



The
CSPRA

Wave

NEWSLETTER

VOLUME I, NUMBER 1

CALIFORNIA STATE PARK RANGERS ASSOCIATION

NOVEMBER - DECEMBER 2000



Stopping
History:
Fort Tejon
SHIP, p. 3

Coal
Canyon,
Preserved!
p. 4



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PRESIDENT'S MESSAGE



BY KIM BAKER
CSPRA President

Staffing is the biggest issue facing state parks. The economy is good. Between the land trusts and the bond passage, parks are growing, but staffing is not. Ample, well paying jobs, lure employees away from parks. Parks are taking the brunt, and it only seems to be getting worse. We have welcomed many more visitors, managed more land, and have had our staff shrink in the past 20 years. We need to take a stand.

Currently, we are gathering data, and preparing to lobby the legislature and the governor about the need for increased staffing in parks. The legislature was supportive of requests for park staffing this year. You may recall that they approved approximately 400 positions. The governor, who doesn't want to be seen as increasing the size of government, was responsible for removing many of those positions from the final budget. Our role is to educate the governor on why these positions are important to the people of California.

In a significant move, CSPRA board decided to adopt a position in support of compensation increases for all park employees in all classifications. Although CSPRA has traditionally avoided involvement in compensation issues, we feel that the time has come to take a stand. When the department has difficulty hiring or retaining employees, parks are threatened. It has become more than a

personnel issue. We support employees in their fights for increased compensation.

I'd also like to clarify a few internal staffing issues, within the organization. Noah Martin is the new editor of the newsletter. Noah is a newer member of the department, working at Millerton Lake SRA. He brings with him the experience of a past career in the media, and offered to take over the position of editor that Doug has held for over 10 years. Jeremy Stinson, a member of Noah's academy class, also graciously volunteered to serve as copy editor, a position that the newsletter has lacked for many years. The efforts of both of these new members are very appreciated. We hope they'll remain active and help lead CSPRA into the next 40 years. We hope that you'll support them, and the organization, by contributing to the newsletter.

Doug Bryce worked for state parks for many years, but has been involved in CSPRA even longer. Although he is no longer editing the newsletter, we are fortunate that he is involved behind the scenes, and will still assist with the parks conference. The biggest issue facing CSPRA as an organization is the replacement of John & Doug Bryce as the office managers. John has let us know that by the end of 2001, he will no longer be serving in this position. We feel that the organization would be more effective with an office manager and an Executive Director, but we don't currently have the financial resources to make this a reality.

One thought is that if we recruited 200 new members, we could make this change without raising dues. Think about asking a co-worker to join! This change is addressed in our five year goals, as something for future boards to consider.

The role of the current board, however, is to fill the shoes of Doug and John. We are looking for someone who would like to take on this challenge.

Fort Tejon: Rest Stop of Historic Proportions

BY SEAN T. MALIS
San Joaquin District

Have you ever heard of Fort Tejon State Historic Park? Have you ever visited Fort Tejon? The answers to these two questions rarely match, usually they are Yes and No. Fort Tejon is located astride Interstate 5 in southern Kern County, 36 miles south of Bakersfield and 78 miles north of Los Angeles. The Fort is situated atop the Tejon Pass in the Tehachapi Mountain Range in what is commonly known as "The Grapevine."

Many people pass by Fort Tejon State Historic Park at freeway speeds and don't notice the idyllic park and its rich cultural and natural history. Most people only notice the freeway signs announcing the Fort Tejon Exit as they motor on past. Of the approximately 65,000 people who drive past Fort Tejon on an average day, less than 1 percent of them stop at the park.

Fort Tejon State Historic Park generally has two types of visitors. The first type and largest group are people who stop along the I-5 Freeway to take a welcomed break from the monotony of the freeway drive. They stretch their legs and walk through the visitor center, tour the historic buildings and ruins of a once vibrant army fort and enjoy the abundant natural flora and wildlife that flourishes in the park. Then there are the unfortunate few whose vehicles have broke down after the long and sometimes torturous climb up the Grapevine grade. These visitors stop in our park parking lot to let their cars cool down, get radiator water and rest. What a wonderful opportunity for them to enjoy the calm and relaxed atmosphere of Fort Tejon while they wait for their car to cool down or await for further assistance.

Fort Tejon State Historic Park was once a busy and bustling U.S. Army

fort. Fort Tejon was established in 1854 and was closed in 1864. For a small post, the 100 to 350 soldiers of Fort Tejon were quite active. Patrols from the isolated mountain camp traveled as far east as the Colorado River; penetrated unexplored regions of Owens Valley, rode the supply route to and from Los Angeles, and on occasion escorts from Fort Tejon traveled to Salt Lake City. The

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Of the approximately 65,000 people who drive past Fort Tejon on an average day, less than 1 percent of them stop at the park.
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troopers controlled and protected Indians at the nearby Sebastian Indian Reservation, guarded miners, chased bandits and generally offered protection to the region and enforced United States law and authority in the southern part of the state.

Fort Tejon was the military, social and political center between the San Joaquin area near Visalia and Los

Angeles. At the peak of activity there were over 35 buildings, and Fort Tejon was one of the largest settlements in southern California. The 1860 Census listed 960 civilians living in the town of Fort Tejon.

