary draw the number of names as scholarships from all those applying and announce the winners by February 1 that same year.

Voting - In Favor - 29
Opposed - 3

74-5 CARRIED

RESOLUTION 74-6

RESOLVED, that C.S.P.R.A. recommend to the Director that he determine what action would be necessary to secure authorization for State Park Rangers to carry and use tear gas (Mace), and be it further

RESOLVED, that C.S.P.R.A. recommend to the Director that he take whatever action he can in order to secure this authorization, and be it further

RESOLVED, that C.S.P.R.A., upon our receiving such authorization, recommend to the Director that Mace be included as part of the Department's law enforcement kit and be issued to every ranger who is issued an enforcement kit.

Voting - In Favor - 31
Opposed - 0

74-6 CARRIED UNANIMOUSLY

RESOLUTION 74-7

RESOLVED, that the California State Park Rangers Association establish the Interpretive Needs Committee as a permanent standing committee of the association, and be it further

RESOLVED, that the Association provide such a committee with an operating budget consistent with its needs and subject to the approval of the President and the Executive Board.

Voting - In Favor - 7
Opposed - 24

74-7 DEFEATED

RESOLUTION 74-8

RESOLVED, that the California State Park Ranger Association continue its financial support of the Junior Ranger program through 1975 with an amount to compliment the funding of the Department and thereby achieve a complete program, and be it further

RESOLVED, that the members of the California State Park Ranger Association contribute their professional efforts in their individual parks to insure the success of the Junior Ranger program.

Voting - In Favor - 4
Opposed - 26

74-8 DEFEATED

RESOLUTION 74-9

74-9 WITHDRAWN FOR REWRITE

RESOLUTION 74-9A

Resolved, that the California Park Rangers Association urge the Department of Parks and Recreation to immediately bring the interpretive programs at these parks and beaches, close to large population centers, up to a higher level with the necessary facilities and personnel.

Voting - In Favor - 30
Opposed - 1

74-9A CARRIED

RESOLUTION 74-10

74-10 WITHDRAWN FOR REWRITE

RESOLUTION 74-10A

Resolved, that CSPRA recommend to the Department of Parks and recreation, that the Department consider establishing an "Audubon type" workshop program for Interpretive Training in an appropriate location; in the event that the National Audubon Society does not re-establish a camp in California.

Voting - In Favor - 30
Opposed - 3

74-10A CARRIED

RESOLUTION 74-11

RESOLVED, that CSPRA recommend to the Department of Parks and Recreation, that all effort be made to acquire the Delta Queen and add her to the historic collection at the San Francisco Maritime State Historic Park.

Voting - In Favor - 2
Opposed - 29

74-11 DEFEATED

RESOLUTION 74-12

RESOLVED, that the State Park Ranger Association actively support a change in Departmental policy to allow qualified Rangers in approved Areas the option of wearing the fire-arm concealed, and be it further

RESOLVED, that the President of CSPRA express this feeling in writing to the Department of Parks and Recreation.

Voting - In Favor - 10
Opposed - 21

74-12 DEFEATED

RESOLUTION 74-13

Resolved, that the California State Park Rangers Association take the necessary steps to again amend its constitution so as to permit and encourage active membership for all

permanent employees of the California State Department of Parks and Recreation.

Voting - In Favor - 4

Opposed - 28

74-13 DEFEATED

RESOLUTION 74-14

RESOLVED, in order to help defray these costs, that the President of CSPRA appoint a committee to look into the possibility of coming up with a program in which members would receive discounts on books and materials purchased from any number of publishing firms, and furthermore, if this service is possible, and if CSPRA costs for this service are agreeable among the board members, that this service be offered to our members.

Voting - In Favor - 30

Opposed - 0

74-14 CARRIED UNANIMOUSLY

RESOLUTION 74-15

RESOLVED, that CSPRA take the necessary steps to again amend its constitution so as to permit and encourage associate membership for any person or organization in the park and recreation field, conservation field or allied fields, that these persons live and work in California. If there is a question as to "allied fields" or the qualifications of a person, the Board of Directors will decide what will be allowed.

