



REPORTER



VOLUME VI - NUMBER 10

OROVILLE, CALIFORNIA

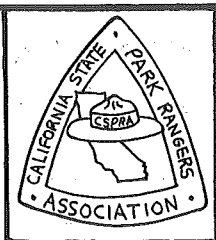
NOVEMBER, 1974



The Fabulous Mendocino Coast

california state park rangers association REPORTER

VOLUME VI - NUMBER 10
NOVEMBER, 1974



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President's Message

In the last issue of the REPORTER I spoke about the essentials of motivation. I concluded the item with the emphasis that both the supervisor and the employee must contribute to motivation.

This past week I read an article about job enrichment and how management must do this and that and provide thus and so to help the employee reach fulfillment. At a meeting recently we heard about another Federal program for the chronically unemployed and how employers must provide "meaningful work" to stimulate and motivate those in the program. Both the article on job enrichment and the new Federal program left out any responsibility on the employees part.

Another article I read recently may have been able to supply the missing part for the two items above. It was an article on happiness. Don't be surprised, happiness and success go hand in hand if your values of success are the same as mine.

The article on happiness pointed out that happy people exhibited certain attitudes and outlooks. Happy people stressed the importance of happiness, inner peace, love of life, love of people and optimism.

HAPPINESS COMES FIRST

Unhappy people on the other hand were inner directed, concerned with justice being served, of all people (especially themselves) being treated fairly and being rewarded according to their efforts.

Two points -- first if we equip ourselves with the attitudes of the happy person we will be successful in life and bring success to our job where management provides the environment and opportunities.

Second -- how do you attain this state of happiness? It isn't anything that someone else can give you. It isn't something you are born with. After observing many people who I believe have attained this state I have concluded that it comes only after making up your mind that is what you want and then practicing it. It isn't easy, but most things worth while don't come easy.

One final item stressed about unhappy people - they almost always pretended to be something they're not, instead of being themselves. To be yourself you must learn to accept unchangeable outside circumstances and also your own limitations.

If you were an Area Manager would you like to have a Ranger or Maintenance Worker on your staff who exhibited inner peace, love of life, love of people and optimism? You bet you would! Then, as Area Manager or Supervisor, do you possess these same qualities so you can provide your employee with the optimum environment and opportunities to reach his potential?

Success is a strange thing - which comes first the chicken or the egg? Does a happy person make a successful employee or does a successful employee make a happy person? I vote that the employee who has found personal happiness will be the successful employee.

Continued on page 5.

E.I.C. REPORTS

BY BILL KRUMBEIN

From Environment Action Bulletin: What do you think of breakfast cereals? The Center for Science in the Public Interest, 1779 Church St. N.W., Washington, D.C. 20036, is urging all of us to write to FDA Commissioner Schmidt, Food and Drug Administration, 5600 Fishers Lane, Rockville, Md 20852, with our comments on rules governing the sugar content of breakfast cereals. On August 1, CSPI submitted a petition to FDA requesting the establishment of a standard of quality. Without your comments, the petition may be stuck in the wastebasket.

OZONE DESTRUCTION

Even if discontinued soon, the man-made gases already released by aerosol sprays will cause a marked reduction in the atmosphere's protective ozone layer by 1985 or 1990, thereby allowing a potentially disastrous increase in the amount of ultra-violet radiation striking the earth's surface. "It's becoming increasingly apparent that these chlorine compounds, which are released in a gaseous state, are gradually rising to the upper atmosphere, there to react with and destroy ozone," Dr. Cicerone emphasizes. He is an associate research scientist in the University of Michigan's Space Physics Research Laboratory. A more comprehensive report of this same subject is printed in the September 27 issue of Science.

We are starting to hear the word "conservation" and "recycling" a lot more these days, especially now, considering the way our economy is going. We CSPPA members probably have a jump on most people when it comes to environmental awareness and "conservation". It is up to us to help teach others about how to conserve our natural resources.

EDITOR'S NOTE:

The cover photo featuring the beautiful Mendocino Coast was taken by District IV Interpretive Specialist, Dick McKillop.