Descriptions of Fort Tejon by visitors in the 1850s included such statements as "the post of Tejon is on a little plain, entirely surrounded by high mountains, beautifully situated in a grove of old oak, at this season the fort is most romantic and beautiful. The noble oaks are in full leaf. On the plains and mountain sides, Mother Nature has almost excelled herself, carpeting them with flowers of every hue, giving to the eye one of the most beautiful prospects imaginable, and the air is bracing and exhilarating and inspiring, an oasis in the desert where all is freshness and life."

Today, little has changed. The post is still as beautiful and attractive for visitors as it was in 1854. Besides the proximity of the I-5 Freeway, the surrounding hills and adjacent lands still look as they did in the 1850s when wagons and horses brought visitors and soldiers to Fort Tejon.

See TEJON p. 5

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RESOURCE MANAGEMENT

Coal Canyon: River of Life Preserved

"There are no hopeless cases, only people without hope and expensive cases." Michael Soule, Conservation Biologist

BY GEARY HUND

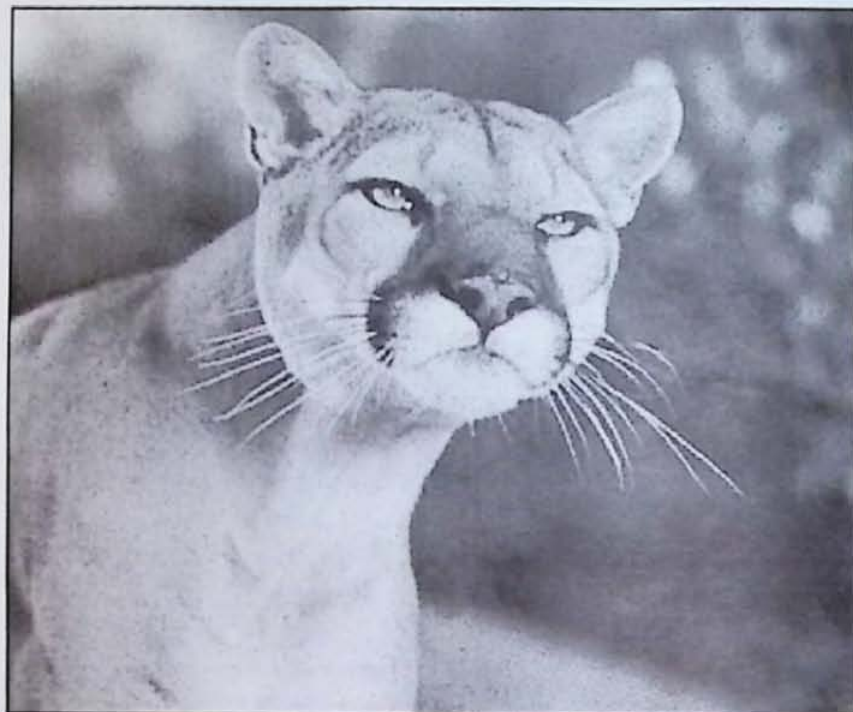
Inland Empire District

A conservation effort spanning the greater part of a decade has culminated in the preservation of 650 acres at Coal Canyon, a critical habitat linkage in Orange County, California. On October 3 a dream was realized when the California Department of Parks and Recreation closed escrow on the Coal Canyon parcel south of Freeway 91. It is now part of Chino Hills State Park.

With a new sense of urgency and excitement, efforts continue to secure the remaining 32-acre parcel north of the freeway that will complete the preservation of this important habitat linkage.

Connecting the Santa Ana Mountains and the Puente-Chino Hills, an area of nearly 512,000 acres, Coal Canyon links Chino Hills State Park and other reserves north of the freeway to Fish and Game lands, the Cleveland National Forest and other protected lands to the south. These low elevation reserves - which preserve many areas that would otherwise be developed - contain some of the greatest diversity of plants and animals in California. This area is recognized, on a very short list, as one of the most concentrated areas of biodiversity on the planet.

Paul Beier, a scientist who conducted a radio telemetry study of cougars from 1989 to 1993, first documented the use of this habitat linkage. One lion, M-3, born on Camp Pendleton, dispersed to the north, establishing its home range in both the Santa Ana Mountains and the Chino Hills. Beier documented



Above: Some of California's greatest ecological diversity such as the Mountain Lion has been saved by a State Park purchase.



Left: Mountain Lion paw print at Coal Canyon, Chino Hills State Park.

22 freeway under crossings at Coal Canyon by M-3. Like mirror images of a child's depiction of rays of sunlight, the telemetry lines fanned out into the wild from a pinpoint at the freeway under crossing - a beautiful illustration telling a vital story. Subsequent research has indicated that the linkage will provide for the exchange of a broad suite of plants (their seeds and other propagules) and animals.

The preservation of this habitat linkage sets a new conservation

precedent in the Department and the State. It is the first time a major acquisition effort has been undertaken to preserve a piece of wild California primarily for its contribution to preserving existing parks and ecosystem function. The Department's leadership in this effort was extraordinary and proved essential to success.

