

# california state park rangers association **REPORTER**

VOL. VI NO. 43

JUNE 1979

## **PRESIDENT'S MESSAGE** **Death Benefits/Salaries**

Several items of note have come up since the last Reporter issue. The first concerns the death of a Department of Fish & Game Warden out of the Walnut Creek area near Mt. Diablo State Park. The shooting of an officer in the line of duty is always tragic, but when that shooting is of a uniformed individual whose work is so closely allied with the duties of a ranger as to be indistinguishable to the public, then the realities of the hazards of our work are brought close to home -- too close. CSPRA, of course, expressed its sincere condolences to the warden's survivors.

At the time the slaying occurred, I was working, ironically, on an employee death benefits package. It had been brought to my attention that when an employee passes away, whether he had been active or retired, there was no one location to let survivors know what benefits were due them. This meant that during an extremely emotional period, they would have to ferret out the benefits due them from the many sources where such benefits might be available. A summary of those benefits has been printed as a special section to the Reporter. I suggest you detach it and file for safekeeping in your safe deposit box. Enough now on this morbid, albeit very important, subject.

Special "technical report" sections of the Reporter have been published in the last several issues. They will occur intermittently when Editor Geissinger receives

## **CAHILL TESTIFIES FOR SALARY PARITY**

Sacramento - June 6, 1979

Citing the cost of a high resignation rate as a primary concern, Director Cahill asked the SPB for Ranger/Manager salary inequities. For the complete text of his testimony see page 5.

XXXXXXXXXXXXXXXXXXXX

## **FEATURES**

**DEATH BENEFITS SUMMARY**

**TRAINING OPPORTUNITIES**

**DIVERSIFICATION  
AN OPPOSING VIEW**

**INTERPRETATION OF THE STARS**

**SPECIAL OLYMPICS PROGRAM**

**THE PURSUIT OF  
COMMENSURATE SALARIES**



Denzil R. Verardo, President

## california state park rangers association

**PRESIDENT:**

Denzil Verardo, 10899 Palm St. Castroville, CA 95012

**VICE-PRESIDENT:**

Jeff Price, 4232 Chasin St. Oceanside, CA 92054

**EXECUTIVE SECRETARY:**

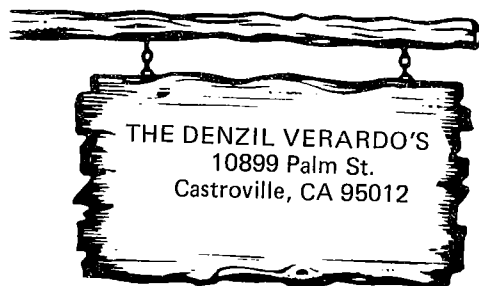
Doug Bryce, 8665 Florin Rd., No. 45. Sacto., Ca. 95820

---

### PRESIDENT'S MESSAGE:

articles from you, the members, suitable for such publication. If you have ideas on interpretation, resource management, or whatever, pertinent to our profession and worth distributing in a permanent form to the readers, please put those ideas on paper and send them to the Reporter for publication as a technical report. The Reporter format is similar in size to the Interpreter's Guide and thus interpretive articles can be punched and inserted directly into that handbook in order to keep it current.

#### NEW ADDRESS



The planning for the 1980 General Executive Council (G.E.C.) is coming along well. (The G.E.C. is CSPRA's annual convention.) It will be the ONLY major in-

terpretive conference to be held in California for several years and, as such, is getting much attention. As you may know, the Western Interpreter's Association and the Park Rangers Association of California will co-sponsor the event with CSPRA. Plan ahead on the 1980 G.E.C., since banquet registration will be limited to 450 people.

CSPRA is pressing for salary increases for its members. Salary, you say, isn't that an "employee association" issue and not a "professional association" issue? Perhaps so. However, professionals are usually compensated for their work by benefits and a liveable wage. Rangers would normally be content with their lot due to the pleasant conditions many of us work in. However, there comes a time when the inequity between what is required by our profession and what we are actually paid becomes so great as to become an issue which overrides all others. Even a professional, like a Ranger, who enjoys his/her work and performs it with dedicated zeal - even that professional has to earn a liveable wage.

