

# NEWSLETTER

california state park rangers association

VOLUME VI NUMBER 2

OCTOBER 1988

## COME CELEBRATE WITH CSPRA 25 YEARS OF:

Support for State Parks      Commitment to Park Values  
Service to Our Members      Educational Opportunities  
Program Sponsorships      Environmental Awareness  
and much, much more.

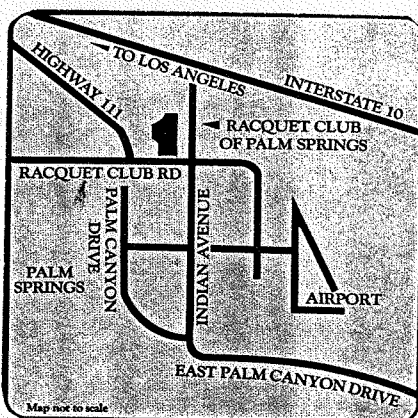
### At the 1989 CSPRA/PRAC/LEAGUE Conference in Palm Springs

The planning committee has been working to prepare an exciting and memorable conference. Set aside time now so you can attend. The conference will be held at the Palm Springs Racquet Club from March 7 - 10 (Tuesday to Friday). It will include noted guest speakers, field trips, a ride up the Palm Springs Aerial Tramway, exhibits, and much more.

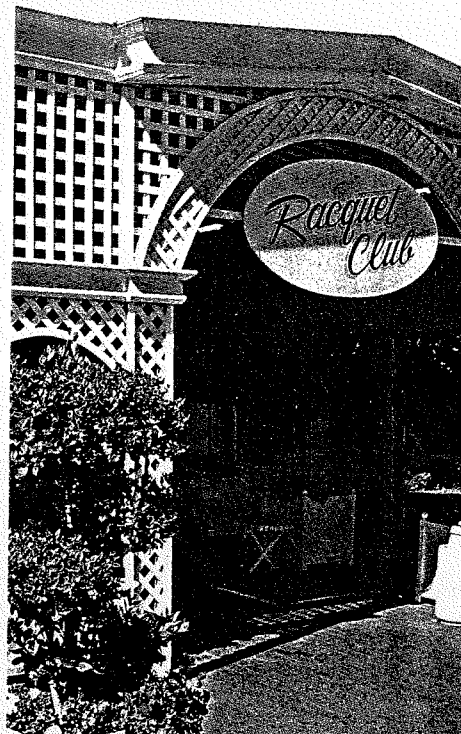
Condos are available on the conference grounds for \$65 for a double per night.

We will be celebrating our 25th anniversary and providing recognition to our Charter Members. Don't miss it!

Bob Foster, Conference Chair.



## RACQUET CLUB OF PALM SPRINGS



## COOPERATING ASSOCIATIONS

by Nina Gordon and  
Lois Harter, with input from  
Carol Nelson

### Introduction

When the Department embraced the concept of cooperating associations in the 1970's, no one foresaw the complexities which were to develop. The associations were seen as a means for developing and strengthening local community ties while providing much-needed financial assistance and staff augmentation for units' interpretive and educational projects. Everyone jumped on the association bandwagon.

Over the years, the number and  
(continued on page 4)

## FREE THE ANIMALS

by Rod Parsons

Pardon the rodents, reptiles, and raptors held captive in our State Parks. Let them scurry, slither, or fly back to their native habitats.

Maybe your unit is one of a growing number of California State Parks that has captive wildlife on public display. In my travels around the state I've observed a Noah's Ark of native fauna behind bars or stuffed in old aquariums, tanks, cages, and iridescent green hamster "runs." Most of these specimens were actually alive,

(Continued on page 3)

**THE CALIFORNIA  
STATE PARK RANGERS  
ASSOCIATION**

A professional association.

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For additional information on  
the association, write the  
Executive Manager

## PRESIDENT'S MESSAGE

On Friday morning, October 7, 1988, the Board of Directors met with Jeff Arthur, aid to Senator Presley, in the State Capitol. This meeting symbolizes the beginning of a new era for CSPRA, an era during which the California State Park System will come under the greatest attack in its history. We must be prepared!