The Department led a cooperative effort between state and federal agencies, local government, state legislators, conservancies, private individuals and grass roots organizations.

SEE COAL CANYON, P. 11

HUMOR IN UNICORN

Mixed Metaphors & Malaprops

All words were actually overheard in a California State Park near you. The names have been withheld to protect the innocent! Here's another crop of dusters for your amazement. Metaphors be wit you.

By a neck?

You hang in there, battling to do your job with inadequate staffing, with the albatross of salary savings constantly hanging over your head.

Egging him on?

We are not out of the clear yet, so don't start counting all your baskets!

Hide nor hair?

No one has seen head nor tail of him in almost two weeks.

Wrong part-um.

She had the baby a week ago and is suffering from post mortem depression.

Salty advice.

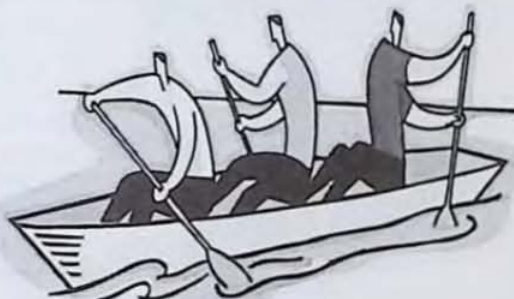
Don't go bonkers, you have to take what she says with a grain of sand.

The mark of trust.

This stock deal will pay off, rest my words.

Ducking the issue.

... but first, we have to get all our eggs in a row.



BY JEFF PRICE
Marin District

TEJON: from P. 3

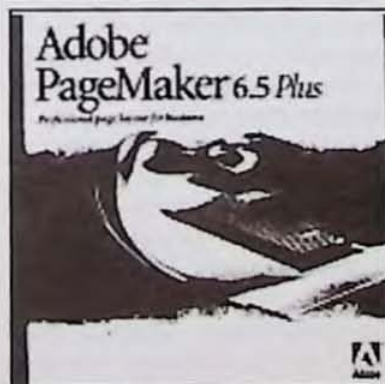
Modern day park visitors to Fort Tejon State Historic Park are offered a chance to take a step back in time and see California as it was in 1850s. At Fort Tejon visitors can witness life at this U.S. Army post of the Far West. Visitors are invited to meet and talk to the soldiers and civilians who lived and worked at Fort Tejon 140 odd years ago.

Hands-on interpretive learning demonstrations are conducted for the park visitor. Costumed civilians from the time period and soldiers of the 1st Regiment of United States Dragoons portray actual persons who were at Fort Tejon in accurate and authentic first-person representations.

Only two full time staff members support all these activities, one State Park Interpreter I, and one Park Maintenance Worker I. Two Seasonal Park Aides also support Park staff. Fort Tejon State Historic Park is the Headquarters for the South Sector of the San Joaquin District.

The South Sector embraces Fort Tejon State Historic Park, Col. Allensworth State Historic Park and Tule Elk State Reserve. The sector Superintendent and Office Assistant also work at the Fort Tejon SHP.

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CSPRA gives a special thanks to Adobe for the donation of PageMaker 6.5 Plus and Photoshop 5.5. Their gracious gift has helped create the CSPRA Wave!

Every issue will feature one of our fantastic California State Parks. Want your State Park featured on the cover? Send *The Wave* your article and pictures. All Articles are always encouraged and welcome. All submissions become the property of CSPRA and may be edited without notice.

STATE PARKS ACCESSIBILITY UNIT

An Accent on Accessibility: Making all Visitors Welcome

What would you do if your employers made the following offer? We'll train you in a new area of expertise, pay for your travel to California's wonderful State Parks for 18 months, give you a promotion during that time, and let you return to your current position when you're done. Sound good? Well, it sounded darn good to me and I snatched up the offer before they changed their minds!

As much as I loved my job as the supervising ranger of McArthur Burney Falls, Castle Crags and Ahjumawi Lava Springs State Parks, I couldn't turn this opportunity down. A slight change-of-pace after 15 years of rangers sounded nice too.

Until June 30, 2001, I'm a superintendent with the State Parks' Accessibility Survey Team. The Accessibility Unit was born in October 1999, when Linda Smith Canar was hired as the Program Manager. Until then, State-wide Accessibility Coordinator Betty Ettinger had been the department's sole employee dedicated to accessibility. Trying to get 265 parks, many with aging facilities, in compliance with the Americans with Disabilities Act (the ADA), was a task too great even for the mighty Betty.



BY SUSAN CHITUM-GROVE
State Parks Accessibility Team

Park visitors sued State Parks, and part of the settlement resulted in the creation of the new unit. Linda and Betty quickly went into a hiring frenzy and brought Teri Wenzel (Management Services Technician), Mike Bielecki (Park Maintenance Chief II) and me on board. Mike and I serve as the Survey Team Supervisors. More furious hiring followed, and these employees joined the growing unit: Flo Medina, Roger Hedgpeth, Linda McDonald, and Jim Holt (all Associate Government Program Analysts), Patricia Turse (Interpreter

II and Field Surveyor), Bruce Brown (Interpreter I and Field Surveyor), Wendy Martin and Greg Yanchus (Maintenance Supervisors and Field Surveyors), Adrian Itaya, Michelle Gardner and Greg Hackett (Supervising Rangers and Field Surveyors), Gil de la Peña (Associate Architect), Gerry Vinson (Landscape Architect), and Greg Pacheco (Office Assistant). All are still working with the unit except for Betty Ettinger, who recently promoted to the Grants Office, and Bruce Brown, who, sadly, passed away in early June.

