



REPORTER

VOL. VI
NO. 34

DEPARTMENT WITHDRAWS BIEL'S SALARY REC'S FROM SPB CALENDAR

When he learned of the Department's withdrawal of Biel's salary recommendations from the State Personnel Board hearing calendar, CSPRA President Verardo immediately forwarded the following letter to Director Cahill:

Dear Russ,

I was disturbed by the recent cancellation by our Department of the Biel's study salary recommendations from the State Personnel Board hearing calendar, especially those sections which deal with the Ranger/Manager cost group. I realize the difficulties with the Park and Recreation Specialist recommendations, but it is my opinion that action on that portion of the study can be deferred for further consideration at a later date, while a hearing could be rescheduled to try for inequity salary increases for the ranger/manager series.

If it is now too late to put the recommendations back on the Board calendar, I would like to urge you to have your staff vigorously and actively seek inclusion of the Biel's salary material, as it affects rangers and managers, in the Board's Spring Salary Survey.

This matter is of utmost concern to the Association, and we are disturbed at the potential sidetracking of a study which puts rangers and managers in a favorable salary inequity increase position.

Denzil Verardo, President, CSPRA

While Verardo's letter expresses our concerns quite adequately, it still may not restore our chances of being heard before the SPB Spring Salary Survey. Ironically, in past years our salary inequity requests were denied because we had no such supportive data as now documented by Biel.



HE'LL FIGHT 'GIVE AWAY'

In his first GEC address, Director Russell Cahill said his #1 priority is to reduce the "outrageous" death rate in the State Park System, and he asked for the Association's help in implementing all possible accident prevention measures.

Noting that the Redwood National Park legislation specifies State holdings in the area will pass by donation to federal ownership, Cahill said neither he, Secretary Johnson or Governor Brown "intend to give anything away for nothing - I don't care what the bill says."

In response to a question about possible reorganization, Cahill said he would not be making changes in the near future, but favored an organization that placed the decision making processes as close to the action as possible.

Cahill told the group he is concerned about the law enforcement "posture" of park rangers. He related that all to often peace officers develop the built-in swagger, thumbs

in belt, spreading of the legs posture indicating "a readiness for anything - though one seldom is." He sees the State Park ranger as having a good attitude toward his fellowman - the makings of the best law enforcement agency in California - not a tag along behind Highway Patrol or any other agency.

The Director said he is taking a hard look at our design and development policies with particular concern for facilities design in relation to monetary expenditures. For example, "while individual RV electrical hook ups are appropriately provided by the private sector, we should "pull the plug" providing an RV parking space but encouraging the "camping out" experience in our facilities design.

Giving due credit, Cahill told the group that in his opinion this Department's State Grants' Program was the best in the United States. Smile Charlie!!



Denzil R. Verardo, President

california state park rangers association

PRESIDENT:

Denzil Verardo, 1136 Denise Dr., Calistoga, Ca. 94515

VICE-PRESIDENT:

Jeff Price, 4232 Chasin St. Oceanside, CA 92054

EXECUTIVE SECRETARY:

Doug Bryce, 8665 Florin Rd., No. 45, Sacto., Ca. 95820

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 or approved by Board.

President's Message ..

'CSEA AFFILIATION'

At the March G.E.C. and CSPRA Board of Director's meeting it was decided by the Board to take three actions which charts our course as an Association on SB 839, the Collective Bargaining Bill. The first action was to prepare a ballot for the voting membership to delete the section of our constitution which deals with the implication of wages, hours and conditions of employment. This would have the effect of making CSPRA, once again, a professional organization solely, and not an employee organization. The members, through the Board, realized that we could not survive competing as an employee organization and would lose payroll deduction. This *does not mean* we can't discuss wages, hours and conditions of employment at Board of Director's meetings, it simply means we can not as an Association directly present items on those subjects to the Department as we have in the past. We would have to go through a recognized Collective Bargaining agent. Because of that reality, the Board made its second decision: to back CSEA in its Collective Bargaining efforts and to negotiate an affiliation agreement with them which would insure our organization a voice with them. CSEA is the group most likely to win unit elections, anyway. By

throwing our Association support to CSEA our members will be in a strong position on the subject of wages, hours and conditions of employment, and we will be a strong professional organization. The G.E.C. panel discussion with employee group and union representatives showed the membership, in a dramatic way, that there was no viable alternative to collective bargaining other than CSEA. On April 19th I will be meeting with CSEA to negotiate our support of their efforts.

