

## cspra newsletter



ISSUE NO 11

NOVEMBER 1980

ENVIRONMENTAL BULLETIN:

President Verardo received news this month that CSPRA efforts were successful in opposing oil drilling off the central and northern California coast. The U.S. Department of the Interior stated that it will NOT permit drilling for oil and gas off most of the central and northern coast of California at this time. CSPRA supported Congressman Leon Panetta's efforts to convince the Department of the Interior not to grant oil leases in the area. Verardo publically testified opposing the leases and CSPRA joined efforts with others to aid in influencing the Interior Department's decision. The southern basin (Santa Maria) however, will be considered for leasing and CSPRA will now concentrate its efforts in the area, again with the support of Congressman Panetta.

RETIRED MEMBER UPDATE

by L.C. Wakefield

There has been little activity in the retired Region since the G.E.C. in Santa Cruz in March. At the G.E.C. I was introduced to the retired persons representative and have been kept aware of the bills in legislature that have an influence on retired employees pensions. Have worked towards that end by contacting legislators.

Recently a bill was passed that will have direct meaning for retired employees. This bill will give retired employees a quarterly economic boost but of more importance it mandates that retirement pension adjustments are a budget matter rather than a legislative matter and will be considered in the budget.

Have visited several of our retired rangers and talked to others by phone. Visited former Asst. Supt. Cox at his home in Missouri and helped former Ranger John Anderson relocate in Arkansas, moving some of his household furniture there.

We lost one of our outstanding retired Rangers, Supt. Lee Blaisdell, who passed away in July. He celebrated his 89th birthday in June and was a great loss to many of us.

PARK SYSTEM RULES QUIZ

It seems each unit of the park system has its own unique features and special rules. Test your knowledge of these 5 novel park unit rules...and you ask..."Why can't the visitor follow a few simple rules?"

Name the park unit where:

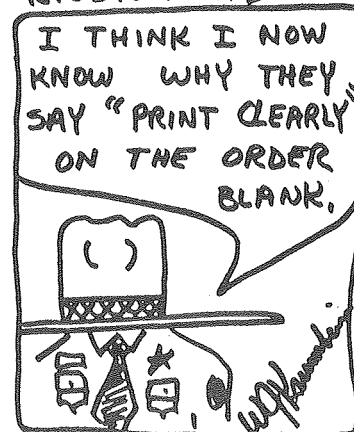
- 1) it is a misdemeanor to eat a sandwich while sitting under a pinetree;
- 2) you may drink a beer while driving your car past the park headquarters;
- 3) ground fires are permitted;
- 4) a 10-year-old can not only drive a vehicle but may do so at 80 miles an hour;
- 5) there is a newly refurbished campground which actually prohibits tents.

(answers pg 2)

If you have an odd or unusual example of park policy, rule, order or regulation that might stump your fellow Rangers, send it in and I'll use it. Editor

NEW CHAIRMEN APPOINTED

President Verardo has appointed two new committee chairmen. No reasons for the changes were available at press time. John Mott of Felton replaced Steve O'Brien as chairman of the Environmental Issues Committee. Lloyd Geissinger replaced Don Patton as chairman of the Enforcement Committee. The Newsletter hopes to get periodic reports from these and the other committee chairs to keep members up to date.

KIOSK KWIPS

# MAIL

Dear Editor

"Congratulations!" Jeff on doing a fine job with the Newsletter and "BRAVO!" to Bill Krumbein for a job well done on his "Kiosk Kwips".