This team of enthusiastic park employees was trained as a group for two months on the subject of codes and specifications that park facilities must meet to be legally accessible to persons with disabilities.

Finally, in January 2000, Linda, Betty, the analysts, specialists, and office staff settled into their jobs in Sacramento Headquarters (Room 1412 if you'd like to visit), and the Field Surveyors hit the road. We work 10 hours a day, Tuesday through Friday.

We spend most of our day out in the park with a level, a tape measure, a measuring wheel, a pressure gauge and a lap top computer. About seven or eight hours into the day, we return to our hotels and connect to the internet to upload our data into the State Parks database. We then write a summary of our findings for each of the facilities we looked at that day.

Many of you reading this may have been involved, sometimes quite lengthily, with doing accessibility surveys in the past. So why are we doing it again? Well, for a variety of reasons, the most compelling of which is that "Da judge says so!!" Yes, we are doing it because the lawsuit settlement requires it, because the codes are constantly changing and the surveys have been updated, and to build consistency into the survey

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process.

In the past, surveys were done by park staff, retired annuitants, the CCC, the Americorps, or any combination thereof. It's not surprising that the completed surveys were different from district to district, and that some were more thorough than others. Now, the same eight people, who were trained together, are completing them for every park. Additionally, the surveys that were previously completed have been a tremendous help to us. We gleaned much information from them, and they also provided us with a complete list of facilities for each park.

Eventually, the survey information will be available to both the district staffs and to the public. How nice it will be for the public to be able to look at the department's web site prior to a park visit to find out what is and isn't accessible. And of course, the list of what truly is accessible, according to the codes, is literally growing daily as State Parks makes a huge effort to get our facilities in compliance. Not once have I met a park employee who is ho-hum about accessibility. Everyone seems to understand the importance of sharing our treasures with all visitors.

Occasionally, I've met visitors who couldn't understand why we would put so much time, money and effort into this project. Of course, I patiently explain that the law requires it, but I also remind them that even those of us who do not have a disability now are likely to have some sort of disability during our life times, and we will all be glad for these changes.

This assignment, while challenging and tiring (especially being away from home for three nights a week), has been an amazing time for me, and one that I am already thankful for. My "office" has been towering redwood groves, a sun-drenched beach, or a unique historic building.

I've seen my first grunion run (thanks, Gary), marveled at barking



California State Parks Accessibility Unit: Front Row: Michelle Gardner, Adrian Itaya and Roger Hedgpeth.. Back Row : Jim Holt, Greg Hackett, Wendy Martin, Pat Turse, Mike Bielecki, Teri Wenzel, Linda Canar, Flo Medina and, Susan Grove.



Wendy Martin surveying accessibility at Westport-Union Landing SB.

elephant seals (thanks, Leander), canoed to my survey site (at Ahjumawi), and stared in delight as a whale breached (Orange Coast). I have personally surveyed at 57 State Parks, and each one is more amazing than the last.

On behalf of all the surveyors, thanks to the field staff for being so helping and patient with us as

we have visited your parks. And to all State Park employees everywhere, remember that the Accessibility Unit is available to help you with your accessibility challenges. We're waiting for your call!

How to reach them: State Parks Accessibility Unit, P.O. Box 942896, Sacramento, CA, 94296. (916) 654-5687. E-mail : access@parks.ca.gov

Forests to Felons, the Role of the Ranger



BY MILES STANDISH
Santa Cruz District

As presented at the International Ranger Federation Congress in South Africa.

In the fall of 1999 I put the following question on the Australian international ranger bulletin board: what is a ranger? The answers I got back were quite varied and mostly emphasized the many functions of rangers throughout the world.

Answers included teacher, interpreter, maintenance worker, administrator, emergency medical technician, rescuer, law enforcement officer, curator, resource manager, historian, and a plethora of other professions.

The message I really got back from my question was that a ranger did many things throughout the world. Maybe I asked the wrong question, because what I didn't get back was what I was hoping to find: a common theme on what makes a ranger a ranger and not all of those other professions.

One could argue, I suppose, that because rangers "do it all," that is the common theme. But that can't really be true. A small city/town manager might be said to be the same kind of "jack-of-all-trades," but I doubt anyone would call him/her a ranger. So, what makes a ranger a ranger? What is the common, unifying mission that we all feel, but apparently find so hard to define?

Going back into history we find that the Oxford English Dictionary first lists the word "ranger" in the role of a "forest

officer" or "game keeper" in the Rolls of Parliament in 1455. This definition is not to be confused with the definition of ranger as used in the military sense (1670) or as a wanderer (1593). Thus, the oldest concept is one of preserving resources with legal authority. The earlier definition holds up as you examine the profession throughout the world and down through history.

