



REPORTER



VOLUME VI - NUMBER 12

OROVILLE, CALIFORNIA

JANUARY, 1975

SPB HEARS CSPRA ON RANGER SALARIES

Acting on behalf of President Schlerf, Kirk Wallace made the following presentation at the State Personnel Board Fall Salary Hearings, December 3, 1974.

The California State Park Rangers' Association was constituted in 1964 for the purpose of providing the State of California the professional services and recommendations of an organized body of public employees dedicated to the highest principles of public service.

A portion of the Association's objectives is to represent, advance and promote the interests and standards of the profession of California State Park Rangers. It appears that the strides forward in this endeavor continue to run into unnecessary road blocks. The largest and most persistent of these road blocks is a salary commensurate with the duties, responsibilities and professional service that the Rangers are expected to perform.

The past decade has seen many changes in society as a whole. The Department of Parks and Recreation has had to make many sweeping changes in its philosophies and priorities, its structures and organization, and its overall service to the public in order to meet the needs of this changing society.

The Association, for the most part, has encouraged the Department to accept new concepts and programs. We now find that, again, the lack of a commensurate salary is a road block to promotion and retention of employees.

The Department began requiring a Bachelor's degree for entry into State service at the State Park Ranger I classification in 1956. In 1970 a new entry level of State Park Ranger Trainee was formally established two salary steps below that of State Park Ranger I and required the same qualifications formerly required by the Ranger I.

The traditional salary comparison prior to 1970 was with the Federal GS rate of GS 9 to SPR II. At that time the duties were comparable

as were the entry levels and requirements. The Federal salary rate was within tolerance.

With the change of the State's entry level in 1970 and the subsequent change of organization, duties and responsibilities of all Ranger classes the traditional salary comparison lost validity. Your Staff set a bench mark which they thought would give comparison with other governmental agencies and eliminate the GS rate as a lone factor.

The lack of a comprehensive comparison outside of Federal service apparently led to an attitude of "no comparison, no action". By 1972 the disparity was serious enough that Senator Short introduced Senate Resolution 28 which passed the Senate Ways and Means Committee and then cleared the floor of the Senate. SR 28 encouraged the Personnel Board to do a study on comparisons of Ranger Continued on page 2, col. 3.

Safety Retirement Legislation Proposed

According to Ag. Council Member Dana Long, CSEA's 1975 Legislative Program will include two bills pertaining to safety retirement. One bill would include a provision for all state peace officers or fire personnel covered under Section 830.3, 830.2, 830.1 and 830.0 of the Penal Code to qualify for safety retirement membership. A second bill would remove the 75 percent limitation on retirement for law enforcement officers and public safety members and to provide mandatory retirement at age 60 or after 35 years of service, whichever occurs first.

Board Meeting Highlights

The upcoming GEC, retirements, CSPRA Explorer Post, dental insurance, Ranger salaries, and rental rates were the main topics of discussion at the final 1974 Board of Directors Meeting held in Sacramento on December 7th.

Following are highlights of that meeting as reprinted directly from the minutes.

1975 GEC Committee:

Marty Kania, Chairman

One hundred rooms have been reserved. If they are not all used, we pay a penalty of \$50 per night, which the Board felt was a reasonable expense. Two hundred dinners have been guaranteed for the banquet, which we should easily exceed.

The physical contests are still being planned by Jim Hart. A photo contest will also be held. Room rates are approximately: \$21 single; \$23, double. No special ladies activities have been planned as there are lots of activities available.

Retirement Memento Committee:

Bill Krumbein

Now that we have an appropriate memento for retiring members, guidelines for use are to be prepared by Bill Krumbein and submitted to the Board for approval. Suggested uses are: all honorary members, retirees and out going presidents.

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In Your Reporter

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california state park rangers association REPORTER

VOLUME VI - NUMBER 12
JANUARY, 1975



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VICE PRESIDENT:

Ron McCall, 7210 Langley Canyon, Salinas, Ca. 93901

EXECUTIVE SECRETARY:

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

President's Message



In this life, the only thing that remains constant is change.

