



REPORTER

VOL. VI
NO. 25

CSPRA MUST SEEK NEW APPROACH

President's Message ..

Our Bicentennial Summer has past and I know you have all been very busy. This was my first summer in many years on the south coast and it lived up to its reputation. I'm sure all of metropolitan Los Angeles moved to Ventura and Carpinteria for the summer. We've been honored this summer with a Parks and Recreation Commission meeting in Ventura as well as a tour of the area by Claire Dedrick, Secretary of the Resources Agency. The Commissioners and Mrs. Dedrick all seem eager to visit the field personnel and are interested in learning about park problems from the field level. If you get the opportunity to meet them, don't pass it up.

WE'LL DO MORE

Several significant things have happened this summer. The Personnel Board held a hearing concerning Safety Retirement for certain classes including Peace Officer classes within the Department of Parks and Recreation. Denzil Verardo, Association Vice President, represented the Association at the hearing and was well received. A full report of Denzil's testimony is in the REPORTER this month. Although Denzil did a great job, along with CSEA and Department representatives, the DPR classes were held back again for further study. We'll be doing more work this issue and keep you informed.

(Continued on page 2)

SPB AGAIN REJECTS RANGERS FOR SAFETY RETIREMENT

By direction of President McCall, Denzil Verardo presented our case at the recent State Personnel Board Safety Retirement hearings. Following is his report on the outcome.

The Park Ranger/Manager series was recently declined safety retirement by the State Personnel Board. No reason was given as to why the series was not accepted for that retirement program, however, they were reluctant to accept the Manager series at the time of this person's presentation because they felt the Manager series did not meet safety criteria. C.S.P.R.A. feels that this argument is not valid for several reasons and that the Manager series must be considered with the ranger series for retirement purposes. The following are several of those reasons: (1) Other safety classes such as Forestry and CHP do not exempt their management classes for safety retirement purposes, (2) Our personnel go into and out of the Manager series and to have two retirement programs in a fluid system would be unworkable, (3) Many Managers, especially at the I level actually do safety work in the field, and those at the II and III levels plan for those activities.

(2) *some* of the members meet the criteria *all* the time, or (3) *some* members meet the criteria *some* of the time. Only when none of the members meet safety criteria is a class not considered for safety retirement. We easily meet at least step 3 of this criteria, and probably step 2. Either way, it is difficult to see how the Personnel Board could have refused safety retirement to a workforce responsible for public safety, firefighting, aquatic safety and search and rescue type work. We will continue to press for safety retirement for all our Ranger/Manager classes at the next hearings.

Denzil R. Verardo
C.S.P.R.A., V.P.



—Inside—

CRITERIA EASILY MET

The major criteria that has to be met for safety retirement is that either (1) all members of the class meet safety criteria *all* the time, or

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california state park rangers association



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Ron McCall

PRESIDENT:

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MEMBERSHIP . . . ACTIVE: *current or retired, permanent or permanent intermittent employees of Department of Parks & Recreation of State Park Ranger or State Park Maintenance classes. ASSOCIATE:* *permanent or retired employees of the Department 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.*

President's Message ..

Several months have gone by since the G.E.C. and it's time I brought you up to date on the resolutions that were passed and required action.

76-2 - Resolution to support enactment of Coastal Plan. Letters sent to Governor, both houses of Legislature and Director of DPR. Letter received from Director Rhodes thanks us for support.

76-3 - Resolution to support Proposition 15, the Nuclear Safeguards Initiative on the June ballot. Letters written to Director of DPR, to PROJECT SURVIVAL, and to major newspapers throughout California. The initiative failed in June, as you know.

76-10 - Resolution to ask Board of Directors to consider holding G.E.C. on weekdays. Board agreed and set 1977 G.E.C. for March 7 thru 10, 1977 in Santa Barbara.

76-12 - Requested outline of various Safety and Enforcement Retirement plans currently being used by other State Agencies. Information in this month's REPORTER.

76-13 - Referred to transfer policy changes. Letter written to Chief Knight. Answer from Mr. Knight indicated certain changes anticipated in transfer policy with reorganization of Department headquarters.

76-14 - Resolution to request change in CAC to change camping time limits. Issue considered by Superintendents at May meeting and no change forthcoming.

76-15 and 16 - Suggested change in Penal Code to better protect redwood burls and stumps. Letters sent to Director.

76-17 - Change in wearing of ranger field uniform.

76-18 - Seeks change in CAC 4305 to better define "fish" in order to protect crustaceans, reptiles and amphibians.