RECOMMENDED READING

Region News

THE AFFIRMATIVE ACTION PROGRAM PART I

BY Bob Dutra

One of the Department's newer, and perhaps least understood programs, is the Affirmative Action Program. The program was formally initiated by the State Park and Recreation Commission when they passed Resolution 72-45 which basically said that the Department will take affirmative action steps in all its activities to increase the participation of minorities and women.

CITY 5.2% MINORITIES

The Commission passed the Resolution because of their concern that racial minorities who comprise about 26% of the California population, and women, were not participating proportionately in the activities of the Department. This concern is amply born out, for example, by the fact that only 5.2% of the Department's permanent employees are minorities.

To implement the goals of the Commission's resolution, Director Mott issued an Affirmative Action Plan for the Department (Director's Staff Directive 73-3), which assigns specific affirmative action responsibilities to various Divisions and Sections of the Department.

To provide staff assistance and coordination to the activities of the various involved Sections and Divisions, an Affirmative Action Section was established in the Administrative Services Division. This Section was originally supervised by Calvin McGee, who has since transferred to the Department of Transportation. Currently the Section is supervised by Bob Dutra. His staff includes Dorothy Benjamin, (formerly of our Departmental Accounting Section, and John Munoz, who formerly worked at the State Personnel Board.

ADVANCEMENT TO WOMEN

The basic goal of the program and the Section is to get minority citizens participating in all aspects of the Department's activities in proportion to their numbers in the general population, and to provide equal opportunities for advancement to women. Because of past practices, attitudes, fears and emotions on the part of both minority and majority citizens, plus some very real current problems such as the loca-

tion of minority populations relative to State Park System units, and cumbersome Civil Service procedures. This relatively simply sounding goal is in reality not that simple to achieve.

As a result, there has been a lot of activity within the Department in the Affirmative Action area. Some employees fully support this activity, others ask "Is this really necessary?", and others suggest that it is reverse discrimination.

REVERSE DISCRIMINATION

Any rational person who looks at our present percentage of minority employment and the salary and responsibility levels of women in our Department, can only conclude that we have not been engaging in reverse discrimination on the basis of race or sex, in spite of all the affirmative action activity.

To those who ask, "Is this activity really necessary?" I can only answer that we have seen what lack of effort in this area has historically resulted in both within our Department and throughout the country. In addition, in 1972, an Amendment to the 1964 Civil Rights Act brought state governments under the Act. In August of this year, representatives of the Federal Equal Employment Opportunity Commission indicated that the State of California is just too big an employer to ignore any longer. Incidentally, low minority employment statistics are considered valid evidence of past racially discriminatory hiring in court suits alleging discrimination.

COOPERATION OF ALL EMPLOYEES

Affirmative Action is not a program, however, that can be implemented by a few staff people in Sacramento. If the Department is going to

be successful in its Affirmative Action efforts, it is going to require the cooperation and hard work of all employees, particularly those who come in contact with the public, and those who make hiring decisions.

Your December issue of the REPORTER will contain Part II of the Affirmative Action Program.

MAILBOX

Dear Lloyd:

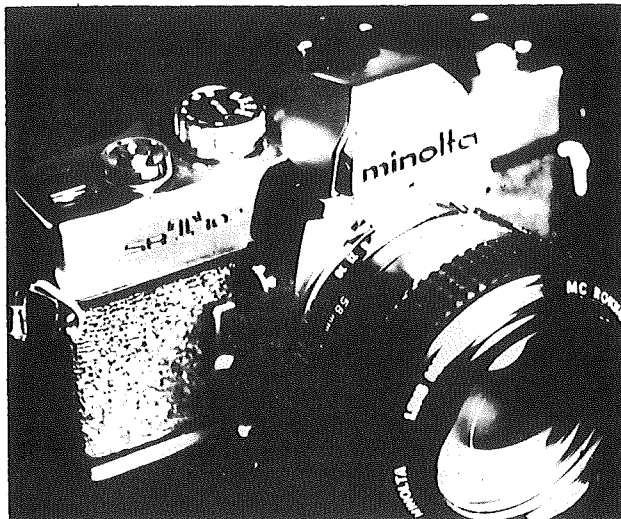
I have recently seen State Parks lose some supporters and must tell you and Reporter readers.