Voting - In Favor - 7

Opposed - 23

74-15 DEFEATED

RESOLUTION 74-16

RESOLVED, that the President of CSPRA urge our Department to formulate a policy where Permanent Intermittant employees required to purchase uniforms would receive an appropriate uniform allowance to help defray these costs, and furthermore, that the President contact at least one of the co-authors of the Assembly Bill 42 (1972 Regular Session) and request that this bill be amended to include a uniform allowance for all Permanent Intermittant uniformed classes, and furthermore,

Said uniform allowance could be (but not necessarily) an allowance pro-rated in accordance with the number of hours a particular employee works in a year.

Voting - In Favor - 26

Opposed - 5

74-16 CARRIED

RESOLUTION 74-17

74-17 WITHDRAWN

RESOLUTION 74-18

74-18 WITHDRAWN FOR REWRITE.

RESOLUTION 74-18A

Resolved, that the President of CSPRA appoint a committee to decide (1) what sort of gift or memento would be suitable (card, badge, etc.), (2) its design make up and suitable inscription, (3) the cost limits to the Association, and (4) who will be qualified to receive said gift. Upon formulating said policy (in agreement with the Board members), the Association will carry out said policy for those qualified.

74-18A CARRIED UNANIMOUSLY

RESOLUTION 74-19

Resolved; that the California State Park Rangers Association go on record as favoring the altering of the required field uniform of the California Department of Parks and Recreation to allow the field employees to wear forest green jeans; and be it therefore,

Resolved; that the California State Park Rangers Association send a copy of this resolution to the Uniform Committee of the California Department of Parks and Recreation.

Voting - In Favor - 31

Opposed - 0

74-19 CARRIED UNANIMOUSLY

RESOLUTION 74-20

Resolved, that this association recommends in writing that the State Park Commission use the existing resource inventory to at least temporarily reclassify Pescadero Marsh to State Reserve classification pending complete study and familiarization of the resource inventory.

Voting - In Favor - 31

Opposed - 0

74-20 CARRIED UNANIMOUSLY

RESOLUTION 74-21

Resolved, that the California State Park Rangers Association forward a letter to the Director and the Chief of the Operations Division of the Department of Parks and Recreation recommending the addition of a policy in which all weapons are concealed when carried and that the necessary equipment be purchased in order to put this policy into effect.



Voting - In Favor - 3

Opposed - 27

74-21 DEFEATED

Continued on page 7.

PRINTED ON RECYCLED PAPER

ALVORD AND FERGUSON

434 West 17th Street
P.O. Box 677
Merced, California 95340
Phone (209) 722-8854

GRUNION, Cont. from page 3.

Department has jurisdiction over a lot of southern California's coastline. We make it available to millions of visitors each year for recreation. These visitors want a clean beach and have apparently complained sufficiently about one thing, "seaweed", that we have taken action. Beach cleaning and kelp removal seems to be in the best interests of the visitor, but is it to the existence of the grunion?

The kelp and algae washing up on our heavily used city, county and state beaches is being raked up and hauled away. This in itself is upsetting countless life cycles and food chains in the intertidal zone, but the method of removal is what bothers me most. Tractor drawn fork like rakes are pulled the entire length of sandy beaches to clear the decomposing kelp. The forks dig into the sand, rip the kelp loose, and drag it into piles for removal. This is the same few inches of sand in which the grunion spawns. It seems that the environment of the grunion eggs may be in jeopardy, and we know, as the environment goes so goes it's inhabitants.

Are we threatening the life of a fish with an unbelievable life cycle? I think we should keep the fork and rake out of the grunion nursery until the effect can be measured. I am now in contact with our Department and with Fish and Game to see if they have information on grunion egg disturbance by kelp removal. Our president, Jack Welch, as a result of a resolution adopted last GEC, was in contact with the Director's office on this same topic. The next issue of The Reporter will carry another article on what you can do to "help a grunion".

/s/ Jeff Price

Environmental Issue
Committee

74-22 WITHDRAWN FOR REWRITE
RESOLUTION 74-22A

Resolved, that the California State Park Rangers Association go on record as favoring the alteration of the grooming standards of the California Department of Parks and Recreation to allow field employees of the Operations Division personal choice in determining grooming styles, consistent only with social standards of cleanliness and neatness, and be it further

Resolved, that the intent and nature of this resolution be forwarded by the President of C.S.P.R.A. to the Chief of Operations of the California Department of Parks and Recreation.

Voting - In Favor - 13

Opposed - 19

74-22A DEFEATED

RESOLUTION 74-23

Resolved, that CSPRA appoint a committee to study the advantages and disadvantages which active membership would provide CSPRA and submit this evaluation to the next GEG.