We must be prepared to use our interpretive skills to articulate why we must preserve and protect state parklands. We must be prepared to answer developers and legislators when they ask us why can't they use "vacant" state park lands to build a much needed housing development or school. Above all we must work diligently to win our critics over to the point of view that the California State Park System serves the greatest public good. The meeting with Jeff Arthur is a first step. Subsequent meetings are planned with other members of the legislature. These meetings are designed to communicate the State Park System message and develop a legislative support base for State Park System programs. Already our members are working to eliminate threats to the State Park System. One is continued grazing at Mount Diablo State Park. Others are the use of State Park System lands by utilities, developers, and private business through condemnation proceedings and easements.

The California Department of Parks and Recreation is not a nebulous "they;" it is a collection of individuals of which you are an integral part. Therefore the welfare of our State Parks depends upon your commitment to maintaining their integrity. If you see a need, have a problem, or want to contribute, contact any of our Board members.

**GET INVOLVED!**

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The **NEWSLETTER'S** Editor is Doug Bryce; contributing editors and authors are as noted. Articles are welcome, 1000 words or less. All submissions become the property of CSPRA and may be edited without notice.

## FREE THE ANIMALS

(continued from page 1)

but if appearance is a clue, proper care is usually lacking - reptiles with noses rubbed raw, visible mites and parasites, raptors fed on hamburger meat, deer mice huddled in cage corners waiting to become snake food, dehydrated salamanders, and so on.

Most of these unfortunate critters are small. I guess size is one of the factors that makes this kind of "living captivity interpretation" okay. My biased opinion tells me that our mission is first to protect and then to interpret these wildlife resources. Appropriate interpretive methods usually include interpretive panels, photography, and dioramas, including the use of taxidermied or freeze-dried specimens. Such public exhibits usually benefit from a message explaining that roadkill specimens have been utilized. We are also taught to "seize the moment" and interpret wildlife observed on a public nature walk. Such sightings of wildlife in their native habitat are a treasured memory to park visitors. Captive wildlife in our visitor centers are no substitute for the real thing, and may convey the wrong message to the public. The California Department of Parks and Recreation does not belong in the live animal display business. First, it is contrary to our mission as defined in the Public Resources Code. Secondly, we do not have the budget, expertise, or staffing to professionally care for captive wildlife. Domestic animals in a living history setting are appropriate, but we should not have zoos, aquariums, and the like. Let the county nature centers, animal rehabilitation facilities, zoos, and city nature-faker shops continue to provide this role.

I wonder how many park rangers believe this issue is important? How does the public feel? What

messages are we sending them? Is it okay for a park visitor to capture/collect those red legged frogs (like the ones on display in the visitor center)?

The other question is ... what's next? Are the following appropriate?

- A live mountain lion on display?
- Hold and pet an endangered species with docent John Smith?
- An association selling food to feed the wildlife in the animal petting zoo?
- Or, meet at the visitor center to watch the gopher snake feed on the native deer mice?

Give some thought to this issue. One of the primary purposes of the California State Park System includes the protection of wildlife in a natural status within our units.

So...SAVE THE WILDLIFE - PARDON AND RELEASE THE CAPTIVES. Do it right now and clear your conscience because it's the right thing to do. 🍏

## CALL FOR PAPERS

At the CSPRA 25th annual conference there will be a session for the presentation of formal professional papers. Each paper should be based on the conference theme "Maintaining The Integrity of Our Park Lands - The Challenge For The Future." The papers must be relevant to park professionals in any of several disciplines including, but not limited to, Resource Management, Interpretation, and Law Enforcement.

Papers should deal with new ideas or approaches to problems that have statewide significance and implications. They should be technical in nature but written for a lay

audience and should be accompanied by a bibliography of references where appropriate. Papers should be no longer than eight typed, double-spaced pages. Black and white photos, graphs, charts, tables, etc. are welcome.

