



REPORTER



VOLUME VI - NUMBER 9

OROVILLE, CALIFORNIA

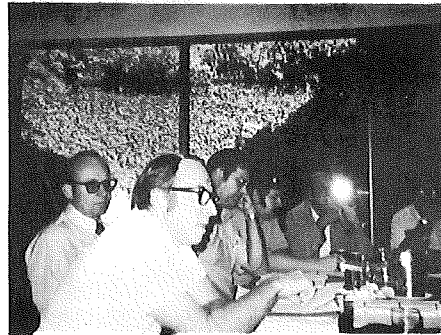
OCTOBER, 1974

Board Meeting Highlights

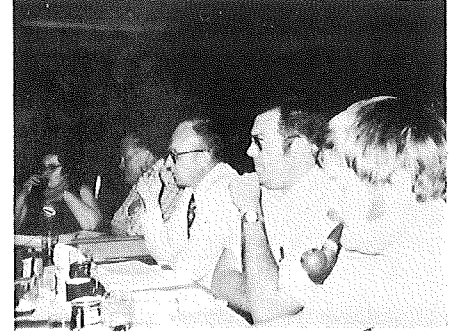


Directors Price, Verardo, Claud, Hart, and Brock hear GEC Chairman Marty Kania tell of GEC location change to Vacation Village, San Diego.

More on pages 2 and 5.



Board Meeting guest Val Dolcini, Personnel Manager, addressed Board on subject of salary hearings.



Region Director Joe Hood, (with pipe!), Vice President Ron McCall and President Schlerf listen attentively to an indepth report on DPR transfer policy presented by Jim Hart.

DIRECTOR MOTT:

"... age old question..."

While reading the April Reporter I came across a letter in the Members Mailbox from Bob Allen. This letter discussed the age old question, "Should we buy parks in Northern California or in Southern California?"

It seems to me the ideal goal we should strive for is to provide a balanced Park System which reflects the unique natural features of the whole state, provides for recreational opportunities for all the people of California and protects representative specimens of our cultural and historical heritage wherever they occur.

Comparing Southern California Beaches and Northern Forest Parks is like comparing oranges and apples, two oranges do not make one apple nor do two beaches equal a redwood or visa versa, they are different. Therefore, we must try to preserve examples of both, this is likewise true of other natural phenomena Southwest mountains and valleys, deserts, coastal land representative of the coast from Oregon to the Mexican border, the Great Central Valley, the Sierra,

etc. We cannot say, I prefer the Sierra so will spend my money there and exclude Southwest mountains. What we must do is preserve portions of each. This was the goal the Bond Act Coordinating Section aimed for when the State was divided into the nine landscape provinces for purposes of assigning priorities as determined by proven deficiencies. I believe that they did a fine job.

All of the above has been adequately explained in the booklet, "1974 Bond Program" which is available in all District and Area Offices. It seems the real question being asked in this letter is, "Why should this Department be concerned with the people in the inner-city?"

I believe we must be vitally concerned with these inner-city people. First we are charged with providing recreational opportunities for all of the people of the State not just the affluent who can afford to drive to the Sierra and the redwood forests but also those who must use the bus or walk. These inner-city people need a place where they can look into the distance without being cut off by a building or a freeway. They need a place to walk on the bare ground or fallen leaves, a place to see animals which are not in a cage or on a leash. These people need to

Continued on page 6.

A Special

Thank You

Dear Friends:

The passing of my devoted wife of 56 years has been quite a blow. But I am not writing this to air my own woes.

Instead, through the "Reporter" I want to express my sincerest thanks to the Rangers and their families all over the State.

Their expressions of sympathy have touched me and my family very deeply, and to try and answer each one is a hopeless job for me.

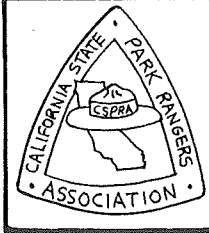
To know that so many of my former associates care and remember eases the ache and void left in me by the passing of Hester.

Again, my deepest appreciation to each and every one of you.