The last item on which the General Executive Council officers and directors, and delegates acted upon directly was which trend to follow within the collective bargaining legislation groupings. The Public Safety Group was chosen and we will pursue that objective.

The above three measures form a package which gives me, your President, a course to follow in the next few months. I believe your officers and directors have done an excellent job representing the total membership along these lines. Contact your Regional Director if you have any questions or communications. The next few months are crucial and good communications will be necessary.

YOUR NEW OFFICERS

President - DENZIL VERARDO

Denzil has been a Ranger since 1971. He began his park career at Big Basin Redwoods State Park and has also worked as the Supervising

Ranger at Mt. Tamalpais State Park. Presently Denzil is Manager of the Bothe-Napa Area.

Academically, Denzil has earned an M.A. in History. His interest in this area has led him to write a number of historical abstracts, several journal articles and tour guides in addition to the book, "Big Basin, History of California's First State Park".

Professionally, Denzil has been active in CSPRA where he has served as both Alternate and Regional Director, and Vice President. He was a founding director of the Santa Cruz Mountains Natural History Association and the Napa Valley Natural History Association. Denzil is a sponsor of the Sempervirens Fund.

Vice President - JEFF PRICE

Jeff has been active in CSPRA since beginning with parks in 1971. He has held the offices of Regional Director, Alternate Regional Director, and Delegate prior to his election as Vice-President. Jeff was instrumental in organizing the Calaveras Big Trees Association and served as a founding Director. Upon leaving Calaveras Area Jeff was elected honorary membership by the group. Jeff has been a Ranger I at San Diego Coast Area and Calaveras Area, and recently accepted a Ranger II Training Supervisor position back at San Diego.

LAW ENFORCEMENT

(The following letter was submitted for print by Jr. Past President, Ron McCall.

Dear President Ron:

I wish to extend my appreciation to you, and through you to Region 5 Director John Kolb and the members of the California State Park Rangers Association, for the lovely gift recently presented me at my retirement party. The fact that the desk type clock was made of materials previously in use at La Purisima Mission State Historic Park and Fort Tejon State Historic Park, both units of which I have been associated with for many years, makes this beautiful clock that much more precious to me. It has a place on my desk in my study and each time I look at it I again thank CSPRA for recognizing me with this gift at my retirement. It is truly a work of art.

The other gift you presented me, the badge for retirees, as you undoubtedly recall, was taken back since it was a facsimile and had to be completed before formally being given me.

It was my intention to express my appreciation to all the CSPRA members at next weeks GEC general assembly, but I will not be able to be present on that occasion and yesterday so informed the Committee in Santa Rosa, since my wife Henri has been encountering some difficulty with a skin problem and must take treatments 3 times each week.

I am very disappointed that I can not be in attendance at the G.E.C. since I did want to expound a little concerning my appreciation to you Ron for the fine job you have done as President these past 2 years. And at the same time I wanted to congratulate our in-coming President, Denzil Verardo. Please extend my congratulations and utmost support to President Verardo.

Henri and I send our best wishes and love to each of you, and yours.

Sincerely,
Alfred P. Salzgeber
Member - CSPRA
3950 Via Real - Sp. 18
Carpinteria, Ca. 93013



The CSPRA Enforcement Committee, consisting of Roger Werts, John Hart, Donald Patton, Joe Mette, Bill Walling, Bill Beat, Jim Schmus, and Chairman Lloyd Geissinger, prepared 16 recommendations which received Board endorsement. These recommendations included:

1. Mace - Department Issue Equipment and Policy. Equipment and policy appear good; therefore, no further comment at this time.
2. Weapons Carrying Policy. Recommend that the Board direct CSPRA President to write Director requesting that policy submitted by CSPRA in fall of 1976, and subsequently endorsed by Superintendents be approved and applied. *Update:* policy has been applied - no further action necessary.
3. Resolution 77-46 Recall of Bowling Bags. Recommend no Board action. Best security for weapon is to wear to and from work and Department is taking steps to improve area and unit weapons security facilities. CSPRA weapons carrying policy reduces exposure to theft as does better security facilities. Brief case issue is Governor's not Departments. Also, C.H.P. issues bowling bags for gear as brief case alternative.
4. Resolution 77-55: Retirement ID Cards. Recommend Board direct CSPRA President write Associate Chief for Operations requesting Division have ID cards printed for issue to retiring peace officers. Recommend card appear identical to active ID card with exception of "Badge No." and wording read "This is to certify that _____ is an honorably retired STATE PARK PEACE OFFICER (Sec. 5008, Public Resources Code, State of California)." Reverse side to appear same as active issue.
5. Defensive Tactics Training - Review of present training. Training should be focused on individual needs according to size,

strength and ability of peace officer. In fall of 1978, Training Center has an instructors course lined up so that Basic Peace Officer Training and Peace Officer Refresher Training will have focused training.