Voting - In Favor - 27

Opposed - 0

74-23 CARRIED UNANIMOUSLY

RESOLUTION 74-24

Resolved, that CSPRA recommend to the Department that State Park Peace Officers be issued a high rise holster, ammo pouches, hand cuff case and other leather items in cordovan color that attach directly to the uniform belt, and be it further

Resolved, that it be recommended that the currently issued revolvers be exchanged for semi-automatic pistols.

Voting in favor of hearing discussion

In Favor - 9

Opposed - 21

74-24 DEFEATED BEFORE DISCUSSION - REFERRED TO PRESIDENT

RESOLUTION 74-25

74-25 WITHDRAWN FOR REWRITE

RESOLUTION 74-25A

Resolved, that the President of the California State Park Rangers Association formally express its appreciation by letter to Chairman Wes Cater in behalf of the membership.

Voting - In Favor - 33

Opposed - 0

74-25A CARRIED UNANIMOUSLY

RESOLUTION 74-26

Resolved, that the President of CSPRA recommend to the Chief of the Operations Division that a "Kel Light" be issued to each State Park Ranger as a standard safety and enforcement tool.

Voting - In Favor - 31

Opposed - 0

74-26 CARRIED UNANIMOUSLY

RESOLUTION 74-27

Resolved, that CSPRA's President be directed to form a committee to study the current transfer policy and,

1. Make suggestions as to how that policy may be improved, or
2. Make suggestions as to how communications can be improved so that field employees may understand the transfer policy, or
3. A combination of the above.

The results of such study to be published in the Reporter within a reasonable amount of time as designated by the President of CSPRA.

Voting - In Favor - 31

Opposed - 0

74-27 CARRIED

RESOLUTION 74-28

Resolved, that the CSPRA request the Director to reconsider his decision regarding general authorization of enforcement equipment, and

Resolved, that CSPRA urge the soonest practicable issuance of law enforcement equipment to all qualified Rangers in all areas.

Voting in favor of hearing discussion

In Favor - 15

Opposed - 12

74-28 DEFEATED FOR DISCUSSION - REFERRED TO PRESIDENT

RESOLUTION 74-29

Resolved, that CSPRA change the objectives of the organization as stated in the constitution Article II by amending Article II as specified by Article VIII, Section 1, so that the objectives read as follows:

The objectives of this Association shall be to represent, advance, and to promote the interests and standards of the profession of California State Park Rangers and to provide a medium of exchange of professional thought, to insure that the profession receives a high level of economic security, and to promote sound judgement, high quality and economy in planning, development, operation and maintenance of facilities and services offered the public by the Department of Parks and Recreation.

In Favor - 2

Opposed - 15

74-29 DEFEATED FOR DISCUSSION - REFERRED TO PRESIDENT

E.I.C. REPORTS

BY BILL KRUMBEIN

At the G.E.C., Jerry Henderson brought up a question to me which we should attempt to investigate. At the end of the month, when our check books usually register at or near zero balances, of prime interest is receiving our pay check. How many of us make a special trip in a state vehicle for the sole purpose of picking up the pay check?

"During this time of public concern for oil shortages, long range, intelligent planning of natural resources is in danger of being overshadowed by panic-derived antidotes to the energy 'crises'. Now, perhaps, is the time to keep an especially clear head on conservation matters". Lynn Stafford, Vice President of the Redwood Region Ornithological Society, Kite Tales, March 1974.

* * * *

From Rodale's Environment Action Bulletin: Over 8000 groups and individuals are listed in the newly published 1974 Conservation Directory, put out by the National Wildlife Federation, 1412 16th Street, NW, Washington, D.C. 20036. It lists the addresses, phone numbers, officers and purposes of environmental and conservation groups from all over -- plus colleges and universities, publishing houses, publications and much more. It costs \$2.

A 17-minute slide show entitled, "No Deposit-No Return ... What's It Costing Me?" is available from David Hanselman, 208 Revere Road, DeWitt, New York 13214. The show is so concise and persuasive that it is being offered at the following rates: Script only, \$1; script and 57 slides, \$30; script, slides and tape recording of narrator reading script, \$40. The slide show is designed for maximum flexibility. Local facts and figures can be plugged into the script to make the show pertain to your locality.