76-19 - Seeks installation of Code 3 equipment in all Departmental patrol vehicles.

76-20 - Requests Director to restore 1975 day use and historic unit/museum fee. Letter to Director and response indicating reasons for increase and that a reduction is not possible.

76-21 - Changes fee for members over 60 years of age to \$3.50. Complete and in effect.

76-22 - Opposes any legislative bill transferring certain State Parks to federal government. Letters sent to both houses of Legislature, interested committees, the Governor, the Sierra Club, and the National Audubon Society. Answer received from the Governor.

76-24 - To appoint committee to study feasibility of hiring part or full time representative to top management.

76-25 - Change in size of employee trailer pads. Letter sent to Bob Uhte.

76-9A - Request to abolish State Park Technician program.

WHAT'S ON YOUR MIND?

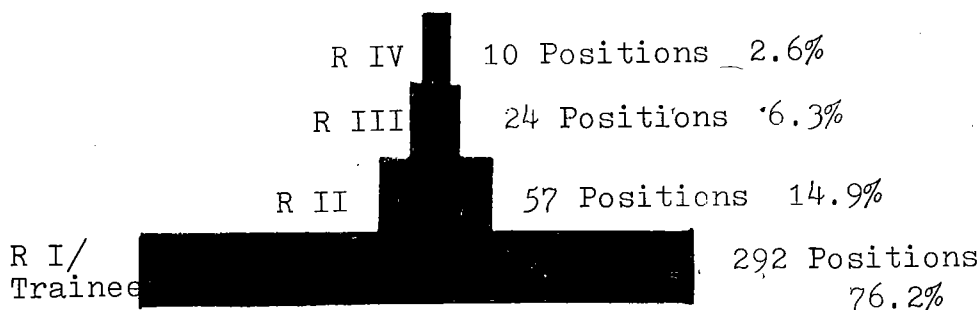
President McCall would like to hear and invites your call.

Phone: 805-642-6352

REMINDER - - It's later than you think. Hopefully you're putting together some resolution for the 1977 G.E.C. Deadline is January 10, 1977 and be sure to send them to the Executive Secretary, Doug Bryce.

YOUR PROMOTIONAL ODDS!

RANGER SERIES



Example: . . .

Since I haven't the mathematical background to accurately predict these odds (too many variables such as the number of vacancies filled in each class each year, etc.) I have chosen a simple example. These odds indicate your chances if *all* positions in the next class are vacant.

Odds: Your Class: Vacant Class(es)

| | | |
|-----|---------|-------------|
| 3/2 | Mgr II | Mgr III |
| 7/5 | R III | R IV/Mgr I |
| 6/5 | R III | Mgr I |
| 3/4 | R II | R III/Mgr I |
| 1/2 | R IV | Mgr II |
| 2/5 | R II | R III |
| 2/5 | R III | R IV |
| 1/3 | R II | Mgr I |
| 1/3 | Mgr III | Mgr IV |
| 1/5 | R I | R II |

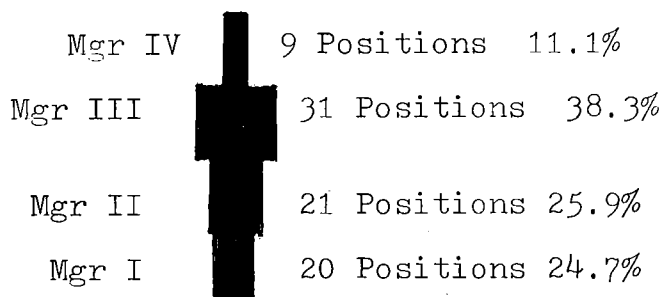
(The first three . . .

100% plus others needed to fill these vacancies)

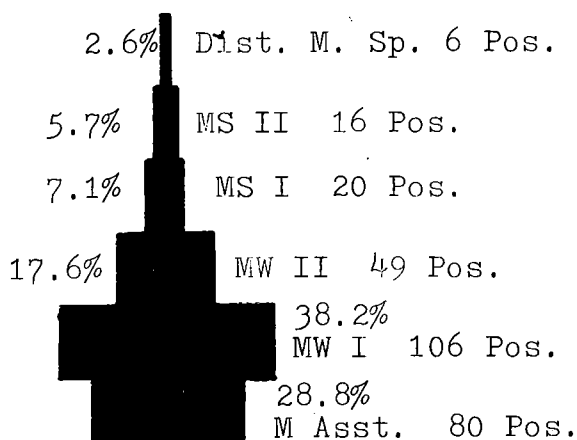
Recently I began to wonder about "odds" in promotions. Only a certain number of people will ever promote - - and depending in which employment class one is, the odds do vary.