## TRAINING OPPORTUNITIES

The following classes are offered through Dominican College of San Rafael. They are self supporting and are sponsored by The Coastal Parks Association in cooperation with Point Reyes National Seashore. All the listed seminars will meet at Point Reyes National Seashore. In most cases participants will be responsible for their own food and lodging, however, there are some exceptions. Those wishing further information can write "Coordinator", Point Reyes Field Seminars, Point Reyes, CA 94956 or they can call 415-663-1200.

Course Name	When Offered	Fee
1. Outdoor Photographic Techniques	July 7-8, Aug. 18-19	\$27 per weekend
2. Teaching Methods - Handicapped Children	July 14-15	\$30*
3. Family Nature Experience	July 28, Aug. 25	\$21 per day
4. Exploring Pond Life	July 28-29	\$27
5. Spontaneous Combustion, Theatre & Games for Outdoor Education	August 4-5	\$27
6. Coast Miwok Crafts, Foods & Tools	August 6-9	\$72*
7. Drawing - as Natural as Walking	August 11-12	\$27
8. Family Walk at Limantour Beach	August 12	\$21
9. Illustration and Perception in Nature	August 27-30	\$66*
10. Looking Up: Viewing the Night Sky	September 22	\$17
11. Wildlife Photography	September 22-23	\$30*

\* These registration fees include dormitory accommodations at various facilities.

Anyone interested in attending any of the above classes should submit a DPR 392 through the normal channels; should the DPR 392 be disapproved CSPRA members can apply for funds through the Education and Training Committee. All requests or inquiries regarding CSPRA scholarship funds should be directed to Bill Beat, Chairman of the Education and Training Committee, c/o Castle Crags State Park, Castella, CA 96017.

## FEATURED OPINION

Editor's Note: You may recall that the January Reporter featured the opinion of Ranger Steve O'Brien that "certain similarities concerning diversity and extinction and present trends in the State Park System may have significant impact on your future and that of your family." Steve cited the demise of the Penn Central Railroad as an example of his premise.



Ranger Craig Burke has an opposing view, as follows --.

I agree with Steve O'Brien that the example of the Penn Central Railroad bankruptcy has ominous implications relative to our State Park System but for vastly different reasons based on an **opposite** premise!

The original purpose of the Penn Central Railroad Company was not, I repeat, **not** to run a railroad. Any business' or company's purpose is to make a profit for its shareholders. This is true whether the means is selling shoes or running a railroad. When it became unprofitable for Penn Central to run a railroad, they should have quit because merely to run a railroad is an expensive hobby. The Penn Central conglomerate should have stuck to its real purpose and dropped the railroad. The "innovative types" lost out to the "hobbyists" that insisted the railroad should be run regardless of costs, thereby denying their shareholders a profit and ruining the company.

Our Park System's shareholders are the tax-paying public. We're lucky. Our shareholders are not interested in monetary profit or they would have dropped the State Park System like a hot rock long ago. They are, however, interested in getting the "most" for their money. If the public wants Candlestick Parks and we try to ram more Burney Falls down their throats, then our rural park system might well become an "expensive hobby" the public will ill afford. Maybe our original purpose needs a closer examination. Maybe if we diversify, we won't get dropped in times of shortage as an "expensive hobby" by the "innovative types" who are wisely appealing to our shareholders - the tax-paying, tax revolting public. We as park people had better find out what that "most" is or we will have failed to adapt and deserve extinction.

Craig T. Burke  
Ranger, Angel Island S.P.



### ALVORD AND FERGUSON

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

## DIRECTOR CAHILL ASKS SPB FOR SALARY PARITY

Sacramento - June 6, 1979 -

President Tovar and members of the Board, I am Russell Cahill, Director of the California Department of Parks and Recreation, I welcome this opportunity to request that the State Personnel Board bring the State Park Ranger/Manager salaries into parity with comparable state civil service classifications and similar federal classifications.

The Department of Parks and Recreation is charged with protecting and preserving irreplaceable cultural and natural resources and providing the public with recreational opportunities. To accomplish these ends, the State Park System requires a staff of highly trained and specialized employees.

But with the current salary inequities, we are losing these highly trained and specialized individuals. They are leaving because they can make more money with other agencies or in other classifications.