A plaque on a friend's office wall reads - "Of those things in this world that need changing - God grant me the strength and courage to change those that I can change, the patience and serenity to accept those that I cannot change, and the wisdom to know the difference."

1975 will certainly be a year of change for CSPRA. A new governor and administration will take the reins of California Government in January. At this date it is not known if Mr. Mott will remain as Director of the Department of Parks and Recreation. A new Director could change Department priorities.


The national, and even international economy is staggering with unemployment growing. Problems with shortages of resources are growing, particularly the energy crunch. To survive, many changes must be made.

For CSPRA to make meaningful and productive contributions to needed changes we must maintain our perspective. I keep a plaque over my desk that reads - "We all know problems! How we meet them makes the difference. One man gives up. Another perseveres....and armed with new knowledge born of trying, finds the way to succeed. What do you see down a rocky path? Stumbling blocks or stepping stones? It's the point of view that counts."

As the life in our country must change in the coming years so must our jobs and style of park operations change. How can we provide better public service with less operating funds? How can we bring the outdoor experience to those whose travel capability has been reduced? How can we better interpret this country's resources to help people appreciate the frailty of this earth? These problems can be stepping stones to a productive time for CSPRA ideas.

Speaking of changes I will be attending a meeting in Sacramento December 28th with Vice-President Ron McCall and members from Region VII to hear what the Coalition of Independent State Employees' Organizations has to say about AB119 (Green), the collective bargaining bill now before the State Assembly. It is an accepted fact by most people that collective bargaining will be a reality for State employees in 1975.

I have a rough draft of the 1975 GEC program from Committeeman Jim Hart. If Jim can squeeze all his ideas into one weekend, it will be a non-stop convention. Knowing Jim he will do it!

Region V is certainly hard on Regional Directors. Larry Helm is the Third Director this year. He has also been elected to the new term starting next year. Larry is energetic and wants to work - Region V members give him your ideas and your support! 

SALARY HEARING, Cont.

IV, V, and VI levels to National Park Rangers at the middle and upper management levels. Senator Short even appeared before this body to point out that the traditional comparison of SPR II to GS 9 left the SPR II over 21% behind. Upper management had an even greater adverse difference.

The Association has, in the past few months, been working independently and in conjunction with CSEA to determine what effect the "do nothing" attitude has had on the State Park Ranger series. We have determined that:

1. The bench mark used by your staff, which showed that State Park Rangers were paid above their comparison last year, was out of date and irrelevant.
2. When your staff attempted to gain data on the basis of an updated bench mark they found that the only comprehensive comparison was with the Federal service and this was at the GS 9 to SPR I levels, not the previously established GS 9 to SPR II.
3. The Department has jumped from a very low 8 or 9% separation factor to a greater than 20% factor in less than four years. Nine former Rangers that we can identify completed the Trainee program and then went to other agencies in the resource and recreation field. There are others but positive data was not available at the time of our inquiry. It appears that we are training people for promotion outside of the State Park System.
4. In the past few weeks fourteen State Park Rangers I have turned down a particular promotional assignment to a State Park Ranger II, Supervising Ranger position. Almost without exception, one factor was obvious. They could not afford the assignment. A 5% raise in pay would not offset the increase in the cost of living they would face moving from an established and known existence to one which each of them determined would be above their means.
5. Using either the old traditional data or recognizing the GS 9 to SPR I and a comparison within State service, based on the management levels of the Division of Forestry, we conclude that on the average State Park Rangers, including the Manager series, are more that 13% below comparable classes in other agencies in terms of pay.

Continued on page 3, col. 3.