Very Sincerely,
Gene Velzy

california state park rangers association REPORTER

VOLUME VI - NUMBER 9
OCTOBER, 1974



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E.I.C. REPORTS

BY BILL KRUMBEIN

Parks, Monuments and Recreation
Areas -- New Bills Introduced

H.R. 14999 -- INCREASE AUTHORIZATION FOR LAND AND WATER CONSERVATION FUND. Rep. Alan Steelman (Texas). Increases the annual ceiling of the Land and Water Conservation from the current \$300 million to \$1 billion. It further provides over a period of seven years, for a greater percentage of matching Federal funding to the state side of the Fund, as an added incentive for the states to make even stronger efforts to generate matching dollars from state and local sources and thus significantly increase the total funding for state and local projects. The current law provides for a dollar match of state money for each dollar of Federal money. This bill would change the match ratio, for a period of seven years, to a 70-Federal/30-State match for land acquisition dollars and a 60-Federal/40-State match for development dollars, after which time the match would revert to 50-Federal/50-State for both activities. Referred 5/23/74 to the House Committee on Interior and Insular Affairs. This note sent to me by Denzil Verardo.

E.I.C. member, Jeff Price, sends this one-liner:

"It's not my factory that is polluting the lake, it's all those dead fish."

Audubon

"The long-awaited decision on Jackson Hole Airport, within Grand Teton National Park, has been made by Secretary of the Interior Rogers C.B. Morton. Morton instructed the National Park Service to strengthen and widen the runway, construct a parallel 6,305-foot taxiway, provide additional aircraft and automobile parking, and install a new sewage system. Despite the Park Service's environmental impact statement, which recommended that the runway not be extended, Morton said he would make no decision until the U.S. Department of Transportation has finished a regional transportation study that is expected to take two years to complete. Morton's decision ensures that the airport will never be moved out of the national park.

President's Message

ESSENTIALS OF MOTIVATION

Motivating people is seldom easy. The effort will be more effective though, if you take into account three essential steps. Each step must be fulfilled - and built upon - before you can move onto the next one.

First, the subordinate must want something. He must want more money, a promotion, satisfaction - something. And he must desire it strongly enough to be willing to do something about getting it. If a man has no goal, no desire, nothing in this world can motivate him - there will be no movement from his present position.

Second, he must have a way of getting it. It does no good to want something when there is no practical, visible way of ever achieving it. Only when the individual sees a path, a way of acting and behaving which will move him toward the objective will he be motivated toward it. A vital step in motivating anyone is to point out that path - through hard work, imagination, cooperation or whatever is required.

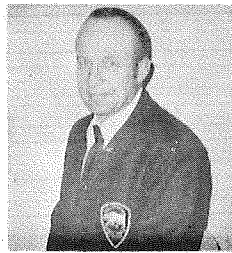
Third, a man must believe that his efforts, if successful, will be rewarded. Many men have goals, see ways of achieving them, but lack the faith that their efforts will be fairly rewarded.

As can be seen by the above, motivation of employees is not the total responsibility of either the employee or of his supervisor. There must be effort by both parties. As in the case of many situations where two individuals are involved, if one does not do his share the other must work harder. If an employee is slow in responding a supervisor must provide more input. If a supervisor lags in his responsibilities an employee must pull harder on his boot straps. High motivation will exist where both are doing their best.

Board meeting in Sacramento on September 14th was typical of previous meetings - just not enough time to cover all the material. If you have something you want presented to your Board of Directors it would be most helpful if you could put it in writing for your Regional Director. Lay out your ideas and present your recommendations. The Board will come closer to reaching a decision that is the answer you are seeking if you make a recommendation than if you just ask a question!!!

Top item on the agenda for the Board was, of course, progress in preparing a program for the upcoming salary survey hearings with the State Personnel Board. Personnel Manager Val Dolcini attended the meeting and spoke about the SPB salary survey and hearings procedures and the part played by our Departments Personnel Section. Val encouraged CSPRA to develop their own material and join the Department and CSEA in presenting this material to the SPB for consideration.

Continued on page 5.



NPS-DPR EXCHANGE

BY
JOHN KOLB

EPILOGUE

What is the National Park Service? I have been a part of the agency for a year and I'm still not sure that I know. Before the exchange, my impression of the NPS was a giant bureaucracy with clearly defined goals and proven methods for achieving them. Now I have met the people in the bureaucracy and I realize the organization is human.