* * * *

Many times we are confronted by the public in trying to explain how every single organism has its special role and place in the environment. Mr. Whitehead sent me an article from the San Diego Union, 2/10/74. "Many of the secrets of earth are discovered in such seeming trivia as compose a large part of life of earth." As an example, one scientist has discovered. Cont. on page 8, column 2.

NPS-DPR EXCHANGE Cont. From page

To the untrained eye of an outsider, these policies have some advantages and disadvantages. If both the supervisor and the candidate are good, a single name register will work fine. Work production will be high since the two will probably know and respect each other. Taken too far, this system can lead to empire building where one man leaves for a new position as a supervisor and then brings all the other co-workers with him--leaving behind a park with fewer experienced people. The promotion system also works best if you know how to work it. It is said that you cannot advance too high without a "sponsor" who will keep your name in the right ears. Such may be the nature of the political beast.

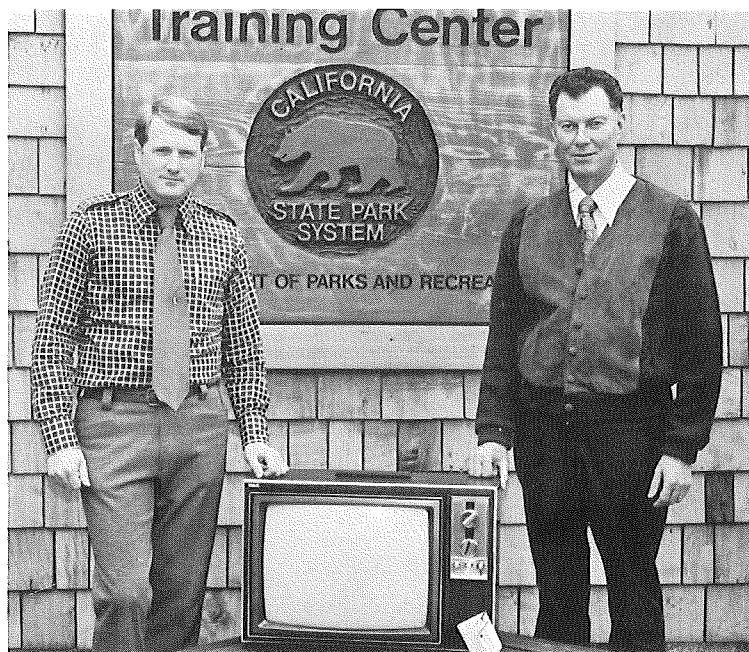
To me, it seems that the competition in the National Park Service has created a highly professional organization. It does not seem to be as close a "family" as the State Park System, possibly because your friend may be in competition with you for the next job, rather than competing with a test.

Hopefully, this comparison will offer you some help in deciding if you made the right career choice. In a few weeks, my comparisons will be even greater. On February 15, we left Yosemite for the Grand Canyon where the National Park Service training center is located. This should be a good time to meet other park service people and learn what others have to say about the System.

/s/ John Kolb

E.I.C., cont. from page 7.

covered that a certain "insignificant" beetle has been found to produce cortexone (a medically important drug) in amounts produced by adrenal glands of 1300 cows. We all know that the science of genetics just wouldn't be if it wasn't for the common fruit fly. "Perhaps it is because man believes he is separate from nature and superior to it that he fails to appreciate the importance all organisms will play in some day making this a more perfect world."

/s/Bill Krumbein
E.I.C. Reports

TV for TC

The long-awaited color television set for the exclusive use of departmental personnel while attending training programs is now in service at the Center. Primarily through a generous donation of one-hundred and fifty dollars from the California State Park Rangers Association and several individual contributions made by training program participants last Fall, the Center now owns a new RCA 19" set.

On behalf of the Training Center Staff and the several employees that have already made use of the TV, we wish to thank the Rangers Association and other contributors for their role in a very worthwhile purchase.

/s/Ken Jones

PUBLICATION DEADLINE:

During the latter part of April I will be at Asilomar for training which means I must move the publication deadline up. Please submit all material you wish to see in April's issue of the Reporter by April 17 th.

I appreciate your cooperation and apologize for any inconvenience this may cause. Subsequent publication deadlines will return to the normal 20th day of each month.