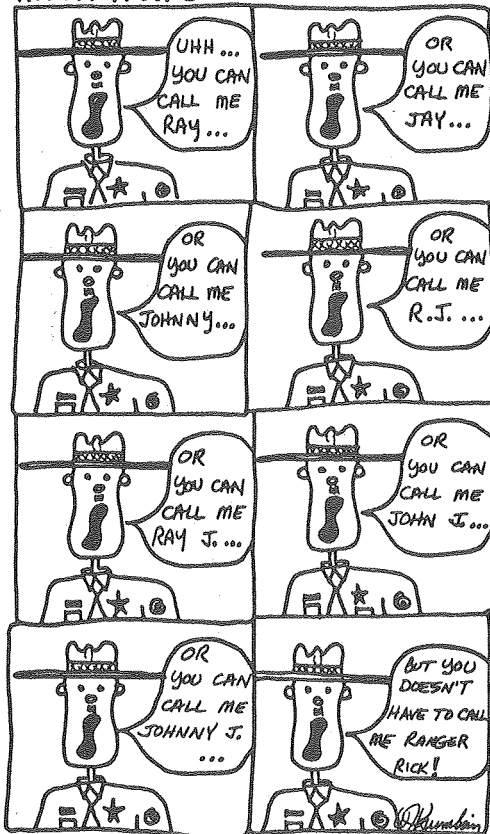
I have found Bill's cartoons entertaining and pleasing. I enjoy his lighthearted satirical look at ourselves. I'm waiting for a few cartoons to appear regarding our Department's "gold nuggets".

Perhaps other Rangers have hidden talents that they would be willing to share. After all, is not the Newsletter supposed to be an open forum for all of us to exchange ideas?

I am looking forward to the next "Kiosk Kwips" and any other cartoon/articles/letters people will submit.

John D. Mott  
Region III

## KIOSK KWIPS



ANSWERS TO RULES QUIZ (from pg 1)

1. Torrey Pines SR
- 2,3,4. Ocotillo Wells SVRA
5. Carpinteria SB

## CSPRA TESTIFIES AT HEARINGS

On October 9th in Seaside, President Verardo represented the Association at the Joint Legislative Committee Hearing on safety retirement for Park Ranger classifications. Verardo emphasized the professional aspects of safety retirement. An edited text of his presentation is re-printed below. There was no opposition to the concept, but the Governor's Office and our Department said it was a collective bargaining issue.

Speakers at the hearing included Rangers Roger Kellogg, Lin O'Kelly, Mario Rodriguez, J. Ray Patton and Alex Weiss. Also speaking in support were Mike Lynch of SPPOAC and Al Riolo of CSEA. The CSPRA Newsletter will publish recommendations of the committee as they become available.

### Joint Legislative Committee on Safety Retirement:

The California State Park Rangers Association, an association of park professionals, supports the inclusion of the State Park Ranger and Manager series in a safety retirement category. From a professional viewpoint, the classification of the Ranger and Manager series into the safety category would provide that the visiting public is met by a healthy, vigorous force of employees who can continually meet the physical demands of park work. These expectations by the public have been met by others in State service, who have similar functions. For instance, members of the Department of Forestry are in safety retirement; Lifeguards responsible for aquatic safety are safety members; the State Police and other law enforcement personnel are in safety retirement.

Yet, Rangers who have the responsibility for fire-fighting, law enforcement, search and rescue, aquatic safety, protection of resources and more, have not been included in the safety retirement category.

CSPRA feels that the public deserves the protection and level of service which safety retirement insures: that of being greeted by a public servant who is truly capable of serving the public under the most demanding circumstances.

(presented October 9, 1980 by President Denzil Verardo to the Joint Committee on "Safety Retirement")

## PROPOSED AMENDMENT TO CAC SECTION 4305. ANIMALS.

by Michael G. Lynch

President Verardo recently asked me to have the Legislative Committee work on the "fish" definition issue. This issue has been handled by various CSPRA Presidents in the past. I solicit members comments. Although we surely can have a "position" on a new definition of "fish", we cannot represent to the state in the way of a demand, that this change be made.

### Definition of "Fish"

CSPRA has for years, through resolution or action of the Board of Directors, urged the Department to develop a better definition of "fish". Fishing is allowed in the state park system, but the only "official" definition of fish is in the F & G Code, Sec 45. It reads, "'Fish' means any wild fish, mollusk or crustaceans, invertebrates, or amphibians, including any part...therof." Under this definition, salamanders, cray fish, and even insects can be defined a "fish". This causes many problems in the field, in protecting wildlife.