REGIONAL ELECTION RESULTS

* INDICATES ELECTED

REGION I

DIRECTOR

* J. L. Knott 45

ALT. DIRECTOR

W. J. Monhan 22

* W. E. Setterlund 25

DELEGATE

* D. D. Long 35

D. M. Weyand 12

G. E. Kafka 24

* J. W. Jones 27

R. A. Folmar 6

* R. E. Anderson 34

REGION II

DELEGATE

* C. S. Wade 36

* E. T. Crisp 28

J. R. Patton 19

R. L. Menefee 23

R. W. Werts 18

* W. J. Krumbein 32

REGION III

DIRECTOR

* J. B. Price 32

L. C. Wakefield 30

ALT. DIRECTOR

G. E. Cook 22

* S. D. Moore 31

DELEGATE

E. L. Williamson 25

* J. Lusky 30

J. P. Anderson 28

K. L. Gray 29

M. G. Lynch 21

* R. Canby

* R. F. Angier 34

* R. F. Spicer 44

REGION IV

DELEGATE

* C. M. Stokes 26

* D. A. Doberneck 36

D. C. Friend 24

* D. G. Patton 34

D. W. Button 25

J. A. Schmus 21

K. L. Mac Laurin 10

P. D. Hladik 12

R. B. Culbertson 20

R. W. Kellog 25

* W. R. Beat 44

REGION V

DIRECTOR

* L. R. Helm 20

M. C. Wilson 16

S. N. Grout 9

ALT. DIRECTOR

* C. R. Lavenson 21

H. L. Lively 20

DELEGATE

E. E. Robertson 14

* F. J. Soderlund 23

* G. H. Sears 32

* J. MacDougall 22

P. M. Armitage 10

R. E. Fairfield 9

S. C. Hill 16

REGION VII

DIRECTOR

* R. T. Henry 25

ALT. DIRECTOR

G. N. Jones 9

* R. E. Troy 17

DELEGATE

C. E. Willard 13

J. P. Stowe 13

NOTE: Region VI results not available due to ballot error. New ballot to be mailed out with return deadline February 1.

SALARY HEARING, Cont.

CSEA is very much aware of the salary problem the State Park Rangers face and I feel are in accord with the recommendations of this Association. We recommend that you, (the Personnel Board):

1. Make available in the 1975-76 budget, appropriate funds to adjust upward the State Park Ranger cost group by at least 13% in an attempt to meet the current lag.
2. Instruct your staff to pursue and implement the intent of the 1972 Senate Resolution 28.
3. Also instruct your staff to actively work with the Department of Parks and Recreation, CSEA and the California State Park Rangers' Association to obtain comparison data from classes in other agencies which are commensurate with the responsibilities and duties performed by State Park Rangers.

In a meeting with your staff representatives last week they indicated that so far the only reasonable comparison they had found was the Federal Government service rate. We would hope that if this is still the conclusion after further study that you, as a Board, would make exception to what we understand is your present policy, and allow GS rate at an appropriate level to again become the traditional data for setting fair and equitable salaries for the State Park Ranger cost group.

Kirk M. Wallace
California State Park Rangers' Association



BOB FERGUSON
and
PAUL WALLACE

representing

ALVORD AND FERGUSON

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

First Annual CSPRA Photo Contest

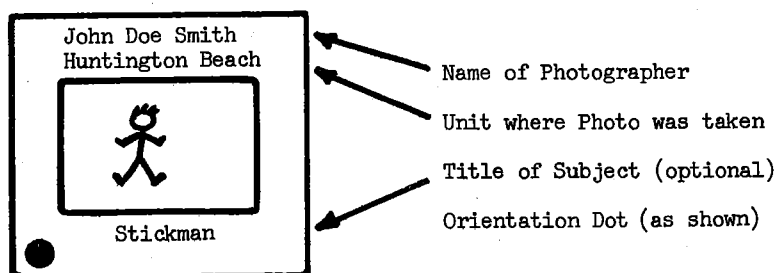
Who may enter? Any member of CSPRA or their spouse, **or either**, as long as total number of entries do not exceed five in aggregate.

How many entries? Maximum number of entries is five from one individual, or from a combination of member and spouse.