Since the last general salary adjustment that was made in July 1977, 30 State Park Ranger Trainees, Technicians, and Ranger I's have resigned from their positions with the State Park System. The overriding factor in all these resignations was the low pay rate for Rangers in comparison with allied professions. Our Rangers and Managers are required to have four years of College, are given in excess of 600 hours of formal classroom training, are required to do very diverse duties; yet they receive three to four hundred dollars a month less than other enforcement officers or persons in similar professions.

The training for each Ranger costs the State \$25,000 for the first year. The loss of these 30 employees has, therefore, cost the State \$750,000 in training costs.

Most of the resignations have come within the first two years of employment; but it is not only the entry level positions that are leaving our services. Just within the past two months we have also been losing State Park Managers, who have resigned or taken early retirement because of the low pay scales. These are our middle management who have full responsibility for park areas or several areas, including hiring, supervision, fiscal management, and local public involvement.

At present, a State Park Ranger I (full journey person level) makes only \$1,294 a month maximum. As a comparison, a warden with Fish and Game (their journey person level) makes \$1,519 per month maximum -- 17 percent more. A State Police Officer (state police journey person) makes \$1,630 per month maximum -- 26 percent more. But the requirements for State Park Rangers are equal to or surpass the requirements for these other classes. All are required to attend POST (Police Officer Standards and Training) certified academies, but not all of them have to be college graduates, as do our Rangers.

The following list illustrates positions that Rangers have moved into since July 1977. The reason we are losing Rangers becomes obvious when you compare their salaries in the new positions with the maximum salary of \$1,294 that a Ranger I can currently make as a Park Ranger.

Positions Rangers Have Moved Into

Salary Max.

Deputy Sheriff  
Asst. Geologist

\$1,609  
1,603

Q[illegible][illegible]

**Kurlander  
Litho  
Type**

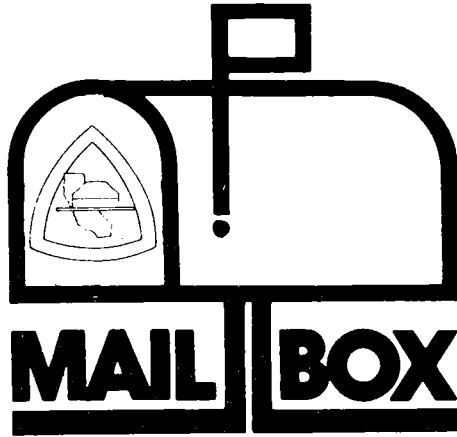
Offset

Letterpress

Typesetting

545-6585  
2692 Mendocino Avenue  
Santa Rosa, California 95401

# President's



## NOW ONLY HISTORY

Honorable Russell Cahill  
Director

I was sorry to learn of your resignation as Director of the California State Park System. We have had an open and free line of communication between CSPRA and the Director's Office which I have sincerely appreciated. While we did not always agree with one another on Association issues, we were able to talk about them with candor. Because you made an effort to seek out CSPRA's views on matters of professional importance, both CSPRA and the Department prospered. Your willingness to communicate with honesty and bridge the gap between the "field" and "Sacramento" will perhaps be remembered as the highlight of your administration -- no small feat in these times of change.

Personally, and on behalf of the California State Park Rangers Association, I wish you success in the future.

Denzil R. Verardo,  
President

Mr. Duane Morford  
Chief

In response to your request for information from individuals or organizations concerning the upcoming Personnel Board salary hearings, there is no doubt, in the opinion of the California State Park Rangers Association, that our Ranger/Manager series has one of the largest salary inequities in California State Service. This inequity has long been recognized and has deteriorated rapidly over the last few years. No matter what benchmarks the Personnel Board staff chooses to use (Forestry, National Park Service, Highway Patrol, Fish & Game), they will find up to 25% - 50% inequity with like classes. Within the Department of Forestry, for instance, the Ranger II series makes \$2200+ per month, whereas the Department of Parks and Recreation Manager II, with similar or greater responsibility earns only \$1700. This inequity must be resolved and I urge the Board to give us a high inequity adjustment consideration.