Enclosed are my results of a number of classes, taken from the most recent Department Roster. The extremely large Ranger I/Trainee base seems well out of proportion compared with other levels. This may indicate that changes are in order.

MANAGER SERIES



MAINTENANCE SERIES



For the maintenance classes using this same formula:

| | | |
|-----|----------|-----------------|
| 7/5 | M Ass't. | M W I |
| 4/5 | M S I | M S II |
| 1/2 | M W I | M W II |
| 2/5 | M W II | M S I |
| 2/5 | M S II | Dist Maint. Sp. |

(The first one . . .

100% plus others needed to fill these vacancies)

Although we have been hiring 20, 30, 40 or more Ranger Trainees each year, we have not kept up by creating an appropriate number of Ranger II supervisors. The extremely large Ranger I/Trainee base seems well out of proportion compared with other levels. Possibly this is an unhealthy situation and needs some looking into.

Bill Krumbein

EDITOR'S NOTE

The usual summer lull in CSPRA activity will end September 18th with the Fall Board Meeting. Likewise Committee action will resume. Your next REPORTER will bring you up to date on decisions and actions of the various bodies.

Please make note that the REPORTER has a new address:
9605 Linda Rio Drive
Sacramento, California 95827

Our article submission deadline is still payday. Please find the time to send us your thoughts, we need YOUR input!!

Mailbox

"... without imagination ... negative ... unworthy ..."

Dear Mr. President:

It was disappointing to me to note the Board of Directors action of "Non-Support" for the Coastal Bond issues in the recent Reporter.

In my opinion, no park organization whether national, state, or of any other governmental agency has ever had "adequate" funding for proper administration of lands", nor can they ever expect to reach that state of nirvana. Neither have some of the most prestigious of the privately funded similar activities (Williamsburg for instance) been able to attain that state.

If those park people who have preceded us had succeeded in defeating earlier bond issues, for the reasons set forth by the Board, the California State Park System

would today probably consist only of the original six units.

In my opinion, the organization should have proposed positive and imaginative alternatives to the problem. Among which might have been:

1. That it is not necessary to provide ultra-sophisticated developments to provide the people with an enjoyable, safe, and quality outdoor experience on park lands.

2. That the Department go to the people with a land banking concept which could assure badly needed additional park lands for the people of the future, without the need to immediately, and with great sophistication and expense, develop those lands. If this program were properly presented to the people, I feel certain they would respond with understanding and support.

The Board's position is, in my opinion, without imagination, it is negative and unworthy of a professional park organization.

The Board does not speak for this ranger on this issue.

Sincerely,
J. WHITEHEAD
Superintendent, District 6

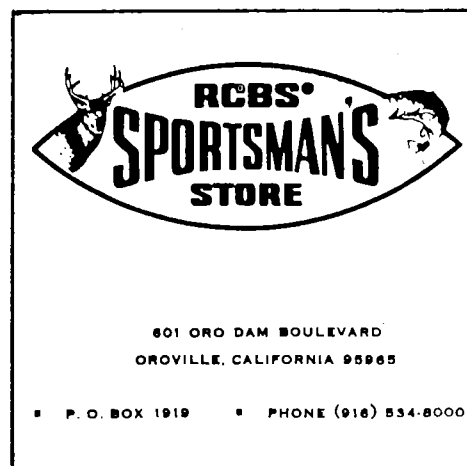
1975-76 BUDGET

INCOME

| | Estimated | Actual |
|---------------------------------|--------------|-----------------|
| Membership Dues | 18,000 | 22,491.90 |
| Less controllers fee | <u>264</u> | <u>420.57</u> |
| | 17,736 | 22,071.33 |
| G E C Advertising | <u>2,500</u> | <u>1,650.00</u> |
| | 20,236 | 23,721.33 |
| Estimated Reserves from 74 - 75 | <u>1,500</u> | <u>1,137.29</u> |
| | 21,736 | 24,858.62 |

EXPENDITURES

| | | |
|--------------------------|----------|-----------------|
| G E C | 5,500 | 4,818.64 |
| Board Meetings | 2,400 | 1,992.00 |
| Board of Directors | 1,000 | 413.16 |
| Executive Secretary | 600 | 600.00 |
| Committee | 600 | 282.75 |
| Staff Services & Support | 2,650 | 3,789.77 |
| Scholarship | 1,500 | 1,087.00 |
| Reporter | 3,150 | 2,572.89 |
| Association Program Fund | 2,500 | 200.00 |
| Insurance | | <u>2,012.00</u> |
| | 19,900 | 17,768.21 |
| RESERVE TO 76 - 77 | \$ 1,836 | \$ 7,090.41 |





FIELDNOTES

EDITOR: MARY DOODY

FILM SOURCES

Recently, some interest has been expressed in the use of nature films in interpretive programs. It is the position of the Department that slide talks offer the best opportunity to reach our objectives in the evening programs, and the use of films should be restricted. Mr. William Haussler, Manager; Visitor Services Branch has established a movie schedule for film circulation involving 19 areas or units in the State Park System. He has requested that those areas involved limit the use of films from outside sources to one per week.