6. Scanners - Develop Policy Statement. Enforcement Committee discussed need for better communications through scanner equipment. A subcommittee of Werts, Hart, Mette and Walling will research and prepare a draft memo for President's signature to Associate Chief for Operations stating problem with solutions and recommendations for equipment and usage.
7. Code 3 Policy. Discussion centered on fact that policy is difficult to interpret and uniformly apply. Basic Peace Officer Training and Peace Officer Refresher Training classes are confused by the policy as it's difficult to teach. Due to the latter, Committee felt best approach was

(Continued on page . . . 6)

BOB FERGUSON
and
PAUL WALLACE

representing

ALVORD
AND
FERGUSON

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

13th ANNUAL CSPRA

GENERAL EXECUTIVE COUNCIL



(Above) Jr. Past President Herman Schlerf presents outgoing President Ron McCall with a cast CSPRA emblem, symbolic of our appreciation for his two dedicated years of service in our interests. We thank you Ron for a tough job during some tough times - but well done!

The 13th Annual GEC, which opened under a cloud of uncertainty created by SB 839, actually emerged with surprising certainty and sense of direction. Perhaps the results were due to the fact that Ron McCall admonished the council from the outset, that since only one organization could represent us in employee benefits, CSPRA must make the decision to : maintain a voice in employee relations or become strictly an organization speaking out only to those issues which affect our professional interests.

Or perhaps the very structure of GEC, with the first day devoted to most informative officer and committee reports instead of the usual raft of ill-conceived resolutions, and the second day centered around a collective bargaining panel, provided the sense of direction.

Or perhaps it was new President Verardos firm grasp of the reins at the Sunday Board Meeting that brought us through the fog. Most probably it was a combination of all these factors, but we do have direction and for what it is, read the President's Message on Page 2.

(Below) Joe Mette made a smashing success out of the annual banquet raffle. Seemingly a bit ashamed - or bashful - Joe accepts two more bottles of the near 200 bottles of Sebastiani which were raffled.



In addition to new direction, we have a new region - Region VIII headed by Louis Wakefield as Director.

Three resolutions submitted by Paul Hladik on behalf of Region III, received full Board support. These resolutions asked for recognition and Department support of EMT training, a state-wide search and rescue training standard, and reinstitution of the NPS-DPR exchange program. Ironically, these resolutions matched three of the Field Task Force recommendations which were:

- S2. All permanent employees with visitor contacts should receive Advanced First Aid and CPR training. They should be trained and then maintain qualifications to perform in this activity, through refresher training as required. It is further recommended that the Department (1) formulate policy to allow trained personnel to perform at that level, (2) encourage employees to seek EMT 1 training.
- T1A. Assign Operation Division and Training Unit to jointly review specialized training needs of each area for adequate performance of all field classifications, and to develop the means to provide minimum on-the-job or formal training to meet these needs. The following sorts of special training should be available where appropriate: cliff rescue, aquatic orientation,

(Continued on page...6)





california state park rangers association

Let's attempt to see where interpretation stands among us. Please fill out this questionnaire and return it to me within two weeks after you received this REPORTER (it won't cost you two minutes of your time).

Circle your classification: Ranger I or Trainee; R II, III, IV; Mgr. I, II, III, IV; M. Assist., M. Wkr I, II; M. Sup. I, II; Retired; Other.