The two main characteristics being: 1) some legal authority (king, government, non governmental organization, body politic) has recognized the need to preserve a natural resource and 2) a person/group is given the commission to protect that resource. Whether you call them rangers, wardens, guardians, foresters, gamekeepers, commissioners, protectors, or whatever, the basic mission is the same: to protect and manage a natural resource. If you doubt this basic mission concept, apply this simple test: if the resource disappeared overnight would the job still exist?

Although the word appears to have been first coined in England, there is evidence that goes much further back in history for the need and commissions to protect natural resources. The Greeks and Romans practiced forestry (the planting and cutting of trees) and had laws keeping people from cutting trees and hunting in religious areas.

After the fall of the Roman Empire there was a long period where there didn't seem to be much concern for the protection of natural resources, but by 1165 the deforestation of Europe was so severe laws were enacted in Germany forbidding further forest removal. Virtually all of the forests of England seen today are planted. The problem became so severe in some countries, trees grown for shipbuilding purposes were protected upon pain of death. Only if a tree fell due to natural causes (a windfall) were commoners allowed to use it for fuelwood.

Game protection also goes back well before medieval Europe when kings and noblemen protected their hunting grounds and had game keepers who

hunted poachers caught on their private preserves.

With the discovery of the New World in 1492, the natural resources of the New World were often thought to be boundless and considered more as something to conquer, or a hindrance to growth, than something to conserve. However, by the early 1800s the loss of natural resources in the U.S. began to become a concern to some early environmentalists. In 1864 the U.S. Congress enacted a law to preserve the Yosemite Valley and entrusted the area to the State of California.

On May 21, 1866, Galen Clark was appointed as the Park's first "Guardian" by an eight member Commission established to manage the park. Although not officially called a ranger, Galen Clark may well have been the first ranger to be officially appointed in the United States. Around the beginning of the 20th Century, the United States Government began to recognize the need to protect the natural resources as a national mission and two organizations were born: the U.S. Forest Service and the National Park Service.

Although the two organizations differ in their approach to the protection of natural resources, they both share the mission and employ rangers. In addition, archeological and historical resources were added to the basic national mission of protection thus expanding the ranger's commission with the creation of historic parks.

Law enforcement and the role of the ranger is a very contentious issue in the U.S. and in many countries around the world. On the world ranger bulletin board I recently read the comment by a ranger that "the day they slap a gun on my hip is the day I resign." I once had a chief ranger who had a similar attitude: he once said to me that if I ever had to issue a Notice to Appear (Summons, ticket, etc.) I had failed in my job as a ranger.

My own wife has often asked me if I had known if I was going to be a peace officer (policeman) back when I applied to be a ranger in 1968 (at that point California State Park Rangers had not been issued firearms) if I would have continued to become a ranger. I've thought long and hard about this issue and I've come up with two thoughts that seem to apply.

The first thought is that almost all law enforcement is the attempt to get people to voluntarily play by the rules (sometimes called laws). To gain compliance there are basically two choices: 1) convince people that obeying the law is the right thing to do and gain their voluntary compliance, or, 2) provide a penalty sufficiently detrimental that compliance is preferable to having to pay the penalty.

Obviously as you drive down the road and note that 99.9999% of all of the other drivers are driving on the correct side of the road, most drivers know it is in their best interests to obey that law - and they willingly comply. But there is always the exception, and someone has to be ready - and willing - to deal with that possibility.

Protected areas are just the same. We have rules for the protection of the area's resources and we need people to obey our rules willingly. Our best method for gaining compliance? Interpretation. That old tried and true method of letting our visitors (and the public in general) know how great their protected areas really are and how we must strive to protect them for future generations to enjoy.

Sometimes the message is subtle (please don't pick that flower, it's an endangered species) and sometimes very pointed (pick up that snake and you might die!). The end result of our efforts is always the same: we protect the resource. The hard part is when you don't get voluntary compliance. For example: you run into a wood poacher with automatic weapons (my first felony arrest). Do you walk up to the suspects and give them a nature walk? Tell them that it was naughty of them to cut down those 50 trees to sell as firewood and see if they will voluntarily replant the area? Hmm. Or, how about the time you are on foot patrol by yourself hours away from help and you run across a paramilitary group target practicing with automatic weapons? These are actual situations I have encountered in my present park and have lived to tell about.

My point is that there are going to be situations where you are not going to get voluntary compliance and not only is a

higher level of enforcement going to be necessary, you may have to defend your life (or someone else's) with force. Some rangers may have doubts concerning this concept, but there are rangers in Kenya and South Africa who know that defending the resource is often a life threatening profession.