### PROPOSED AMENDMENT TO CAC SECTION 4305, ANIMALS

"4305, Animals. No person shall molest, hunt, disturb, injure, trap, take, net, poison, harm or kill any kind of animal or fish, or so attempt, except that fish may be taken other than for commercial purposes in accordance with the state fishing laws and regulations, provided, however, that no person shall use or discharge a spear or box and arrow in the state park system (except in underwater parks or on designated archery ranges). Where hunting or taking of bullfrogs in a state recreation area or portion thereof is permitted by regulations herein, so much of this section as is inconsistent therewith shall be deemed inapplicable, provided hunting or taking of bullfrogs is conducted in the manner specified. For purposes of this section, fish shall be defined as cold-blooded aquatic vertebrates of the superclass Pisces, characteristically having fins, gills, and streamlined body, and including, any of the class Osteichthyes having a bony skeleton and any of the class Chondrichthyes having a cartilaginous skeleton, and clams, abalone, mussels, scallops, squid, crabs, shrimp and lobsters."

Though this issue has not been handled by the Legislative Committee in the past, President Verardo has requested that the Committee solicit comments to pursue a proposal to better define "fish". Please send any comments to your Regional Director (CSPRA) or to the Legislative Committee.

---

### COPPERTONE BLUNDER BRINGS REFORM

Director Dangermond is requesting that the Park Commission policy on gifts be changed. CSPRA criticized the Department's agreement with Coppertone which is believed to have spurred the move. You may recall, bright yellow 55 gallon drums bearing the Coppertone logo (dog tugging on girls shorts) were placed on some State Beaches. The 7 inch tall logo and "Coppertone - Tan Don't Litter" in 3½ inch letters were on two foot long transfers.

Dangermond's request is that all gifts to the State Park System be recognized by letter or an unobtrusive signplate acknowledging the donor source - no ads or logos!!

Here is Dangermond's proposal (prepared by legal counsel F. Casey Buchter) as sent to the Park Commission Acquisition and Gift Committee.

Acknowledgement of donations to the State Park System, either of real or personal property, should generally be by letter from the Director or resolution of this Commission. In those cases where a more public and longer-lasting acknowledgement will encourage the generosity of donors, signs indicating the name of the donor or the memorialization requested shall be unobtrusive and in conformance with the sign policy of the State Park System. Commercial trademarks and overly large statements of the identity of a donor are discouraged; but an unobtrusive statement that an object was "donated by XYZ Corporation" is appropriate.

A Possible Solution for the Department's Line/Staff Problems

Want to erect a new interpretive sign for your unit on your own time? Sorry! Interpretive signs are not to be built by field personnel. Submit DPR form 138 to your District Interpretive Specialist who will carry it to a District Interpretive Specialist's meeting where it will be considered and given a statewide priority number. If you are extremely lucky the Exhibit Shop (which is highly overworked) will get to it in a year or so. It is not unusual for approved projects to go undone for several years.

Want to build a new trail in your park; not without approval from at least two staff levels including both cultural and National Heritage. You should then plan on being refused because the new trail is not part of your General Development Plan. In order to get the plan modified you must somehow get to the Director and then on to the Park and Recreation Commission.

Want to put a STOP sign at a dangerous intersection? Sorry! That type of decision is not made at the area or regional level. It must be made by a staff position in Sacramento.

Want to purchase an artifact for your park from approved artifact funds for your unit; not without approval from a staff position in Sacramento.

Want to develop a trail guide; trail guides come under a staff position in Sacramento.

Want to use an approved pesticide; not without approval from a staff position in Sacramento.

Want to approve a lateral transfer to your unit; not without permission from Affirmative Action.

Want to cut down a decaying tree near a campsite; not without at least two levels of Staff approval.

Want to make a change in your seasonal hiring plan; not without permission.

Want to hire a seasonal employee; not without permission.

Want to purchase a cash register instead of a new water pump; not without permission.

Want to develop an Interpretive Prospectus, an Interpretive Plan, A Resource Inventory, or a Resource Management Plan; Sorry! These are all done by staff positions. The most important decisions concerning your park are often made by staff position personnel with little or no operational experience.

The list goes on and on until we must conclude that Line Authorities such as Area Managers have had their decision making capabilities severely restricted. In countless instances they have been reduced to making suggestions which one to four staff levels will review and make the final decision upon. The result of this confused overlapping of Line and Staff responsibilities has been the stagnation of creativity and initiative of field employees, the reduction of their job satisfaction and a smoldering resentment toward THEM in Sacramento.

No one argues with the necessity for specialists. The question to be answered is: "Who is to run the units of the State Park System, the on scene manager or a mixture of permanent and seasonal staff specialists."