1. If we had a full-time interpreter position created at the field level (where rangers would do enforcement and interpreters would interpret), would you:
☐ Remain a ranger.
☐ Change over to the interpreter position.
☐ Would not like to see this split.
☐ Not sure.
2. On a scale of from 0 - 10 (with 0 being a job you dislike and a 10 being an enjoyable job), circle your choice on these duties:

Peace officer duties	0 1 2 3 4 5 6 7 8 9 10
Interpretive duties	0 1 2 3 4 5 6 7 8 9 10
Peace officer and interpretive duties combined	0 1 2 3 4 5 6 7 8 9 10
3. How do you believe the Department is trending? Does it lean toward:
☐ Law enforcement?
☐ Interpretation?
☐ Neither of above directions?
☐ Other (write in) _____

Are you in favor of this trend? (Circle) Yes No

At what trend or direction would you like our Department to go? (such as Growth, Interp., Acquisition, Develop., etc.)

-
4. In your state park unit, are you furnished the interpretive equipment or materials that you need? (circle)

Yes

No

5. If you are not receiving the interpretive equipment or materials that you feel are necessary,

a) at what level of authority was your request denied?

- ☐ Ranger II (Supervisor)
- ☐ Ranger II (Chief Ranger)
- ☐ Chief Ranger
- ☐ Area Manager
- ☐ District Level

b) have you ever contacted the CSPRA Interpretive Needs Committee for your needed equipment or materials?

- ☐ Yes
- ☐ No
- ☐ Didn't know there was such a thing.

* * * * *
----- fold -----

Thank you for participating with your questionnaire answers.
Fold this letter into thirds, staple it, add a stamp and you can see that it's already addressed!

----- fold -----

Bill Krumbein, Chairman
CSPRA Interpretive Needs Committee
6201 Channel Drive
Santa Rosa, California 95405



(Above) Carl "Andy" Anderson, unaccustomed as he is to making speeches, offers comment on the low gross, low net and longest drive trophies he won as a result of his prowess during the golf tournament. A fourth trophy, for closest to the hole, was won by Bob Hatch. As a result, these men were the first winners of the Patrick Len Algeri Perpetual Trophies in memory of our late friend and fellow golfer. The previous trophies for these accomplishments, which were all won by Len in 1977, were retired and presented to Mrs. Algeri.

(Below) One of the workshops available to the GEC goer was a trained dog demonstration organized and presented by Charlie Willard and Dan Cohen. Here, Folsom Lake Area's patrol dog, Danko, impressed the viewers with how through discipline, training and love, a playful house pet can become an effective working partner.



YOUR NEW

HONORARY RANGERS

MRS. HARRIETT ALLEN

Mrs. Allen was one of the leaders in the successful campaign to acquire the Torrey Pines Extension Area. As President of the Desert Protective Council, and a member of the Anza-Borrego Committee of that organization, she has been actively engaged in the acquisition of lands in Anza-Borrego Desert State Park for more than 10 years. In one instance Mr. and Mrs. Allen took options on certain lands in order to save land critical to the Big Horn Sheep in the State Park area. Mrs. Allen has been in the forefront of the fight to prevent the construction of Coyote Canyon Road through Anzo-Borrego, also. Mrs. Allen has also been active in the conservation efforts of such groups as the Sierra Club, League of Conservation Voters, and the Coastal Alliance to name a few.

BERTRAM K. DUNSHEE

Bert Dunshee has long been an ardent conservationist and lover of the out-of-doors with a deep appreciation and respect for our heritage. Just after the turn of the century, Dunshee was spending weekends hiking the slopes of Mt. Tamalpais. The Dunshees were instrumental in the establishment of Mt. Tamalpais State Park, Pt. Reyes National Seashore, and worked on the acquisition of Malakoff Diggins and Indian Grinding Rock State Parks. Bert and Verna Dunshee initiated the scholarship program to send Rangers to Audubon Camp having personally sponsored a full scholarship in 1950. Bert is currently a regional vice president of the Conference of California Historical Societies and hence active in the recent acquisition of Rancho Olampali, the newest State Park Unit in Marin County.

Our Side of Park Life

Since I became your *Reporter* Editor five years ago, no issue has spurred the use of my mailbox like that of the role of the park spouse. Following is yet another view I thought you would like to share.

Dear Editor:

For five years I have been listening to all the propaganda about the wonderful "Park Family", and what an honor it is to be a Ranger's wife. So far I've confined my dissent to occasional grumblings at those cozy get togethers where the major role of the park wife is to bring and serve the food, watch the kids, and swap recipes and gossip with the other wives. But I feel the time has come to speak on behalf of that so far unheard from group of spouses who view themselves as more than an appendage to their husband/wife and his/her career.