THE NPS IS PEOPLE

National Park Service employees are "Park People". Their family is bigger than ours and spread over the whole country, but the family feeling is there.

NPS employees are also dedicated to their agency and its image. During this past year it has been amazing to watch young rangers hang on to hope while trying to break into a Service that has almost no openings. Although it may take years just to advance from seasonal to permanent status, these employees keep trying. The lure of THE National Park Service is strong.

Such dedication to one agency often tends to shut out awareness of other systems. Many NPS rangers have no interest or concern for State Parks. A partial explanation for this considers the home state of the ranger, where a state park system may not be well established. It is easy to see how a generalized view of all state parks could develop.

THE YOSEMITE JOB

Yosemite is a special place to NPS rangers as well as State Rangers. It contains so much variety and intensity that motivated NPS rangers and naturalists are attracted to it. In our System it would be like requesting Huntington Beach or Bolsa Chica just for law enforcement and then going to Big Basin or Borrego for interpretation (if you're still around!)

The park also attracts some highly talented managers because it is closely watched by the country, the world, and Mills Tower, San Francisco (home of the Sierra Club). The administration here receives more than average pressure to do a better than average job.

Still, these Yosemite employees are all human.

Not every ranger you meet is a

super rock climber, although some skill is needed. I remember one climbing class where we were doing a chimney. You snake yourself up a crack with your feet on one wall, your back on the other wall and NOTHING below you. All the time your brain is saying "Why me!?" and you resolve to seek only flat places like Folsom Lake or Salton Sea. Now, they expect the State Park Ranger to yell and tremble but equal amounts of cold sweat were coming from my NPS comrades.

Neither is every Yosemite ranger a super cop (at least not all the time). Picture a snowy Christmas eve with a fair amount of traffic in the Valley. About 9 PM a large group of carolers appear on the mall in front of the visitor center to cheer up the lonely Naturalist on duty. Suddenly up the mall come two patrol cars churning through the fresh snow with red lights flashing. As they approach, the two patrol rangers heartily join in with the carolers' song—over their cars' PA systems.

But even when you hear those seven dreaded words over your radio, "is there a ranger in the mall?" you go because there is no other agency to go. It may be a man with a bird question or ten men with a grudge against rangers.

In Yosemite the days are usually balanced: the good with the bad, the summer with the winter, or at least your work days with your off days. You may ski into the Ostrander hut for a four-day "assignment" one week and spend 15 hours a day the next week looking for a lost child. You may hike a quiet stretch of river one day on skinny-dipper patrol and be knocked down and held at knife-point in the kids campground later that night. One day you may rise at dawn

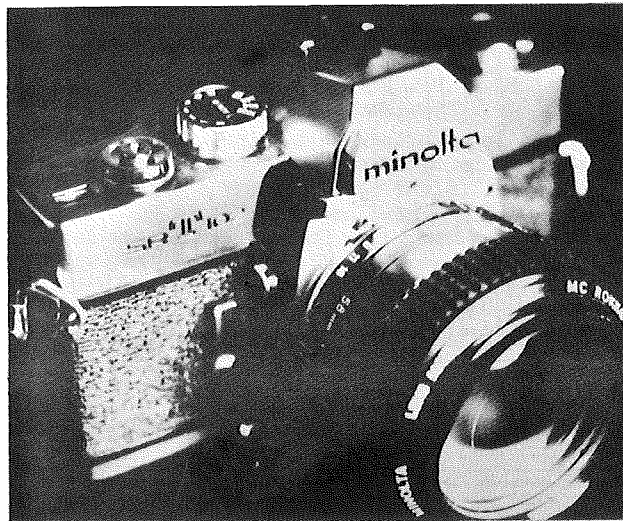
and ride your horse up to Merced Lake and back just taking pictures and enjoying the still air. The next day you may have to return up that trail and pick up the parts of a 21 year old man who prematurely ended his life in a foolish attempt to prove something in the lip pool above Nevada Falls. Maybe these changes make the Yosemite Ranger tough. They would not be blamed if they were made paranoid.