For those units not involved in the movie schedule, the following is a list of sources which provide nature related films for rental and/or purchase.

Standard Oil Company of
California Film Library
16 Spear Street
San Francisco, Ca. 94105
415/433-1782

Standard Oil Company of
California Film Library
1145 N. McCadden Place
Los Angeles, Ca. 90038
213/462-5151

Audubon Wildlife Tea
Theater Films
A. V. Explorations Inc.
505 Delaware Avenue
Buffalo, N. Y. 14202
716/883-4749

West Wind Productions, Inc.
P. O. Box 3532
Boulder, Colorado 80303

Walt Disney Educational
Materials Company
800 Sonora Avenue
Glendale, Ca. 91201
213/240-9160

MacMillan Audio Brandon
3868 Piedmont Avenue
Oakland, Ca. 94611
415/658-9890

Born Free, World Without Sun,
Bless the Beasts and Children,
African Safari, Disney Films,
True Life Nature Films, and more.

MacMillan Audio Brandon
1619 North Cherokee
Los Angeles, Ca. 90028
213/463-0357

Documentary Films
3217 Trout Gulch Road
Aptos, Ca. 95003
408/688-4380

Ecology of a Tidal Slough

Xerox Films
245 Long Hill Road
Middletown, Conn. 06457

Wonders of the Sea (12 films)
Life Cycles Series (8 films)

Naval Undersea Warfare Center
3202 E. Foothill Blvd.
Pasadena, Ca. 91107
449-7638



Man in the Sea, Nature of Sea
Water

Films Incorporated
5626 Hollywood Boulevard
Hollywood, Ca. 90028
213/446-5481

The Legend of Soupspoon
Stouffer Productions
P. O. Box 15057
Aspen, Colorado 81611
303/925-5536

Bighorn

One final note. Most counties have various nature related films in circulation which can be borrowed at no cost thru the local county library. All films should be reviewed by the area office to insure that there is not too much advertising or non park related material included.

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and
PAUL WALLACE

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Merced, California 95340
Phone (209) 722-8854

ONE INTERPRETIVE IDEA

Many short illustrated books can make very good slide programs. One that I use is *The Lorax* by Dr. Seuss. Another good one I've seen is *The Giving Tree*. All one needs to do is capture the illustrations with a close-up lens and a copy stand (or outdoors, using

side lighting). The illustrations are then shown while the text is read. Not only are these programs excellent for many occasions, but they are ready to go on a moments notice.

Mike Lynch
Region 3



"I'm the Lorax who speaks for the trees which you seem to be chopping as fast as you please."

CORKY RETIRES

C. A. "Corky" Allen recently "pulled the pin" at Humboldt Redwoods State Park.

Jr. Past President, Herman Schlerf presented Corky with a CSPRA Retirement Plaque that read "C. A. 'Corky' Allen - In Honor of 29 Years of Dedicated Park Service - Your Friends Salute You - Mr. Humboldt Redwoods."

Corky started his career with the Department in 1947 as a Senior Engineering Aid in Sacramento. He joined the Ranger ranks at Humboldt Redwoods State Park later that same year.

After tours of duty at Big Sur, McArthur-Burney Falls and Van Damme State Parks, Corky returned to Humboldt Redwoods where he spent the next 24 years except for one short assignment as a Junior Landscape Architect at District I Headquarters.

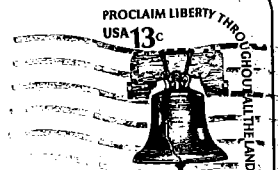
In recent years, Corky's primary assignment has been as the Resources Management Ranger for the fabulous groves of Redwoods in Humboldt Redwoods State Park.

Now that he is retiring, he will use his green thumb to raise produce on the old homestead instead of Redwood seedlings.

Our best wishes to Corky and his wife Martha for a long, happy and productive career in retirement.



california state park rangers association



First Class

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