The author must include a one-paragraph biography which indicates his/her source of expertise and also provide a phone number and address where they can be contacted.

Authors of papers selected for presentation will be notified no later than February 1, 1989. Papers must be received by December 31, 1988 by President Don Murphy, 1879 Jackson Street, Riverside, California 92504. If you have any questions call (714) 780-6222. 🍏

## RETIRED MEMBER COMMENT

Hi!

All is well with me - seem to be busy all the time. I sort of keep in touch with the Department. I see a lot of the Santa Cruz Mountains people. I am on the board of directors for the Natural History Association. Its fun to be involved.

Am also on the board of directors for the local Park and Recreation District. We are building playgrounds and planning lots of local activities. Also chair the Boulder Creek Historical Society which is a fun thing. Each July we have an old timer day and while it is great to see old friends - it is sad to see how many get sick or pass away each year. Have a good garden this year that is not very cost effective for one person - but it provides many enjoyable hours. The new orchard will have apples this year. The older trees are four years old. I am looking forward to selling apples to the community this fall.

With Regards,  
Bob Crawford



# COOPERATING ASSOCIATIONS

(Continued from page 1)

types of associations mushroomed. Volunteer and docent programs grew, in varying degrees of connection with associations. At the same time, the interpretive responsibilities of departmental employees were being recognized and clarified in the Department's Operations Manual (DOM) and labor contracts. The League of Associations was formed and among other activities, joined CSPRA in presenting workshops and seminars for both association members and DPR staff. Classes on volunteer management and cooperating association workshops began to appear at DPR's training facility at Asilomar.

There have been many positive results stemming from these enthusiastic efforts - for the public, for the Department, and for the dedicated association members who have contributed so much of their time and energy. There have also been an increasing number of questions and issues which have arisen statewide regarding the appropriate role of associations in assisting the Department. In order for the Department and associations to continue in a mutually beneficial relationship, these issues must be addressed and clear guidelines established statewide. In calling for the formation of an assistant deputy director position in charge of cooperating associations, Director Agonia has recognized the importance of these concerns.

This article is in no way meant to be the definitive statement on the Department and cooperating association issues. Rather, by presenting an historical review and exploring some of the issues, we hope to stimulate public discussion and review which will eventually result in clearer understanding and guidelines for the interaction between the Department and associations.

## History of Cooperating Associations

The enabling legislation for cooperating associations (Public Law 633, 1946) states that cooperating associations are non-profit organizations set up "to aid the interpretive, educational and related visitor service activities of the park system units in which they are authorized to function." Cooperating associations were given the authority to acquire display materials, equipment, or other items for use in the educational and interpretive programs of park units and to sell approved interpretive materials.

The existing network of cooperating associations in the National Park Service was used as a model for the State Park cooperating associations. The first State Park cooperating associations were formed in 1972 and 1973, and the numbers have grown to include over 80 associations.

By virtue of a renewable five-year contract with the Department, the associations are enabled to conduct business within a State Park. The contract states "Associations shall assist the educational and interpretive programs of the Park, conduct special educational and interpretive programs of its own, and sell brochures and pamphlets relating and describing the Park or the State Park system." The contract does not elaborate further as to the role of the associations in the parks.

There has been a rapid growth in number, size and scope of the cooperating associations in the State Park System since their inception. Each cooperating association developed in accordance with the unique situation in the accompanying park unit. Since each unit had different individuals involved (both in the park personnel and board members) and each park had different needs, a tremendous variation developed in the associations. All associations are formed

to assist the Department. As non-profit organizations outside the Department, associations cannot be "told what to do" by the state. Problems obviously arise when DPR and associations do not agree as to the type or manner in which that assistance is to be provided.