The photographs: Each photograph must be a color or black and white positive transparency in a 2" x 2" slide mount. To qualify, an entry must have been photographed by the entrant in a unit of the California State Park System.

Judging Criteria: All entries will be judged, by a panel of three, on the basis of composition, technical excellence, and impact. The idea to consider in selecting your entries is how well would the slide succeed in a campfire program?

Identifying information: Each slide submitted to the contest must contain the following information: 1) Photographer's name 2) Name of unit where slide was taken 3) Orientation dot (see below) 4) (optional) Title of subject. Each slide must contain a conspicuous dot in the lower left corner of the non-emulsion side so that when the slide is loaded in a carousel tray for judging the dot will appear in the upper right and all entries will be viewed right-side up.



Where to send slides: All entries must be submitted no later than Feb. 25, 1975, to: Mr. Ernie Cowan, 1130 N. Grape, Escondido, Ca 92025. Mr. Cowan is a feature-writer for the San Diego Evening Tribune, a long-time friend of the park system, and is an accomplished professional photographer. He alone will handle the slides prior to the judging.

Return of entries: All slides must be accompanied by a self-addressed, stamped envelope. After the prizes have been awarded at the GEC, the entries will be mailed back to photographers.

Prizes and Judges: Judging will be conducted by representatives of three major camera equipment suppliers: Nelson Photo Supplies of San Diego, Gailey Photo Supply of Escondido, and The Baron's Studio of Oroville. First prize tentatively will be a choice of 35mm rangefinder-type camera or a Soligor T-4 lens. There will be three award prizes (1st, 2nd & 3rd) and five honorable mention awards.

ENTRY FORM

Entrant's name(s) _____

Entrant's mailing address _____

Entries:

1. _____, _____
Unit where taken Title (optional)
2. _____, _____
Unit where taken Title (optional)
3. _____, _____
Unit where taken Title (optional)
4. _____, _____
Unit where taken Title (optional)
5. _____, _____
Unit where taken Title (optional)

Board Meeting

Explorer Post: Dick Menefee

Patches for the Post have been made and cost \$14.00. As they are sold to the members the money returns to the Explorer Post treasury. They have done work at Sugarloaf Ridge, put out a fire, and assisted with the festivities at Petaluma Adobe. Their money comes from recycling aluminum. CSPRA authorized \$50 previously for the Scouts to use. So far this money has not been used, but Dick Menefee asked if the Board would consider providing more funds.

Insurance Committee: Jerry Johnson

Common Remitter Systems has submitted a dental care insurance plan for discussion. There is no minimum enrollment. Cost for one person is \$9.80 per month. Two people are \$16.90 per month. Three people are \$22.80 per month. A mailing by the insurance company will be made to all members. A letter from CSPRA signed by President Schlerf offering this plan to the membership will accompany the mailing. The Board is neither endorsing nor opposing the plan simply making it available to the membership.

Jerry Johnson will prepare an article for the REPORTER on the dental plan.

Salary Survey Program

Kirk Wallace represented CSPRA at the State Personnel Board hearing on Ranger salaries earlier in December. The Directors thanked Kirk Wallace for his fine presentation and complimented him on a job well done. (Note: Entire statement made by Kirk printed elsewhere in this issue.)

State Housing Rental Rate Increase

The Board decided to wait and see what takes place in regard to the rental rate increases before making any recommendations as the policy decision has been set and is ready to go into effect. Chief Knight made a presentation at the Board of Control hearing on behalf of the Department protesting the increase and it was favorably received.



THE NOT SO OLD RANGER

EDITOR'S NOTE: The following letter and "pilot" article written by Tiny Philbrook introduces what we hope will become a monthly column in your REPORTER. Can you top his yarn!!!

As we have discussed in the past, I think many of our members might enjoy some of the yarns we tell about times past. Some of us, old enough to remember, may have some pleasant or not so pleasant memories stirred. Some of the newer rangers may be enlightened by tales of what happened in days past. Those days were not always the GOOD old days, but I wouldn't trade them if I could.