My second thought is that there is a great deal of confusion regarding law enforcement and rangers by the very nature of how law enforcement has developed and how it is perceived by the public. First of all, we need to understand the fundamental difference between law enforcement and military force. I bring up this issue because the term ranger has been (and still is) used by military forces. Law enforcement is simply the



minimum force necessary to get a population of people to obey the law. Sometimes that minimum force is quite extreme, but still necessary. Military force, on the other hand, is the force necessary to subjugate one group's will to another's. There is no law involved except the old adage: might makes right. I know there are people who will disagree with this simplistic distinction between the two concepts, but I bring up this point to make clear that the ranger's mission is not one of subjugation but rather to gain compliance with laws that protect resources. The other point I need to make is a more subtle distinction. Most law enforcement is social in nature. What I mean by this, is, that laws are normally minimum rules by which a society governs itself. Some laws are

inherently understandable and widely accepted (rape, murder, theft, etc.), but a great deal of law is not easy to understand (it's illegal To drag a piece of string behind a train in Illinois). Most general law enforcement officers (Sheriffs, police, state troopers, etc.) are in the business of enforcing social laws: laws that govern social behavior. The basic job of the ranger, however, is one of enforcing protection laws because protection of the resource is the ranger's primary concern. Unfortunately this concept becomes a bit muddled when you talk about a park ranger (as opposed to a forest ranger, watershed ranger, game ranger, etc.) because the park ranger's mission is to protect a given

park's resources AND to serve and protect the visitors coming into the park. And herein lies a conundrum: which is more important? The park's resources or the people in the park? Park rangers have always been torn over this dual responsibility and the

issue can be very touchy when it comes to the development of facilities for human use in parks. I won't get into a discussion of the park ranger's dual role except to make the point that the same test I proposed earlier still applies: if the resource disappeared tomorrow,

would the ranger still have a job? The role of the ranger is really very clear but frequently not well understood by even rangers themselves: we are here to protect our resource. Sometimes that protection is for the perpetuation of the resource for future use (the role of a forest ranger), for present use (a watershed ranger), the perpetuation of a species (a game ranger), the preservation of historic artifacts (historic park ranger) or to preserve a vignette or glimpse of a specific time period (wilderness ranger). Different protected areas have different missions, but the basic role of the ranger remains the same. Rangers are the thin green line who protect many of the world's most precious resources. May we never forget our role.

Senate Bill SB 1277 Defeated by Vote

State Biodiversity Will be Threatened

BY GEARY HUND
Inland Empire District

Senate Bill SB 1277, the bill to protect the state park system from highway transportation projects that would "jeopardize the current uses of the affected unit," was recently defeated by one vote in the Assembly Water, Parks, and Wildlife Committee. Earlier it passed in the Senate by a narrow margin.

SB 1277 would have set a new and high standard for the circumstances under which a new transportation project, or the improvement of an existing one, could be undertaken in a state park system unit. For a project to proceed, SB 1277 required findings by both the Resources and Transportation Agency secretaries that it would not imperil the essence of a park – jeopardize its current recreation or resource preservation uses. Projects determined to be acceptable would have required all feasible planning to minimize harm, and full mitigation of construction impacts. SB 1277 exempted the development and maintenance of roads for park use, access, and emergencies.

CSPRA and Hills For Everyone, conservation group in Orange County, originally submitted SB 1277 to Senator Tom Hayden. A number of other environmental groups including the Sierra Club, the Audubon Society, the Natural Resources Defense Council, the Planning and Conservation League, the Endangered Habitats League, and the Surf Riders Association of San Onofre, soon joined in the effort.



The impact of roads to parks and other natural areas can be tremendous. Depending on the location of the road and its size, it can threaten the very essence of the park as it has at San Onofre. A proposed private toll road would nearly obliterate the park as we know it, destroying the campground and imperiling endangered species. And, as at San Onofre, the effects of a major road project may extend well beyond the park itself jeopardizing an entire ecosystem.

The need for this type of legislation is urgent. A number of other park units are faced with threats of this nature. One of the most dramatic is at Chino Hills State Park where there is a proposal to bisect the State Park and Water Canyon Natural Preserve to build yet another extension of the Orange County toll roads. The proposal has been defeated twice but Riverside County transportation planners have revived it again.

For more than seven decades the voters have supported the establishment and maintenance of our state parks, including their passage of the park bond in 2000, efforts to save the

redwoods and other natural areas date back even further. As a result, some of the State's most beautiful and important natural areas have been acquired and are being managed by State Parks. The park system we have today represents an extraordinary accomplishment in the field of conservation.

Scientists agree that two of the greatest and most immediate threats to biodiversity today are habitat fragmentation and invasive exotic species. It is becoming increasingly apparent that our beloved park system is seriously imperiled by these threats. Park advocates of today, including state park professionals, must show the vision, courage and leadership of our predecessors by taking bold steps to meet these threats, including the introduction and passage of legislation like SB 1277. If we do not take prompt action, many of our parks will, in time, be reduced to pathetic remnants – a legacy I, for one, am determined not to leave. CSPRA is working with other environmental groups to reintroduce this legislation in the upcoming session. We will keep you informed as to how you can help.

Future of Parks Tied to Recruitment

BY KEVIN BUCHANAN
San Joaquin District

In the last year, much has been said about the graying of the Ranger and Lifeguard ranks and the increased number of retirements coming up for the next several years. To meet the increased need to fill vacated positions; the department has stepped up efforts to fill the vacancies at the rate of approximately 100 a year. Most of our new recruits will still go to the Mott Academy, while others may go to the Ben Clark Academy in Riverside, in order to keep up with the need for filling vacant positions.