Recognizing the need for statewide guidelines, the Department developed a cooperating association manual in 1984. However, the manual does not adequately address the various situations that have arisen as a result of the growth and complexity of cooperating associations. Cooperating associations now exist whose structures are not addressed in the Department contract or manual. For example, the majority of one association's annual \$200,000+ budget is based on fees collected from the public for a State Park program, i.e., guided walks. The association has directly hired a staff of four full-time employees and three or more seasonal employees. An interim Memorandum of Understanding (MOU) recently signed by Director Agonia contracts to the association authority to manage and operate the park unit's interpretive program. The reporting relationship of the association staff does not include Departmental staff.

## Issues

The following are some of the areas of concern which have arisen throughout the state. Although not a complete list, it begins to point out the current ambiguities that exist due to lack of clarification of the role and parameters of associations in relation to the Department.

### Docent Programs

Many park units have docent programs, some association sponsored and others not. Associations sponsor docent programs through such means as providing funds for interpretive aids to be used by the docents and staff and providing bene-

(continued on page 6)

**CSPRA/PRAC/LEAGUE CONFERENCE March 7-10, 1989**  
**TENTATIVE AGENDA**

**MARCH 7, 1989 - TUESDAY**

12:00 noon - 6:00 pm	REGISTRATION - Palm Springs Racquet Club
12:30 pm - 10:00 pm	CHILD CARE - Palm Springs Racquet Club Room
1:00 pm - 5:00 pm	GOLF TOURNAMENT - Palm Springs Country Club
1:00 pm - 5:00pm	TENNIS TOURNAMENT - Palm Springs Racquet Club
2:00 pm - 5:00pm	TOUR OF DESERT MUSEUM - Desert Museum
6:00 pm - 10:00pm	WELCOME PARTY - Hospitality Room - Exhibitors

**MARCH 8, 1989 - WEDNESDAY**

8:00 am - 4:00 pm	REGISTRATION - Palm Springs Racquet Club
8:00 am - 1000 pm	PUBLICATIONS EXHIBIT - Farrell House
8:00 am - 10:00 pm	CHILD CARE - Palm Springs Racquet Club
8:15 am - 8:45 am	OPENING SESSION - Welcome - Farrell House
8:45 am - 10:15 am	PANEL DISCUSSION - "Facilities vs. Resources"
	Includes Open Forum
10:30 am - 12:00 noon	PANEL DISCUSSION - "Partners in Parks"
	Includes Open Forum
12:00 noon - 1:00 pm	LUNCH BUFFET
1:00 pm - 4:00 pm	FIELD TRIP WORKSHOPS - by bus
	#A - Tour of Indian Canyons
	#B - Living Desert Reserve
	#C - Mt. San Jacinto State Wilderness
5:00 pm - 6:00 pm	PALM SPRINGS AERIAL TRAMWAY
6:00 pm - 9:30 pm	SPAGHETTI DINNER/TOURNAMENT AWARDS/RAFFLE
	STAR GAZING TALK ON PATIO

**MARCH 9, 1989 - THURSDAY**

8:00 am - 4:00 pm	PUBLICATIONS EXHIBIT - Farrell House
8:00 am - Midnight	CHILD CARE - Palm Springs Racquet Club
8:30 am - 12:00 noon	WORKSHOPS - Palm Springs Racquet Club
	#1 - Formal Paper Presentations
	#2 - League of Cooperating Associations
	#3 - Issues (PRAC) - Bikes, OHV, etc.
12:00 noon - 1:00 pm	LUNCH (On your own)
1:00 pm - 4:00 pm	MEETINGS - Palm Springs Racquet Club
	CSPRA - GEC & Installation of Officers
	League - Meeting
	PRAC - Meeting & Installation of Officers
3:00 pm - 5:00 pm	BOARD MEETINGS - Palm Springs Racquet Club
	CSPRA
	League
	PRAC
6:00PM - midnight	BANQUET/GUEST SPEAKER/SPECIAL AWARDS/DANCE
	CSPRA 25th Anniversary/Charter Member Recognition
	Honorary Memberships

**MARCH 10, 1989 - FRIDAY**

8:00 am - 11:00 am	FAREWELLS - Hospitality Room - Coffee
9:00 am - 11:00 am	JOINT CSPRA/LEAGUE/PRAC BOARD MEETING
8:00 am - 12:00 noon	ROOM CHECK OUT - Palm Springs Racquet Club

## COOPERATING ASSOCIATIONS

(continued from page 4)

fits for docents. The degree of involvement, however, between an association and a docent program varies widely beyond that initial financial support. This may include management of the entire docent program, including the recruitment, training, scheduling, and evaluation of all docents. Since the docents are directly involved in the operation of the state parks, involvement by the association in the docent program often constitutes involvement in the park operation.