A possible title for such a column is "The Not So Old Ranger."

All stories should be as true as memories can make them. Names can be changed to protect the innocent (??) from insult and abuse.

For a starter, here is a story on Recycling. That's a popular term these days.

Back about 1948, at San Clemente State Beach, I was involved in one of our earlier efforts at recycling. Someone came up with a brilliant idea. The nearby hog farm was willing to pay good hard money for edible garbage which could be used to slop the hogs and fatten them for bacon, ham or whatever. Great Idea.

We got an extra set of garbage cans and set them out in pairs throughout the camp and picnic areas. At each pair one can was labeled Edible Gargage, the other was labeled

cans, bottles, paper, egg shells, coffee grounds, etc.

With a strong back and a trusty pickup I drew the salad run for most of the experiment. Trouble reared its ugly head when we found that campers didn't always read the labels on the garbage cans. That meant we needed a concrete slab where all cans could be dumped and sorted with a pitchfork and scoop shovel. With the slab we needed a water supply. Since we couldn't put the garbage station too near the public, that meant a couple of thousand feet of ditch and water line.

With all the necessary installation completed about July 1, I spent the rest of the summer collecting cans, dumping them, sorting the garbage, and re-canning it. Believe me, I was glad when Labor Day rolled around, and the hog farm complained I was salting the edible garbage with too much in the way of egg shells and coffee grounds. The experiment lasted only one summer.

Recycling is great, but let's make sure it is feasible.

Perhaps some other NOT SO OLD RANGERS will continue to supply the column.

/s/A.D. Philbrook
Superintendent
District I

Special Note

Region VII has investigated the possibility of group rates for transportation to San Diego for G. E. C. All rates quoted are round trip from Sacramento area. Am-Trak is from Davis as no stop is available in Sacramento.

AM Trak

Normal fare is \$59.50 without discount

15-29 persons in group \$53.00 + one free pass

30-44 persons in group \$45.00 + two free passes

45-59 persons in group \$45.00 + three free passes

60 or more persons in group \$45.00 + four free passes

Schedule:

Lv: Davis 0635 Ar: L. A. 1855
Lv: L. A. 1955 Ar: S. D. 2230

Lv: S. D. 0700 Ar: L. A. 0935
Lv: L. A. 1005 Ar: Davis 2230

Greyhound (based on max. bus size)

Group rate: 38 persons \$974.70
\$25.65 per person

Group rate: 43 persons \$1128.60
\$26.24 per person

Air California (schedule flight)

Regular fare: \$58.70

Group rate: 10-25 (on same flight)
\$49.30 per person

If you are interested in setting up a group, or becoming part of a group if enough show interest, contact Kirk Wallace for Greyhound or Am-Trak by January 25, 1975.

If you are interested in Air California contact: Ross Henry

Kirk must have interest by above date and will notify individuals if group is arranged so payment can be final by Feb. 3, 1975. He maybe contacted at (916) 481-6492 or 3204 El Camino Ave., Sacramento, CA 95821.

Ross will need expressed interest by Feb. 1, 1975 with full payment. If not enough interest is shown he will return checks. Ross may be contacted at: (916) 988-2965 or 8124 Mountain Ave., Orangevale, CA 95662.

RECOMMENDED READING

Submitted by K.R. Morgan

Doolittle, Fred C.

Land-use planning and regulation on the California Coast: the state role. (Series: Environmental Quality Series, No. 9) Institute of Governmental Affairs, Univ. of California, Davis, 1972.

Griner, Lynn A.

Effects of oil pollution on waterfowl: a study of salvage methods. GPO, 1970.

Laycock, George

Autumn of the Eagle, Scribner, 1973.

Netboy, Anthony

The Salmon: Their Fight for Survival, Houghton, 1974.

Beitze, Arnold W.

Environmental Planning: Law of Land and Resources, Environmental Law, Vol. 2, North American International, 1974.