Editor

PLEASE
NOTEPLEASE
NOTE

Dear John Melvin:

The Scholarship Committee has reviewed your application and has decided to pay the registration fee for your classes. They also declined to pay your application fee and book costs.

Upon successful completion of your classes and the submission of an article to the Reporter you will receive a check for \$70.50.

Sincerely,
Doug Bryce
Executive Secretary

President's Message, cont. from page 1.

DEPARTMENT UNIFORM COMMITTEE

For the first time, we now have a member on the Departmental Uniform Committee. This is Ranger Ken Jones. I urge all of you to consider any type of uniform allowance as a positive step in the right direction and to allow your representative to work with the committee by your objective and constructive input.

* RECOMMENDATIONS *

Our Department now has one of the finest training programs in the nation. Each day it improves and each day it offers a more diversified program for all of our membership classes and for most of those in the Department. An important phase of the overall program is the Ranger Trainee Program and we are now in that period when a great percentage of our field rangers consists of Trainee graduates.

We are also in that period when our older, seasoned Rangers can help determine the future of this well-trained and eager Ranger force by sharing the benefits of their experience, by counseling and example, by recognition, and by not stifling the creativity and imagination the new Ranger offers. This attitude should be one of our unwritten policies as an expression of faith in the future of this Department. I think the attitude prevails now and I urge you to continue to uphold it in the future.

My second recommendation is based on my observations of CSPRA since becoming a charter member when it all began in 1964.

CSPRA has reached a point where it must adopt a more organized and structured approach,clearly define its objectives....establish and live by firm policies....and set definite programs of priority goals.

Organization is the heart of any successful endeavor....and although our intentions are good, we lack the organization to move ahead as a 500 member team.

We sadly lack the element of unity....We cannot achieve the element of unity so absolutely vital to any successful purpose unless our efforts are based on proper organization. Although objectives set the course, organization charts it, predetermines responsibilities, and permits an orderly flow of measurable results.

Our objectives are worthy and principled....But how are they interpreted?....Each member's mind has a different picture of exactly what is encompassed in the objectives..... I contend that, while an objective sets the future result, it must be further defined into firm statements of purpose, into operating policies and priority goals to avoid fragmentation of effort. Established policies and established goals concurrent with the times can eliminate much of the troubles we've had in the past.

....Our objectives and our policies set our annual programs or priorities. We should be able to advise our membership each year of a specifically detailed program we hope to accomplish so that all may fully implement the element of unity in working to complete the program. We need precise annual workloads so that each member may gear his contributions to helping complete that workload.

How do we accomplish organization, clear objectives, firm policies, and definite programs?....We can start doing all these by developing and publishing a members' handbook of Association business which will include philosophy, constitution and by laws, objectives, ethics, organization charts and responsibilities, policies and annual programs....Such an expedient will build guidelines under which we can regroup our present shotgun efforts into an organized and understandable approach toward our purposes.... Commensurate with any guidelines must also be the willingness to become involved, the concern for the quality of our services now and in the future, and the effort necessary to do the work.

Region News

Region One Report - Last Quarter

Members were polled for their vote on the resolutions to be presented at the '74 GEC. A meeting was held at Dyerville by Alt. Director Jim Neal.

Response was good from most areas.

Wendell Rickon won the drawing for Audubon Camp. There were a total of three members who filed for the drawing from Region One.

Ads for the GEC Program were up 600 per cent.

/s/Joe D. Hood
Director

Region Four Report

"The following are names of members who have been appointed area representatives for CSPRA in Region 4. It is hoped that this reorganization will improve communications on CSPRA matters such as meeting dates, CSPRA progress, and members benefits. The area representative may call his own meetings and voice his areas opinions on CSPRA matters as they arise to the Regional Director.

A regional maintenance representative has also been appointed. Maintenance CSPRA members in Region 4 may contact him about any matter concerning the needs of maintenance men in CSPRA as well as their own area representative.

AREA REPRESENTATIVES

District Headquarters	-- Ron McCall
Big Sur	-- Bill Beat
Gabilan Mts.	-- Ray Jenkins
Monterey	-- Clyde Ray
Pt. Lobos (rem. unit)	-- Joe White
Pajaro Coast	-- Don Hoyle
(also Alt. Reg. Dir.)	
San Luis Obispo Coast	-- Ken Leigh
	(tent.)
San Simeon	-- Wes Cater
Santa Cruz Mts.	-- Don Patton
Regional Maintenance Representative	-- Don Button
	Big Basin

Contact your area representative about CSPRA and keep active!