A family came in this week after spending six nights at one of our popular redwood beach parks. This family was on a budget vacation and were surprised to hear we had a \$10 booklet for off-season rates. They had just spent \$18 for six nights without being informed of our off-season "deal".

May I ask all entrance station operators to somehow make our park guests aware upon arrival (bulletin board, signing, or word of mouth) that they can save BIG BUCKS using the off-season booklet.

May I also compliment all those who are giving the camping public more than an even break and making many more new friends for our State Parks.

Sincerely yours,
Jeffery B. Price
Member, Region 3



The Baron has just bought out all retail stock of Custom Photo of Chico ...this means famous brand camera accessories available to DPR Rangers at cost + 5% and handling! Also famous brand telephotos up to 3,000 mm slashed to cost + 10% and handling! Just drop a note to:

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The Psychology of Survival

By Ranger Matt Sugarman

On the weekend of April 27 & 28, 1974, I had the privilege of attending a training conference titled "The Psychology of Survival" conducted by the Council for Survival Education at University of California Hospital in San Diego. The San Diego Mountain Rescue Team sponsored this session and over 100 persons attended, representing 45 service and enforcement agencies from most of the Western States and Baja, California, S.A.

The seminar lasted a total of twelve (12) hours and was broken down into two segments.

The first segment was conducted by John C. Kai, a U.S. Army Major, trainer of Special Forces and Air Force personnel in survival techniques and psychocybernetics. John's section was entitled "Survival Development of the Whole Man in Environmental Changes, Stresses and Adjustments to Circadian (Environmental) Rhythms Through the Use of Self-Image Training." A rather "long-winded" title to be sure but, nevertheless, packed with useful information.

WHY DOES ONE MAN DIE?

This segment was initiated by asking, "Why does one man die when, by medical reasons, he should have lived?" Three aspects of man's nature determine the extent of his inferiority. First, his relative physical weakness compared to other animals of similar size; second, his prolonged and dependent childhood; and last, his self-image in terms of how he sees himself in relationship to his immediate situation and environment. This last aspect of course is the key to behavior and ultimate survival in any situation. Training in this area covers positive self-image; relaxation (meditation); self-talk and affirmation; and reaching objectives (not solving problems). Briefly, self-image training involves all mental, physical emotional and biological systems of the whole man in goal oriented behavior.

The second segment was conducted by Tim Kneeland, President of the Council for Survival Education. Tim gained most of his experience training Air Force flight personnel in survival techniques under adverse environmental conditions. He is presently involved in a research project with the State of Washington Department of Education and U.S. Department of Health, Education and Welfare to develop a curriculum in survival education for public schools in the state. Tim put the theories of affirmative action and body rhythms into a practical prospective and labeled them "positive mental attitude" or P.M.A. Without P.M.A. any man is out of his "comfort zone" in any strange and/or new environment.

We then proceeded to build a model of the necessities of life vs. the enemies of the body under survival situations and rank them in order of importance, keeping in mind that most terrestrial survival situations are usually over within 72 hours.

SURVIVAL MODEL

<u>RANK</u>	<u>NECESSITIES OF LIFE</u>	<u>ENEMIES OF THE BODY</u>
1	Positive Mental Attitude (P.M.A.)	Loss of will to live Lack of analytical ability
2	Air (oxygen)	Anoxia/Hypoxia Anoxia/Hypoxia (air is usually available if a Medical emergency does <u>not</u> exist)
3	Shelter (or clothing)	Exposure to temperature extremes leading to hypo or hyper thermia
4	Rest	Physical exhaustion
5	Water	Thirst (Remember, with proper conservation of body fluids (sweat) a man can live without water for 5 days.)
6	Food	Hunger - lack of stasis (Remember, men have gone for long periods with no food - your body carries its own emergency supply)

Continued on page 5.



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SCHOLARSHIP REPORTS:

THE 1974 AUDUBON CAMP of the WEST

By Ranger Linda Engel

Audubon Camp is set in a glacier cut valley east of the Wyoming Rockies, about 100 miles south of Yellowstone National Park.

I arrived at Trail Lake Ranch from the North after stopping at the Grand Tetons, where the wildflowers presented a lavish display against the snow capped jagged peaks. The final leg of the trip into the ranch (which lies in lands owned by Wyoming Game & Fish Dept.) is a 9 mile ride on a washboard rutted road. This journey in my '67 VW bus - never famous for its smooth ride - was like trying to drive down a staircase.