In addition to trying to replace retiring Rangers and Lifeguards, we must face the prospect that a number of our personnel are choosing to leave for other agencies whose pay and benefits packages offer more. To this end our Director has advanced the cause of increasing wages for the series, so that we will continue to

recruit and retain high quality employees who will make California State Parks a life long career. If we are unsuccessful in recruiting individuals with the passion for preserving, protecting and interpreting the jewels of this state, then our ability to carry out the Mission will be compromised. Years ago when many of us made parks a career, wages were not as important to us as doing something for society and the environment, the calling to that higher cause.

Because of the changing job market the department is faced with difficulty in recruiting the caliber of people who once lined up by the thousands. Compensation is an important issue to the young educated professionals whom we are trying to recruit today.

It is not usually the position of a professional organization, such as CSPRA, to get involved or lend support to issues that are best left to the labor unions and associations

related to wage and benefit negotiations.

In the case of the Ranger and Lifeguard salary issues, this has transcended the normal contract negotiation cycle and is being advanced by our Director, and his management team.

The professional threat that recruitment and retention of qualified personnel brings with it is real for any classification. For any classification within CSPRA, to have the issue of recruitment and retention taken up by the Director, then not support it because it is a labor issue would cause us to be remiss in our duties as a professional association.

We support the Director's effort to make all State Park classifications financially more competitive with other jobs that require similar education and training requirements. The failure to recruit and retain our next generation of park professionals is a threat to the integrity of this department.

COAL CANYON: from p. 4

Ultimately, the preservation of Coal Canyon became a broader social cause, crossing political and organizational boundaries, as many came to recognize the value of preserving an important part of nature's legacy. It was embraced by nearly everyone who understood the issue.

The Coal Canyon story illustrates how an important issue can be brought forward from the field and supported by headquarters. Three directors, including Director Areias, and their deputies have supported this effort. Rick Rayburn, Chief of the Resource Management Division, and Warren Westrup, Chief of Acquisitions, and their staff deserve special recognition for their tireless and intelligent work.

Three successive District Superintendents, David Vincent, Bill Berry and Gary Watts have also supported

field staff in sustaining the acquisition effort.

Another vital ingredient has been a local grass roots activist, Claire Schlotterbeck, of Hills for Everyone. Claire's tireless efforts to gain funding and political support were also essential to success. Claire co-founded Chino Hills State Park with David Myers, whose organization, The Wildlands Conservancy, quietly provided significant financial support to help with the acquisition.

Our ultimate vision for Coal Canyon is to close down the freeway interchange to traffic and convert the underpass to a wildlife and trail under crossing. Three eminent conservation biologists, in their evaluation of the habitat linkage, stated that the preservation of Coal Canyon, and the conversion of the freeway underpass to a corridor crossing, would set a

worldwide precedent.

Our vision is growing closer to reality each day as Cal-Trans has now joined in the effort to preserve the linkage.

The challenges continue as the population of southern California grows and the threats to biodiversity intensify. There are interests who would like to see transportation corridors developed through both the State Park and the National Forest. We are vigilantly working to oppose those alternatives and advocate alternatives that will not destroy the priceless natural heritage of this area, an area identified by scientists in the prestigious journal *Nature* as being of comparable significance to the Amazon rainforest. Preservation of these areas also preserves the quality of life for the millions of people who live here. Life after all, should be more than mere survival.

BASIC VISITOR SERVICES TRAINING

Graduation Ceremony Welcomes Group 15 into the State Park Family



On July 27, 2000, California State Parks received eight new State Park Peace Officers. Basic Visitor Services Training Group 15 graduated at William Penn Mott Jr. Training Center. The following State Park Peace Officers received certificates: Gilbert Alvarez, Kyle Brady, Douglas Camden, Jeffrey David, Robert Dolan, Jeremy McRenynolds, Kevin Persall and Eric Smith.

CLASS VALEDICTORIAN: Jeff David

CLASS SALUTATORIAN: Kyle Brady

PRESENTERS:

Broc Stenman: *Manager, William Penn Mott Jr. Training Center*

Bill Berry: *Central Division Chief*

Scott Nakaji: *Training Specialist, William Penn Mott Jr. Training Center*

Nancy Fuller: *Training Specialist, William Penn Mott Jr. Training Center*



RETIRES RENDEZVOUS

Taking "Tired" out of Retirement

BY KIM BAKER
Santa Cruz District

The first weekend of October, I loaded my two toddlers in the car and headed out into the Central Valley, to find out what the Retirees Rendezvous was all about.

After driving through miles of almond trees, I arrived at McConnell State Recreation Area, and was greeted by a sign at the kiosk that said, "Welcome CSPRA!" My 3-year old son announced that nature was calling, so I pulled over at the first available restroom. Business finished, I approached a friendly looking man, strolling with a drink in hand. "Do you know where the ranger group is?" I asked. "This is it!" Alan Ulm replied. I looked around at the packed campground and day use area, with RVs parked willy-nilly, and people bustling about. "Wow" I blurted, feeling a bit like Alice. "This is a whole underground culture I never knew about."

Friday evening, I met the early arrivals and enjoyed the Clyde Strickler road-kill grille. I had been warned that this was a Retiree's Rendezvous tradition, and had come with Big Basin Wild Boar sausage in hand. Saturday morning, I met many other retired park employees over the traditional pancake breakfast, presided over by the able Wes Cater and crew.