Yes, we too view our spouses's careers as important and rewarding but we also value our time, talents, and training in areas other than the home. For that reason I truly resent the previously published comments to the effect that the operation of the park service should be centered wholly upon the ranger, with the spouse always taking back seat (or no seat at all).

Over the last few years, as the educational requirements and backgrounds for our rangers have increased, so have the backgrounds and career aspirations of their spouses. The result has been a sort of lag or contradiction in park policy regarding park spouses. While the role of the home-oriented spouse who lives in park housing is still important, so too is the role of this new group of spouses (many of them male) who have careers of their own. Rather than a put-down from the old school of park wives and adminis-

trators, these situations should also be given positive consideration in assignments and transfers. Remember that in many cases, the reason the spouse is working is that the cost of housing in most of the urban area parks where no park housing is available has become phenomenal. Of a similar nature is the transportation problem involved when the family ranger doesn't live in the park and have a park vehicle available for personal use to and from work.

What is needed is a change in attitude. While I know that the wheels of bureaucracy grind exceedingly slow, I would think that the individual people would be able to adjust more quickly and view the new situation with something other than spite. As the number of our rangers who are unmarried, or resigned to not having children increases, as the number of parks located in urban areas increases, as the number of female rangers increases, the unfair housing and transfer policy becomes even more blatant. Let's either face the fact that a family and/or spouse with a career is a liability and stop pushing the "Happy Park Family" propaganda, or let's recognize that park spouses come in all shapes, colors, sexes, and careers, and that they are important in non-traditional ways as well as traditional. In short, let's make the park family slogan true by expanding to help accomodate them whenever possible.

Sign me a proud ranger's wife with a family and career of my own, thanks to a husband who views me as a person, not just a wife.

Sincerely,
Meredith Roeder

ENFORCEMENT REPORT

(Continued from page...3)

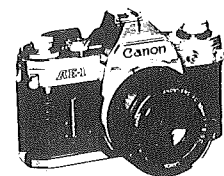
through Departmental channels. However, Committee does recommend that Basic Peace Officer Training be expanded to include peace officer driving experience, including emergency vehicle operation.

EXECUTIVE COUNCIL

(Continued from page...4)

search and rescue, scuba, motorcycle operation, horsemanship, boat operation, firefighting, Code 3 vehicle operation, defensive tactics, and other training for unique assignments.

T3A. The Department send a ranger to NPS even if NPS does not reciprocate by sending us a ranger. (It is understood that this is based on the assumption that the NPS will accept our ranger.)



OUTFITTERS & SUPPLIERS TO
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U&A'S

SANTA ROSA * ROHNERT PARK

Dear Reporter:

Existing law specifies that various records of the California Department of Motor Vehicles are open to public inspection during business hours.

On July 1, 1978, State Senate Bill #36 becomes effective. This bill provides that the home address of certain peace officers, appearing in any record of the Department of Motor Vehicles is confidential and shall not be disclosed to any person, except a court or law enforcement agency, if the peace officer requests confidentiality.

This bill is designed to insure that persons who desire to obtain addresses of peace officers for improper purposes be denied access. I strongly urge C.S.P.R.A. and its members to work for our inclusion under this Bill.

Sincerely,
Jerry Spansail

Dear Editor:

This is to express our support of Kate Foley and Shanda Smith and the sentiments they expressed concerning the relation of park spouses to the State Park system. We agree with them fully and appreciate the time they took to publicize a view that many of us share and is rarely addressed.

Sincerely,
Donna Rea, SPR1
Steffani Graham SPT
Viviana Padilla SPT

Mailbox

Dear Senator Nejedly:

Thank you for introducing SB 1725, your bill which would add felony assault protection to State Park Peace Officers. The California State Park Rangers Association wholeheartedly supports the bill and will be working for its passage. It is, in our opinion, about time that our peace officers have the same felony assault protection enjoyed by most other peace officers.

Director Russell Cahill, of our Department, has expressed his support for felony assault protection for Department Peace Officers to our members, also.

Thank you again for your support in our behalf.

Sincerely,
Denzil R. Verardo, President
California State Park Rangers Assoc.

Please use the following address for submission of input to the REPORT-ER:

Lloyd Geissinger, Editor
7561 Mirabel Road
Forestville, California 95436

Dear Denzil,

Your letter of January 26 expresses opposition to the sale of live redwood burls in units of the State Park System.