Denzil R. Verardo,  
President

## TAHOE STATE PARKS

Honorable Huey Johnson  
Secretary

Due to the recent confusion over the planning for Lake Tahoe's future, the California State Park Rangers Association needs some clarification on the future of the area. Is the Tahoe National Recreation Area still a viable alternative to protecting the area; and, if so, what is the future of the California State Parks in the area? I would appreciate your views on the area so as to aid our Association in pressing for a meaningful protection plan for Lake Tahoe.

Denzil R. Verardo  
President

PRESIDENT'S  
OUTGOING

MAIL ---

DPR MANAGEMENT

Honorable Huey Johnson  
Secretary

The California State Park Rangers Association (CSPRA) urges you to consider the following proposal now that the Department of the Interior has rejected the State's plan for Federal operation of California's redwood state parks adjacent to Redwood National Park:

1. The State Department of Parks & Recreation, under a reimbursement contract with the National Park Service, should operate Redwood National Park.
2. This would allow unified management of the redwood areas by the agency which has over 75 years of experience managing prime redwood areas.
3. This proposal would be less expensive to the taxpayer since the State Department of Parks & Recreation has proven it can operate redwood areas at a fraction of the cost of comparable Federal operation.
4. The State has a greater understanding of the public relations problems in the area, and has a better rapport with the local communities affected by redwood preservation.

Thank you for your consideration of CSPRA's proposal.

Denzil R. Verardo,  
President

*Subsequent to the following letter, Director Cahill made a salary presentation to the S.P.B. See page 5 for text.*

PLEA FOR SUPPORT

Honorable Russell Cahill  
Director

CSPRA has just been informed that the State Personnel Board will be holding hearings on June 5 & 6 for the purpose of considering this year's salary realignments. As in the past, Departments may offer testimony on behalf of selected classes within the concerned Department. It is our hope that you will select an appropriate representative to testify on behalf of the Ranger/Manager group at the salary hearings. The Department of Parks and Recreation has a very poor record when compared with other Departments in supporting its employees in these salary matters. This year we have a salary inequity so great when compared with other similar groups, that we need full DPR support to aid us in achieving not only parity, but a liveable wage.

I cannot over-emphasize how important this matter is to our field members. We do not want a repeat of last year's laissez-faire attitude toward the Beal's study which resulted in no consideration by the Personnel Board of our salary plight. It is my sincere personal hope that your staff will transcend their rather narrow attitude toward salaries which prevailed last year and support our salary inequity situation. As you know, CSPRA is no longer an employee organization. However, there are few, if any, members of our Association, at any level, that don't share the opinion that I have expressed in this letter.

Thank you for your time and effort.

Denzil R. Verardo,  
President



## We're Old Hands at Handloading

CCI

SPEER

RCBS

Sporting Equipment  
Division



RCBS, P.O. BOX 1919

OROVILLE, CA 95965

### DISCOVER AND INTERPRET ASTRONOMY

"Man must rise above the Earth --  
to the top of the atmosphere and beyond --  
For only thus will he fully understand the  
world in which he lives."

Paraphrased from Socrates  
500 B.C.

Possibly no other phenomena hold the intrigue and wonderment more than the stars on a clear black night. And we know so little. I say we, meaning most rangers and other park interpreters.

Astronomy -- such a vast, complicated, expanding science. Where can the beginner begin?

Denzil Verardo discovered a free publication entitled "Sky Interpretation Resource Bulletin, Vol. III". You may obtain a copy by writing to:

Sky Interpretation Resource Bulletin  
Abrams Planetarium  
Michigan State University  
East Lansing, Mich. 48824

This 70-page booklet will open your eyes to astronomy. Easy, clear reading with short articles about meteors, Archeoastronomy, and how to locate many of the planets, etc. There are evening star maps and calendars. But the most important contents are "Sky Literature" -- a bibliography of many astronomy related publications; and also listed are "Sky People", scientists and experts throughout the United States who are anxious to help. Most indicate that they are willing to answer your questions by telephone, letter, or by an appointment. Some will even conduct workshops. I hope some of you will take advantage of this publication as it offers us the beginning of how to discover and interpret astronomy.