The docents and volunteers working in the park unit are to be differentiated from the volunteers making up an association's board of directors and other members. As stated in the DOM (Section 1360.1), *"the docent group operates as a separate entity within the cooperating association and a distinction should be made between the duties and responsibilities..."* The clearest distinction is that docents and volunteers, once the Volunteer Record and Service Agreement and an Oath of Allegiance are signed, are non-paid state park employees (DOM 1360.4) and as such are subject to the same guidelines as other state park employees. Docents (volunteers) are prohibited from replacing full-time, intermittent, or seasonal state park employees.

The responsibilities of the Department in regards to a docent program are outlined in Departmental manuals (DOM, the Cooperating Association Manual [CAM]), and various codes and regulations. Interpretation, the major concern of docent programs, is ultimately a responsibility of the Department. This authority is established in State Park Commission Policy #26 and in State Park Resources Code 5003.

The District Superintendent is giv-

en the responsibility for the "basic interpretive programs and activities undertaken on a District basis" as stated in DOM 1310.3. DOM 1310.38 dictates specific responsibilities of the District Superintendent regarding selection, training, and evaluation of docents. The position of Interpretive Coordinator is established in DOM 1310.4 as the "primary liaison...between the various employees and volunteers" and in DOM 1310.46 "to coordinate volunteer and docent programs in the District."

Numerous questions have arisen in the DPR/docent program/association arena including:

-Is it appropriate for:

\*\*the District Superintendent to delegate his/her interpretive responsibilities and those of the Interpretive Coordinator to non-DPR personnel (i.e., association staff and/or boards)?

\*\*association staff (non-DPR personnel) to supervise non-paid DPR employees (docents), including training, instructing, evaluating, etc.?

\*\*association staff (paid or non-paid) to replace state park employees? In some park units, a Ranger I is the docent coordinator with duties regarding the implementation of the docent program enumerated in the Ranger's functional duty assignment/personal performance standards. In other cases, this position is filled by an association member or committee.

\*\*the state to incur liability for the actions or inactions of docents when an association is managing, training, and supervising the docents? The state would carry the responsibility of any negligent actions on the part of the association staff, without the authority to correct, modify, or adjust.

\*\*for the state to provide docents worker's compensation if they are not managed, trained, and supervised by DPR staff? It is a function of supervision to ensure the protection of volunteers as well as ensure any worker's compensation

claims are valid. Volunteer worker's compensation claims average 50+ per year. Three recent claims cost the Department over \$100,000. Is the Department meeting the mandates of State Park Commission Policy #23 "Public Safety" which states "as a corollary of its charge to administer, protect and develop the State Park System, the Department has a responsibility for the safety of visitors and personnel"? How can the DPR ensure the safety of the personnel (docents) and visitors (being provided interpretive experiences by the docents) if an association handles docents selection, training and evaluation?

\*\*for associations to make contracts with other public agencies to provide docents for whom the department is held liable and provides worker's compensation? One association, for example, has contracted with a federal agency to provide docent-led tours of that agency's lighthouse, a facility which is not on state park property.

How can DPR meet its mandates to protect resources (cultural or natural) if associations and/or docents have control over the public programs which most impact these resources? Public Resources Code 5003 states, "The Department shall administer, protect, develop, and interpret the property under its jurisdiction..." Each of these responsibilities affects the others and cannot be accomplished in a vacuum.

### Executive Secretary Role

The state requires that the District Superintendent or his/her designee will be the Executive Secretary of the cooperating association. This requirement, from the state's point of view, ensures that a state representative is on the board to act as liaison between the state and association. In the CAM, Executive Secretary is described as the business manager of the organization.