The camp itself is settled alongside Torrey Creek, below Spruce and Fir covered slopes. Further up the valley Arrow and Whiskey Mtns. loom, with Gannett Peak and the Dinwoody Glaciers in the background.

I was warmly welcomed by Mary Honsaker, camp secretary, who directed me to a log cabin a few feet from the rushing waters of Torrey Creek where I lived for the next two weeks.

The first evening the staff and campers all began meeting one another followed by lively singing. The Audubon staff included specialist in Vertebrates, Invertebrates, Geology, Ecology, Botany, Landscape Design and Ornithology. The campers were equally varied as professions ranged from Teacher to Building Contractor, Biophysicist to Ranger. There were six Calif. State Park Rangers in my session namely, Dave Van Cleve,

Cont. page 5, col. 3.

President's Message -Continued

* * * * *

Recent letter from Past President Al Salzgeber echoed something I have been seeking since taking office. Member participation and communication. CSPRA is a professional organization, but also an organization with social importance among its members. Al's specific point was about a retirement party for a CSPRA member. There were many expressions of farewell, but none from CSPRA.

* * * * *

March 1975 and GEC may seem like a long time away, but how many CSPRA Regional Meetings between now and then will you have to discuss resolutions? Resolutions must be submitted to the Executive Secretary no later than the first week in January (60 days prior to GEC) in order to be printed and distributed for membership review prior to GEC. January is only TWO months away!

Position Vacancies

Manpower Utilization reported the following positions vacant as of late October, 1974.

1-Park Maintenance Supervisor II	- San Francisco Area
1-Carpenter I	- District 3 Headquarters
1-State Park Equip. Operator	- San Luis Obispo Coast Area
2-Park Maintenance Assistant	- " " " "
1-Park Maintenance Assistant	- Orange Coast Area
1-Park Maintenance Assistant	- Anza-Borrego Area

According to Manpower Utilization other vacancies exist however they cannot be listed pending results of recruitment and or interview efforts.

THE PSYCHOLOGY OF SURVIVAL, cont. from page 4.

Each physiological and psychological aspect of the model was discussed and analyzed. Space does not allow full discussion of each in this report. The results boil down to:

1. Maintaining a will to live (P.M.A.)
2. Finding and/or using proper shelter (this prevents exhaustion, conserves energy and body fluids, maintains normal body temperature.)

The word **STOP** was used to develop the main rules to be followed in a survival situation:

S = Slow down, Stop, Grab on to something solid - "hug-a-tree" - reduce mind activity level.

T = Think of the facts of your situation.

O = Observe; look for the resources around you - make a complete 360 degree turn - look at nature, look on your person (hair is a great fire starter if you are cold), look for useful items in litter and trash look at stalled transportation (or pack). The possibilities are almost infinite.

P = Plan to improvise, plan to survive, plan to live.

The need for this type of professional training for State Park Rangers is obvious when public safety aspects of the recent explosion of back pack enthusiasts and back-country hikers are considered.

I would like to suggest the development of an in-service training program to incorporate this theme either by our own personnel or by the Council for Survival Education. By the way, the council has been retained by the National Park Service to present this seminar at the Albright Training Academy in Grand Canyon National Park.

Again, it was a privilege to participate in such a professional (and applicable) learning experience.

Mathew S. Sugarman
State Park Ranger I
Montane Area

SCHOLARSHIP REPORTS CONT.-

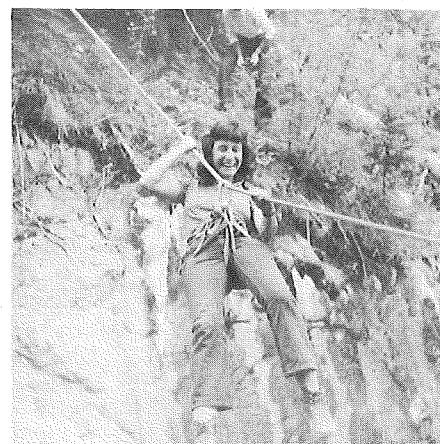
Ron Dupuy, Glen Walford, Chris Stokes, Nils Bergman and me. We assured everyone we had left a few Rangers at home to care for the parks.