Bill Krumbein, Chairman  
Interpretive Needs Committee

Scholarship Request for  
Environmental Education in Resource Management

Name \_\_\_\_\_ Date \_\_\_\_\_ Job Class \_\_\_\_\_

Present Duty Assignment (Task) \_\_\_\_\_

I am Presently Assigned to (Area) \_\_\_\_\_

Yes \_\_\_\_\_ No \_\_\_\_\_

I am a Member of CSPRA

This Training Would Make Me a Better Department Employee Because: (Please explain why you feel you should be selected for this Training.)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Send to: Bill Beat CSPRA  
Education and Training Committee  
P.O. Box 65  
Castella, CA 96017

**"ENVIRONMENTAL EDUCATION IN RESOURCE MANAGEMENT"  
SCHOLARSHIPS NOW AVAILABLE**

The California State Park Rangers Association is looking for members interested in attending an Interagency Workshop titled "Environmental Education In Resource Management". The workshop will be held some where in the vicinity of San Bernardino and is sponsored by the U.S. Forest Service. The purpose of the workshop is to help participants develop new and more successful ways of involving people in understanding and participating in environment (resource) management.

The workshop shares, through individual and group interaction, a process and involvement approach to learning. It also assists participants in developing their own use of a process and activities to deal more effectively with their back home public. A wide range of subjects and interpretive techniques will be covered during the five day camp. Each participant will select what areas he wishes to spend his time on from a long comprehensive list of subjects which will be taught by various experts from Forest Service, colleges and universities. The topics included are:

1. Process and problem solving approach
2. Field investigations (water, soil, plants, animal, total environment)
3. Specialized investigations (fire, timber, range, etc.)
4. Environmental feelings (Tucks Thing)
5. Planning for public involvement in land use management
6. Land management simulation
7. Techniques in leading discussions
8. Developing a YCC program
9. Process to analyze an environmental issue
10. Develop lesson plans for training or awareness of subject
11. Video critique of individual discussion skills
12. Sources of different approaches to environmental education
13. Sharing of participants environmental projects
14. Techniques in group involvement
15. Considering environmental trade offs
16. Techniques in conducting a meeting of any size for any propose
17. Planning environmental education workshops and sessions
18. Evaluating programs
19. Planning your own project

At the present time the program is scheduled to begin October 19, 1979 and end October 23, 1979. The CSPRA Education and Training Committee has been looking for a training program which would offer an Audubon Camp of the West type experience at a cheaper price and reports from those who have attended this program in the past indicate that this may go a long ways towards meeting that goal.



CSPRA plans on paying the room, board and tuition for those who are selected. The participants will be expected to pay their own travel and arrange approval for time off from work to attend. Those wishing to be considered for selection should submit an out-service training request through normal Department channels. In addition, those wishing to be considered must complete the request form in this copy of the **Reporter** and mail to Bill Beat, P.O. Box 65, Castella, CA 96017. Those wishing to be considered must have their requests in by August 20, 1979. Selections will be based on individual needs of applicants although every attempt will be made to have one member from each of the six regions selected.

### BE SPECIAL HELP SOMEONE SPECIAL

The Board of Directors voted on May 23 in Sacramento to grant \$100 and loan \$900 to a fund raising event sponsored by employees of the Department of Parks and Recreation. The event will be open to everyone. Public sector employees are especially encouraged to participate.

The fund, run to benefit the handicapped and developmentally disabled through the Special Olympics program has been set for October 6, 1979 at Cal Expo. Monies raised by this event will benefit year around Special Olympic training programs in the Sacramento area.

You can help by volunteering your time or organizing committees, by assisting other Department of Parks and Recreation employees on race day, by sponsoring a runner through pledges, or by running in the event.

More later -- also watch News and Views.

Charlie Willard  
Region 7

## ELM'S

UNIFORMS • CLOTHING  
SHOES

1028 Mission Avenue  
Oceanside, Calif. 92054  
in  
Mission Square Shopping Center

IN STOCK SERVICE:  
*California State Park Systems Uniforms*

We honor BankAmericard or Mastercharge

You may open an Elm's  
CHARGE ACCOUNT

Phone (714) 722-4957

---

Official publication for the  
CALIFORNIA STATE PARK RANGERS ASSOC.  
The REPORTER, published monthly  
Lloyd Geissinger, Editor  
7561 Mirabel Road  
Forestville, Calif. 95436

First Class

Doug Bryce  
8665 Florin Road, #45  
Sacramento, CA 95828

VII