(cont pg 6)

The following is a progress report on the 1981 General Executive Council to be held at the Holiday Inn in Ventura, California on March 5-8, 1981:

### Program

The theme of the 1981 GEC is "The Ocean." The program will center around that subject. It will include all aspects of the ocean including wildlife, recreation, preservation, energy, food source, geology, history, etc. We are planning several workshops as part of the program. They will include such subjects as The Channel Islands National Park, Whales, and Coastal History. We hope to compose a panel of Departmental officials which can discuss recreation along the coast of California or perhaps another panel on energy and the Santa Barbara Channel. We will reserve time for the Director to speak, either on Saturday during the workshop/program period or on Friday at a special luncheon. It will depend on his available time and the desire of the Board.

### Special Activities

We will have the usual special activities, plus some special special activities. The PPC pistol match is scheduled; the golf tournament and the fishing derby are also. In addition, we are planning a sight-seeing trip to the Channel Islands. The trip, which is by boat, involves traveling 45-50 minutes out to Anacapa Island, offloading onto the island and taking a guided walk around the island. We will see island animal life including sea lions, whales, brown pelican nesting sites and much, much more. We will see the NPS operation on the island and meet Bill Ehorn, the Park Superintendent. We have also scheduled a Historical Walk in the city of Ventura which will include the mission, the historical museum, and the old city hall.

### Costs

This is working into a very expensive GEC. Negotiated room rates will be \$37.00 single, \$43.00 double.

There are other facilities nearby, restaurants and motels. Camping is closeby at McGrath State Beach.

We must guarantee numbers of people attending the meal functions 96 hours in advance of the convention. We must reserve rooms at least 10 days in advance. 100 rooms will be set aside for the Association. We will receive one free room for every 50 occupied.



WELCOME TO OUR NEWEST MEMBER

Kevin Charles Bourdeau  
Cambria

### KIOSK KWIPS



A few years ago I visited Pinacles National Monument and spoke with the NPS Superintendent. As we walked he continually pointed out improvements he had made such as a new visitor center and a new operations and rescue station. I asked how long it took to get permission and funds to make the improvements. His answer was, "I don't need to get permission. I'm the boss. I get paid to make the decisions, set priorities and manage the resources. Once the funds are allocated to run this operation I set the priorities and allocations. I built that Visitor Center by not hiring several seasonal positions this year."

Q: "How is your budget established in the first place?"

A: "Each National Park and Monument is evaluated on the quantities and quality of its resources, its developed facilities and its visitation. It then becomes a percentage of the total National Park System Resource, Facility and Visitor Service workload. Based on this evaluation each park receives that percentage of the total budget that it represents."

Q: "What's your relationship with staff specialists? How do you get expertise when you need it? Who makes the final decision on technical problems?"

A: "If a superintendent (manager) needs the assistance of a specialist he requests that assistance and the regional office sends him one. The specialist is temporarily assigned to the on site manager. It is the specialists duty to develop the necessary information on which an intelligent decision can be made. The specialist makes his recommendations in writing, but it is the on site manager as the line authority that makes the final decision. The NPS system leaves the final responsibility with the one person that has the total picture and the greatest scope of park experience. The decision responsibility is left with the person who must live with its consequences, not the one who goes on to the next project."

Q: "How is the Line and Staff authority separation maintained during Acquisition and Development; after all this is an area where the specialist is most needed?"

A: "We handle that by assigning a line authority person as the team leader. He is responsible for the coordination and final decision making on the project. You'd be surprised how much disagreement there is between specialists and how important operational experience is to a planning team. Often the team leader is assigned to stay with the park and bring it on line."

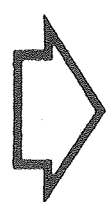
It would appear that our brother agency has developed a system considerably different from our own. They have attempted to maintain the time tested separation between Staff and Line authority and have resisted decision making by staff specialists. Their system works well. The question now becomes which one works better.



california state park rangers association

P. O. Box 1468  
Borrego Palm Canyon  
Borrego Springs, CA 92004

Bulk Rate  
US Postage Paid  
Permit No. 1123  
Sacramento CA



AL SALZGEBER 231 0  
HISTORIAN  
3950 VIA REAL #18  
CARPENTERIA CA 93013