Stankey, George H.

Recreational Carrying Capacity: an annotated bibliography, GPO, 1973.

Strong, Ann Louise

Environmental Protection Through Public and Private Development Controls, GPO, 1973.

Vickery, Florence E.

How to work with older people; a guide for professional & Volunteer leaders of social activity programs for older people, Cal. Dept. of Natural Resources, 1960.

CUYAMACA RANCHO STATE PARK

Lyle Watson Retires

Supervising Ranger Lyle Watson retired on December 24, 1974 after 24 years of State Service.



Ranger Watson began his park career at Will Rogers State Historic Park in 1954 where he remained for 3 years before transferring to San Clemente State Beach. In 1959 Ranger Watson was promoted to Lake Elsinore State Recreation Area as its first Park Supervisor where he was instrumental in the development of facilities and landscaping. In July 1964 he accepted a transfer to Cuyamaca Rancho State Park where he has worked in the capacity of Supervisor of the California Riding and Hiking Trail and Special Services Supervisor or responsible for park resources.

Chief Ranger Carl Chavez reports that largely through Lyle's efforts, Cuyamaca today has over 110 miles of riding and hiking trails as well as modern horse camping facilities at the Los Caballos and Los Vaqueros campgrounds. In addition Lyle has been especially active in organizing and coordinating volunteer efforts on trail and corral building with various horsemen and youth groups.

Lyle and Phyllis will be moving and residing in Oxnard, California where he has accepted a position as Assistant Park Manager of the Oxnard Pacific Mobile Estates, Highway 1 & Pleasant Valley Road, 105 Fontana Drive. The Watsons would appreciate hearing from their friends.

EVENTS CALENDER

Feb. 1 - Deadline for GEC Ad sales.

March 7, 8, 9 - 1975 GEC, Vacation Village, San Diego.

Mailbox

CREDIT WHERE CREDIT DO

The following letter to Jeff Price, giving credit where credit is do, was submitted for print by Past President Al Salzgeber.

Dear Jeff:

I have't had the pleasure of meeting you personally but hope to one of these days, perhaps at the spring G.E.C. of CSPRA.

My reason for writing you is to compliment you for your very fine contributions to "The Reporter". You have contributed much to C.S.P.R.A. through the Reporter and I for one certainly enjoy all your articles.

Your last article relative to showing more concern to the park visitor through better communications with them is what CSPRA is all about. We are a part of the leading State Park System in the nation, and we can only attain that leadership roll by better public service, the extra little things in giving the public a little more attention. Your comments and contributions for the benefit of the public helps fill that need.

Keep up the good work Jeff.

Sincerely yours,

Al Salzgeber

Past President, CSPRA

Dear Mr. Schlerf:

On behalf of the personnel at Silver Strand State Beach I would like to thank the California State Park Rangers Association for the slide projector it so generously provided for us. The projector will greatly enhance our interpretive program and help us take the "parks" message to more people. It has already been put to use in talks to several school groups.

We would also like to thank Mr. John Kolb, the chairman of your Interpretive Needs Committee, for his efforts.

Sincerely,

Maurice C. Morgan

State Park Manager II

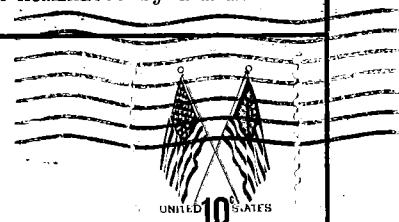
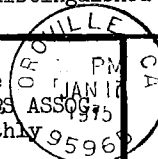
LEAD POISONING

"Each year, millions of ducks, geese, and swans die from lead poisoning contracted by eating spent lead pellets from marsh bottoms where hunting has taken place. The use of steel shot as a substitute has been strongly endorsed by the National Wildlife Federation". Source: "Conservation News" published by the Nat' Wildlife Federation.

Submitted by John Kolb

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

Al Salzgeber

V

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