THE TWO AGENCIES

During this year, it has become clear that the two agencies have a lot of common problems. Campground reservations (cancelled again by the NPS), dogs, agency communication, Continued on page 4.

In Your Next REPORTER

1. "A Wilderness Hike", by Dave Van Cleve.
2. "The Psychology of Survival" by Matt Sugarman.
3. Affirmative Action Program by Bob Dutra.
4. Position Vacancies.
5. More!



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AT PALOMAR MOUNTAIN STATE PARK

The Junior Ranger Program

BY PATTY AUSTIN

"All you have to do is tell a few jokes and lead a few songs," Ranger Jim Hart told me the first day I hired on as a Park Aid at Palomar Mountain State Park. He was referring, of course, to the Saturday night campfire program. My heart sank. I knew that my jokes bring groans rather than laughs, and my singing talents are definitely zero! Desperately, I asked if I could do something a little more creative, for I had noticed a box full of Junior Ranger shoulder patches in the store-room. Jim was delighted as he is the only Ranger at the Park and just doesn't have the time to work up a program,

I made up some posters and put them on the various bulletin boards in the Park. They advertised the Junior Ranger program and the "qualifying hike" every Saturday from 1:00 to 3:00 p.m. Also mentioned, is the fact that the Junior Ranger program is offered at State Parks all over California. (I found out later that this isn't necessarily so!)

MY PART IS A CINCH

The hikes have been a great success. We meet at the campfire center where I explain the program, hand out "Pitch In!" litter bags, and a qualification form to complete. The kids always get excited about the pull-tab chain competition we have set up (the longest chain so far is 133 tabs long). We talk about the Park rules and why they are necessary. We even discuss some Park philosophy which the parents (who are required to attend!) find interesting as well. Then we begin a $1\frac{1}{2}$ mile hike where the kids learn to identify the various types of trees and shrubs. Along the way, we discuss, the animals in the Park, some basic ecology principles, "what to do if you get lost", and "what not to do if you should see a rattlesnake." Highlights of the hike include a reconstructed wooden teepee near a large mortar rock, a huge Canyon Live Oak that is reputed to be the largest and oldest in So. California, and a series of trees in various stages of "death" (a new concept to most children).

Best of all, my part in the campfire program on Saturday nights is a cinch! I tell about the program and then award the Junior Ranger patch to those who have completed their requirements with a solemn ceremony in which the kids raise their right hand and repeat the California Junior Ranger pledge. The kids who didn't attend the hike are always invited to meet with me after the program.

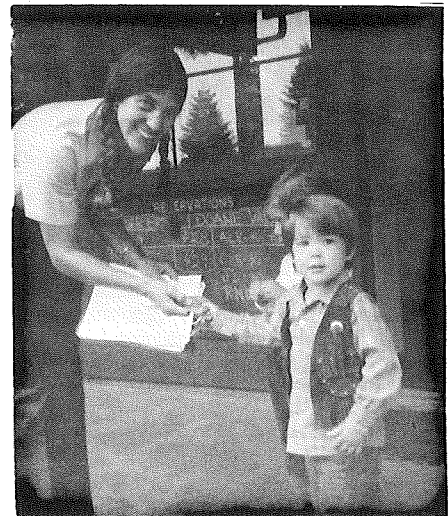
LARGER FORMAT NOT USEABLE

Most of the kids come up to the Park Headquarters on Sunday as their family checks-out to be awarded their Junior Ranger patch. At that time, I have a chance to quiz them about what they have learned before awarding them their patch.

Recently, however, I was given a larger format with 8 segments. The introduction states that the "program was designed for use in any unit." It is set up on a weekly basis, therefore, this Park unit cannot work with it, for our major use is on weekends. Furthermore, it is designed for older children and is completely beyond the level of the child 5 - 9 year olds and 10 - 14 year olds. The pin-on badges will be given out to both age groups, but there will be more difficult requirements to earn the certificate.

GIVEN SOME PRIVILEGE

I am really enjoying my work with the Junior Ranger program. The kids' response is really exciting, especially when they tell me they want to be a "real" State Park ranger when they grow up. Because of this enthusiasm, I feel the program should go one step further. After the kids earn their badges, patches, or whatever, why can't they be put to good use in our Parks with minor "official duties," or perhaps as they travel from State Park to State Park in California, they could be given some sort of privilege. I know that with all the law enforcement and paperwork the Parks are forced to contend with, Junior Rangers seem a very unimportant aspect, but with the right sort of indoctrination with these children, we might not have so much law enforcement or paperwork problems in the future!