In this dual role, the Executive Sec-  
(continued on page 7)

"Come join us in a celebration of nature" is how the National Audubon Society's pamphlet speaks about their ecology workshops offered annually from Maine to Wyoming. A few of us have had the enriching opportunity to attend one of these two-week courses.

**CRITERIA:** All applicants for this scholarship will prepare a 750-word essay that will be judged by the Board of Directors. The essays will deal with themes that James Whitehead espoused throughout his professional life.

PROTECTION OF THE RESOURCE  
RESISTANCE TO MEDIOCRITY IN PUBLIC SERVICE  
THE GENERALIST VERSUS THE SPECIALIST

# THE GRAZING CONTROVERSY AT AHJUMAWI

I wish to offer a few comments on "Another Look at Grazing" by Daniel Scott in the June issue, especially as they relate to Ahjumawi Lava Springs State Park. I have served as the Park's Unit Ranger for four years.

watched for the cacklers' return. Except for sporadic flyovers, they never came back. We later found them not far away; thousands of the geese were resting and feeding in and around shallow flood ponds on private ranchlands near the park. Because of a dry winter and/or effective levee maintenance by P G & E (owner of the Fall River Valley's waterways), the park's grassland experienced no flooding this year. Thus it appears cacklers prefer more than just the right kind of grass. Low, standing water may also be important.

It's a complex issue at Ahjumawi. Considering all the factors, I would favor the elimination of the cattle, as planned, with a mandate that we cut or burn and flood the grass to

try to create the right conditions. The cattle definitely detract from the scenic, wildlife, and recreational resources, and in 1988 did not benefit the geese. As we are currently doing, we need to continue studying the movement of the cacklers, along with the Department of Fish and Game, United States Fish and Wildlife, and other affected parties. Above all, I don't think we should cast any decision or action in concrete before all the facts are in. 🍏

(continued from page 6)

retary as the Department's representative must act in the best interests of the Department. As a board member and business manager, the Executive must act in the best interests of the association. This can result in a conflict of interest when the best interests of the Department are different from the best interests of the association.

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**This article will be concluded in the next issue of the NEWSLETTER.**

The story, however, is not simple. In the spring of 1988, we diligently



# HONORARY MEMBERS

Nominations for Honorary Member are to be sent to Mary Gunter, Department of Parks & Recreation, 210 Olivier Street, Monterey, CA 93940 by November 1, 1988. 🍏

## SCHOLARSHIPS

Scholarships have been awarded recently to: Randy Hawley, SPR I, from Silver Strand SB; Michael Curry, SPR IV, from Mendocino District; and Marla Hastings, ST PK RES ECOL, from Northern Region. If you are interested in a scholarship see the article on page 4 of the September NEWSLETTER and then contact Fred Jee, P. O.Box 483, Borrego Springs, CA 92004. 🍏

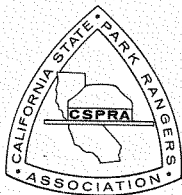
## WELCOME TO CSPRA

We are glad to introduce these new members to our organization. CSPRA offers a forum for sharing ideas and concerns and a means of making an impact in the professional field of the ranger. There is a place for each of you here, and your commitment to CSPRA requires a commitment to you from this organization. Each of us by getting involved can help the other. Again, welcome to CSPRA. 🍏

Jeanne C. VanTil - Diablo  
Gina L. Aubrey - Pendleton Coast  
Roger W. Willmarth - Envir Review  
Michelle A. Gardner - MTC  
Mary P. Gann - Administration  
Paula McDonald - Hungry Valley  
Jack Shu - Montane

V. Ann Raymond - Four Rivers  
Sandy Harrison - Inland Region  
Dana M. Jones - MTC  
Sharon B. Mims - MTC  
Elizabeth P. Allan-Corte - MTC  
LaVerne Hackett - Klamath  
Midge H. Redden - Sierra

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