I have asked our concessions unit to prohibit the sale of live burls in new or renegotiated concession contracts. I appreciate C.S.P.R.A.'s efforts in bringing this item to my attention. Thank you.

Sincerely yours,
Russell W. Cahill
Director

Mendocino Grapevine

156 E. Standley
Ukiah, CA. 95482

Dear Editor:

In a January issue of your paper Attorney James Rackus was quoted as calling the Chief Deputy Director of the Department of Parks and Recreation a "gnome" and her staff as "jungle-bunnies". The California State Park Rangers Association condemns such racist language by any individual, let alone a member of the legal profession. To disagree by focusing on an issue is every person's freedom; to sidestep an issue by focusing disagreement on a person's ethnic or racial background is irresponsible.

We urge Mr. Rackus to salvage some vestige of dignity by retracting his statement about DPR Deputy Director Alice Wright-Cottingham both publicly and personally.

Denzil R. Verardo, President
California State Park Rangers Assoc.

GEC PHOTO CONTEST WINNERS

OTHER GEC ACTIONS.....

Holiday Inn, Santa Cruz was selected as the site for our 1980 GEC. Losing by the slimmest of margins was a mid week GEC at Holiday Inn, Reno. Remember, next years GEC will be in resno.

First Prize - - Paul Johnson - a 16x20 framed print of his winning slide from Unruh's Camera Store, Santa Rosa, California.

Second Prize - - Linda Leyva - a professional tripod from the Shutterbug of Santa Rosa, Montgomery Village store.

Third Prize - - Roger Titus - a gadget bag to carry your gear purchased by CSPRA.

Fourth Prize - - Gail Sears - a roll of 35 mm film with a prepaid development mailer, purchased by CSPRA.

Fifth Prize - - Randy Hogue - a Kodak Carousel slide tray, purchased by CSPRA.

We had approximately 70 entrants this year with many beautiful slides. picking the top 5 was tough.

Bill Krumbein

Audio-Visuals

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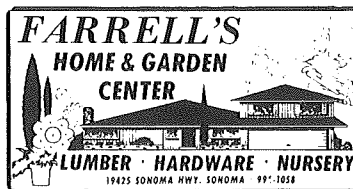
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CALENDAR

May 15 - Constitution
Change Ballot Return Due

June 4&5 - Brd. of Directors Meeting
Place: 1812 10th St., Sacramento

Note: This will be a Sunday and
Monday meeting.



UPDATE

Responding to a presentation by President Verardo, CSEA Agriculture and Conservation Council agreed to push for that portion of Boil's study which called for ranger/manager salary increases. The Council will correspond with the Director and Personnel Board staff asking the study be used in the 1978 State Personnel Board spring salary survey.

Jim Tryner has endorsed Verardo's request to have a CSPRA representative at the interpretive personnel meeting held in Donner the last week of April. Of primary concern is that CSPRA contributed \$800 to print the *Interpreter's Guide* with the condition that each ranger receive a copy. Although 2,000 were printed, some areas received only a library copy. Steve Moore will act as our representative.

SAFETY RETIREMENT

By request and support of CSEA, Assemblyman Wornum has introduced legislation, Assembly Bill 2647, to include State Park peace officers as "State safety members" of the Public Employees Retirement System. Future *Reporter* articles will keep you informed of its progress and the how and when of individual involvement needed for enactment!

\$50,000 DEATH BENEFITS

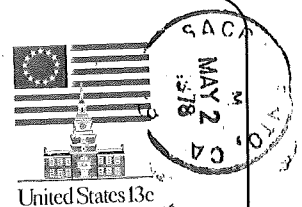
The Public Safety Officer's Benefits Act of 1976 authorizes the Law Enforcement Assistance Administration to pay a \$50,000 death benefit to the eligible survivors of a public safety officer (State Park Peace Officers included) who died as the "direct and proximate result of personal injury sustained in the line of duty."

Questions or request for additional information should be sent to the Public Safety Officers' Benefit Program, Room 784 at the following address: United States Department of Justice, Law Enforcement Assistance Administration, Washington, D.C. 20531.

....Bill Monohan



california state park rangers association



First Class

Official publication for the
CALIFORNIA STATE PARK RANGERS ASSOC.
The REPORTER, published monthly
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Forestville, Calif. 95436

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