NPS-DPR EXCHANGE

CONTINUED

crowded resources all cry for solutions. The NPS and Yosemite handle some problems better, the California State Park System finds better solutions to others. Through this exchange program, perhaps that fact will become known and we can really begin exchanging methods of management. Already, many State Park Rangers have visited Yosemite to take a look at the park's operation and ask about the exchange program. One special visitor this summer was Mr. Al Beck, a retired State Park Ranger who has kept an active interest in the Department through the CSPRA REPORTER.

The Exchange Program is off again for another year. This time we will have a State Ranger in Yosemite (Dave Bartlett) and another (Jim Hart) in Sequoia. Santa Cruz Mountains will get Yosemite Naturalist Jim Warner and Barry Cooper will head from Sequoia to Mendocino Coast. Manpower Utilization, LOOK OUT! Best of luck to all four rangers. We will be anxious to learn from your experiences.

My thanks to Lloyd Geissinger and the REPORTER for the space to print these articles. It was one way, I felt the Department might share the exchange quickly and more effectively. Thanks also to those who took time to read these incredible tales from Yosemite National Park. Now I am anxious to come back home to the State Park System.

President's Message

-Continued-

Val also explained one of the problems that SPB has with the Ranger Series in that it is very difficult to find comparable jobs in other agencies with which to match salaries. At the present time NPS comes closest to DPR in matching job responsibilities but SPB feels that Federal salaries are, at this time, overinflated and should not be used by themselves.

Leaving Board Meeting for a moment but on the salary subject, I attended the CSEA Agriculture and Conservation Council Meeting with Kirk Wallace and Dana Long Sunday the 15th. I was impressed with this council's keen concern for the Ranger Series salary program along with their other heavy work load. Chairman "Isi" Siddiqui and CSEA Staff member Pete McClory pledged their support on the salary issue and welcomed the assistance of Dana Long on the Council and Kirk Wallace and Jack Stowe in the capacity as advisory members.

One last item on the CSEA Ag and Conservation Council activities, the Council is considering seeking legislation that will include Safety Retirement for State Park Rangers. If we are going to lend the Council a hand in this matter we need a Chairman for the Member Relations Committee. I advertised for a volunteer for this most important committee last issue. Response to date? Zero!!!! Think about it!!!!

* * * * *

Back to Board Meeting. Probably the next item of interest to CSPRA members is change of location for next GEC. It will still be in San Diego but has been switched to Vacation Village. GEC Chairman Marty Kania and Jr Past President Jack Welch made a persuasive presentation to the Board of the reasons why the location change should be made and your Board voted that the recommendation be accepted. On to Vacation Village next March.

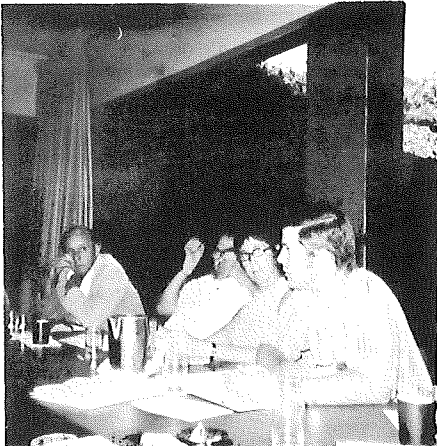
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Chairman Jim Hart presented his first report on the investigation of DPR Transfer Policy. As expected, this item consumed considerable discussion time. Jim and his committee will be doing further work on this report and he welcomes any comments, evaluations, or recommendations that you wish to make. If you want the opportunity for input on this report Jim is the man to write. Do it today.

* * * * *

Gene Velzy, active retired member of CSPRA lost his beloved wife early this month. At that time Gene was placed in the hospital with a reported heart attack. Last report indicated that Gene is home now and recuperating. If you have not already done so, drop Gene a note and let him know you are thinking of him. Gene devoted many years to both DPR and CSPRA and has still been active even after retirement in supporting CSPRA. His address is 34752 Doheny Place, Capistrano Beach, Calif. 92624. Remember a good friend.