The first full day's activities began with a morning orientation to the Torrey Valley landforms, wildlife and plants. All the days were packed from breakfast at 6:30 through evening programs til 10:30 pm.

"In our spare time" there was an extensive nature library to explore, daily changing wildlife silhouettes to identify, a "touchie-feelie" box to test our sense of touch by identifying the small piece of nature inside, the valley to explore, and other campers to meet.

Each nature study group met with each instructor twice in the two weeks, and each stressed the wholeness of the environment and its interdependencies. They emphasized that one can never understand a plant or animal unless it is studied in relation to its environment, and human factors as a part of nature were not neglected.

Some of us, Ron, Chris, Dave and myself, participated in a mountaineering course conducted by John Walker, manager of Trail Lake Ranch and a Univ. of Wyoming Coach. We met each night between dinner and the evening program, and spent our "free" Wednesday afternoons mountaineering.



Ranger Engel in Tyrolean traverse.

In addition to learning basic techniques, we learned to defy gravity with the forward rappel, "swan dive", and to cross raging torrents with the Tyrolean traverse.

The day before the session ended instructors led hikes to various landmarks in the area. I joined a group ascending Whisky Mtn., a 11,000

Continued on page 6, col. 1.

AUDUBON CAMP of the WEST, cont.-

ft. peak that looms over Torrey Valley. On the way up we passed through dense forests of Spruce and Fir, and were caught at the treeline by a Rocky Mtn. thunderstorm. The view from the peak was magnificent - I could see for miles in all directions, out across the Abserca Mtns. onto the golden plains to the east, and west up into the glacial valleys of the continental divide.

RANGER WINS AWARD

My last evening in Torrey Valley I stood on the Torrey Creek bridge looking up at the glaciers, saying goodbye to a place I had come to feel a part of in only a few days. It was hard to admit I'd probably never see that valley again, but the memory lasts. The coyotes howling at night, moose grazing in a swamp, Big Horn sheep looking down from the rocky hillsides, petroglyphs carved by Indians who've left no other traces - so many experiences and insights. And the people I met were special too - it seems that in the mountains, away from your normal cares and distractions we are freer to get to know one another; and the people were special - guitar strummer from Ohio, Latin teacher from Pennsylvania, and the California lady who, at least my mother's age, outshone all of us with her skill, daring, and spirit as a mountaineer. And of course we Rangers will be well remembered - especially Ron Dupuy, who distinguished us by winning the Moose Turd Memorial Award for his skill in identifying silhouettes.

Continued col. 3.

EVENTS CALENDER

Elections-Delegate selection in all Regions. Regional Director selection in Regions 1,3, 5 & 7.

November-Executive Secretary Bryce mails ballots to all voting members.

December 7-CSPRA Board of Directors Meeting. Meeting to convene at 10:00 am in the Host Hotel at Sac-Metro Airport Sacramento.

December 10-All marked ballots must be returned by this date

January-Written resolutions for consideration at GEC must be delivered to Executive Secretary within first week.

Dave Redding Retires



Supt. Tiny Philbrook and CSPRA President Schlerf admire letters and certificates presented Dave Redding during retirement potluck dinner.

A farewell potluck at Patrick's Point State Park sent Dave Redding and his wife Jackie on their way to retirement.

Dave and Jackie will be living at 2332 Waldon Street, Redding, Ca. 96001. While they plan to travel and continue their rock hound hobby they invite their many friends to stop in for a cup of coffee anytime while traveling through Redding when they're home.

Good luck and a long and happy retirement Dave and Jackie. Thanks for a job well done.

AUDUBON CAMP of the WEST, cont.-

I heartily recommend Audubon Camp for all our department's employees - Rangers and maintenance alike. Time spent there allows us to come out of ourselves, to shed some of our socialized and civilized habits and tune into nature. It reminds us why we are all in this business. The crystal clear feeling of insight and appreciation that grows in a couple of weeks in Torrey Valley shouldn't disappear at home. It's our job to help others get in touch with the natural beauty of California by sharing our insights with them, and by creating and maintaining environments where they can experience this beauty.

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First Class

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