/s/Denzil R. Verardo
Regional Director (IV)
Big Basin State Park

Cover Photo: Brown Pelicans and Old Piers at Angel Island, compliments of Ranger Dick McKillop.

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Scholarships Awarded

During the first week of April eight rangers will be attending the National Interpretive Conference at Asilomar at the full or partial expense of CSPRA.

The members receiving the scholarships are: Jim Hart, full scholarship; Terry Roeder, Don Hoyle, Denzil Verardo, Dick McKillop, Phil Claude, Ray Patton, and Harry Morse, partial scholarships.

We should all benefit from the Conference as one of the conditions of these scholarships is that recipients relate benefits and techniques gained, through articles in the Reporter.

In Your Next Reporter

Feature Stories

- 1) Profile of an Honorary Ranger.
- 2) Plant Printing Techniques by Ranger Pat Weise.
- 3) Conference Report: "Wildlife And Society--Conflict in The 70's" as Related by Ranger Harry Morse, Lake Oroville State Recreation Area.
- 4) Help a Grunion, by Ranger Jeff Price.
- 5) Much more!

MEMBERS

"In my assignment....saving energy is a way of life."

Dear Lloyd:

A few issues ago you asked for suggestions on how to save energy. In my assignment at Red Rock Canyon, saving energy is a way of life. Not just because it is the "Rangerly" sort of thing to do, but because we don't have much energy to start with. Our 110 volt generator is used only a few hours each evening. This makes for a "rolling blackout" up to 20 hours long! Every day!

Up til Christmas we were hauling water, we even learned to become frugal in its use. We are now hooked up to the Los Angeles aqueduct, and real drinking water flows of its own free will out of our faucets, just like down town. We even have real sewers now, too! We are most blessed with gas, and our propane tank supplies our main energy source for heat, cooking, refrigeration, and lamps, when the generator isn't running.

So how do you manage a somewhat modern life in primitive conditions? Most electrical appliances are given away. Perma-Press takes on an aura of necessity, besides convenience. Automatic coin washers are 30 miles away, and rather than spoil a day hauling dirty clothes to it, this ecofreak has found doing them by hand, a few each day, actually takes less time, burns hardly any energy (except mine!) and actually gets the clothes as clean as all the machines in the advertisements.

MAILBOX

TV, radios, and tape players run on 12 volt batteries, and I'm trying to come up with a generator that runs on the wind to charge the batteries.

A desert assignment becomes its own special kind of hang-up, and going to town becomes more unwelcome as time goes by. This has the effect of fewer trips to town, and burning less gasoline as a result. Again, as a way of life, rather than just to save energy.

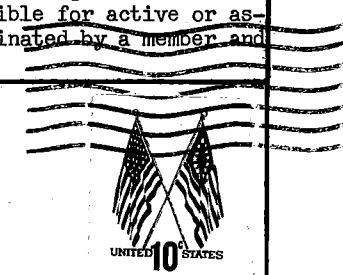
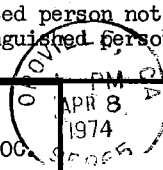
Travel trailers, with all their self-contained features, are best suited to our conditions. They also have less floor space, which can be covered by removable throw rugs that can be taken out for a good shake, rather than having to vacuum and shampoo them in place. Muscle power again! An outdoor refrigerator requires no energy to maintain cool temperatures during the winter months, and avoid the extremes of freezing and high temperatures during the day.

Someday we are going to realize the delicacy of our eco-system, and that each time we introduce a labor-saving mechanical "animal" into it, we are only putting that much more of a squeeze on the balance of nature in its supply of things we ourselves need, most notably air. The atmospheric desolation hanging over Los Angeles proves my point. The energy crisis will change our life-style, but I believe that life itself, as a result, can only improve.

/s/ Buck Graham

Association Membership: ACTIVE: current or retired, permanent or permanent intermittent employees of Dept. of Parks & Recreation of State Park Ranger or State Park Maintenance classes. ASSOCIATE: permanent or retired employees of the Dept. of Parks & Recreation in classes not eligible for active membership. SUPPORTING: any interested person not eligible for active or associate membership. HONORARY: distinguished person nominated by a member and approved by Board.

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