Board Meeting Highlights



Jr. Past President Welch, Director Badger, and GEC Chairman Marty Kania hear Interpreter Needs Committee Chairman John Kolb outline his committees' new goals.

mittee Chairman John Kolb outline his committees' new goals.

They are:

1. To work with District and Sacramento staff in developing a handbook covering techniques, acquisitions, and basic research data.
2. To work with Training Committee to increase training opportunities for field interpreters.
3. To assist in establishment of Cooperating Associations.
4. To assist Departments' Blue Ribbon Committee in survey of interpretive needs.
5. To provide financial support to interpretive projects.

MAILBOX

Following is a reply from Houston I. Flournoy, candidate for Governor of California, in response to a letter from President Schlerf. Both Mr. Flournoy and Mr. Edmund Brown Jr. were contacted regarding their views on Department of Parks and Recreation programs. Mr. Brown's reply has not been received as of the deadline date for the October edition of the REPORTER.

Dear Mr. Schlerf:

Thank you for allowing me this opportunity to state my views regarding Park and Recreation programs.

Within the State of California we have by far one of the greatest systems of Park and Recreation programs in the country. This system gives millions of people the opportunity to fully appreciate the vast natural beauty and the many enjoyable activities available within this state.

Park and Recreation programs are and must continue to be a high priority of state government. Aside from our educational system, California's Park and Recreation systems probably receive wider usage than any other state service. As Governor, I will strongly support the orderly expansion of programs which will enhance the enjoyment of California's recreational resources.

Again, thank you for allowing me this opportunity to respond to your questions. If I can be of any further help, please feel free to notify me again.

Cordially,
Houston I. Flournoy

* * * * *

NOVEMBER 5

ELECTION DAY

VOTE

* * * * *

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For more information and sales forms please write to the REPORTER. Thank you!

DIRECTOR MOTT -Continued-

"... I hope all Departmental personnel will support these projects"

see nature in action as something relevant to them not just something they read about in books or hear about on radio or television.

How else are we going to save a portion of the natural environment, to which we all pay lip service, if we do not educate the people to understand it and respect it and relate it to themselves. I firmly believe that we will be fighting a losing battle if we do not try our best to provide park and recreational experiences for all the people of this state particularly those who live in the great cities.

Indeed in reviewing the results of the Bond Act vote it was the people of these urban areas which put the Bond Act over with such a resounding majority. These people are telling us they need more park and recreation opportunities.

Inasmuch as the 1964 Bond Act was weighted in favor of the northern half of the State, slightly over half of these monies were spent in the north. The 1974 Bond Act should help to redress this deficiency. After a thorough study of need, see "1974 Bond Act" previously referred to, this imbalance is being rectified and 66% of acquisition and 59% of development monies are being spent south of the Tehachapis. As a further statistic 75% of all monies are being spent within a 1 - 2 hour drive of a major metropolitan center.

Continued column 3.

Wherever there are people in close proximity there is the potential for crime. This is true of cities, towns, villages and campgrounds. However, we must not throw the baby out with the wash and stop providing campgrounds. We have instead enhanced the ranger staffs ability to prevent crime and to deal with it when it does arise. This has been done by training the rangers to better interpret park values, causing people to be more sympathetic to these values and thereby lessening acts of vandalism and other antisocial acts. The ranger staff has received peace officer training and powers so that we may react to crime in a professional manner, thereby protecting visitors and park values.

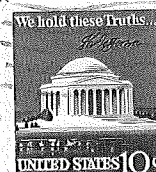
Our State Parks are among the safest parks in the nation. In fact, I cannot think of a safer place to take a vacation than in a California State Park, and with the given quality of our personnel and their training, I believe this shall continue to be the case whether the park is near the large urban areas of great need or in the rural areas.

Again I wish to emphasize that I believe the projects on the Park Bond Act of 1974 Priority List were chosen in a professional manner and reflect a proven need in this state and I hope that all Department personnel will support these projects.

Sincerely,
William Penn Mott, Jr.
Director

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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First Class

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