After breakfast I learned about how the rendezvous started. As the story goes, the retirees hosted a pancake breakfast at the kickoff for the 125th anniversary of the ranger, at Big Basin. The breakfast was put on for celebrants and park staff, but was somehow advertised in the local paper as a free pancake breakfast. Expecting 100 people, they ended up

feeding over 400! They had so much fun that in 1993 they decided to get together again, and the rendezvous was born. The staff at McConnell has been welcoming them ever since.

Saturday afternoon was spent relaxing and socializing around the park, with a visit to the river for my kids to wet their feet. Some participants enjoyed impromptu golf, and Tom Miller told me that next year, he's going to arrive via an inner tube in the Merced River. Saturday evening was the main event: tri-tip and chicken BBQ, with all the trimmings, cake and the raffle drawing. I met many more retired members (about 75 attended), and in between chasing my kids around, I enjoyed hearing about the old days of parks.

Things haven't changed as much as you might expect. I was impressed at what a healthy, active bunch this group is. It is a real testimony for the healthy lifestyle that we enjoy. It is inspirational to see that so many retired members are still engaged in parks. Some started their careers in the mid- 1940s, some retired a few years ago, and some are still working as retired annuitants. One really refreshing aspect of the event was that I didn't hear any complaining or griping. Maybe retirement does that to you. These folks know how to live.

The evening was capped off by a raffle, in which participants walked off with some great prizes. Ed Williamson and his wife were standouts, however. For an initial investment of \$20 in tickets, they won two pieces of jewelry, a homemade afghan, two books donated by the Mountain Parks Foundation, and a bottle of brandy, which they graciously donated to me (thanks!). Not a bad haul!

Although CSPRA was the initial



Jim Neal, left and Kirk Wallace, right, prepare to enjoy cake at the Retirees Rendezvous BBQ.

sponsor of the event, not all participants are members, nor is it a requirement. Kirk Wallace has been the coordinator for the past eight years, and with the many volunteers who helped out, did an excellent job putting on a relaxing, fun event. I felt very welcomed and was glad that I took the time to go. I highly recommend it! Next year, try it yourself and experience real living history.



RETIRES RENDEZVOUS:
Kirk Wallace, (209) 586-3209

SCHOLARSHIP COMMITTEE
Fred Jee, (760) 767-5311

BOARD MEETING NOTES

Financial Report: \$20,115.58 in savings account, \$2609.11 in checking.

Board Reports:

Kim talked to Orange Coast district rep about SB 1277, about reps session at parks conference, and concern about his district getting out of the housing business, when other districts seem to be getting back into housing to attract new employees. Field is worried about fee reduction impacts. Expressed a concern about recruitment and retention of employees. Nick, called his assigned representatives no response, ditto for rest of board. The following districts need new representatives: San Diego Coast-Mike Martino transferred. Inland Empire (formerly Los Lagos) Matt Fuzie promoted.

Old Business:

Coal Canyon is now officially in escrow, developers have okayed press releases. There is still a need to fight for the critical parcel on the north side of the highway.

SB 1277 (Roads) Update: Killed in committee. We may need to put funds into the rewriting of the bill for next year to address our issues as well as giving it more chance to pass.

John Havicon (PRAC president) joined the meeting to discuss the CSPRA & PRAC office logistics. Doug Bryce retiring as office manager after 2001.

2001 Parks Conference: Talked to the Director about more support for the parks conference. Rusty has asked Dick Troy to look at how the department can be more supportive in employees attending the parks conference. It was suggested that we invite Governor Gray Davis to speak at the conference, and to recognize the work of Director Arias.

Parks Conference 2002: Anza Borrego District Superintendent Dave Van Cleve has offered the park for a

new type of outdoor conference. This would take more logistical planning due to lack of facilities etc. It would provide more of a park experience with more of the conference on site and in the field. The decision on location needs to be made, in conjunction with PRAC by February to put into the next conference schedule. *CSPRA T-shirts:* Dana will look into other competitive bids and Kim will have the painting taken from the poster to be used on the back of the shirt. Board requested cost on polo shirts with silk-screened logo and embroidered logo.

Investments: Geary was concerned about being socially responsible fund rather than just an open fund.

Newsletter: Kim requests that we try to get people more involved in writing articles for the newsletter. Noah has been working on getting partnerships for articles Coast & Ocean etc. Adobe provided Pagemaker and Photoshop for free. *District Rep Workshop at Parks Conference:* Motion was made to authorize \$100 per District Representative to attend the conference and the district rep meeting (offered at the conference). The money will come from CSPRA conference proceeds. This scholarship can be used for lodging or registration.

Maintenance Supervisors Association: Nick reported the Maintenance Supervisors Association is supportive of discussions to merge with CSPRA.

New Business:

Meeting with Director: Meeting yesterday between Dick Troy, Ruth Coleman, Geary Hund, Kim Baker, Eileen Bielecki, Rusty Arias and Cliff Berg. The issue of employee retention and recruitment is a major professional threat. We will concentrate on how it affects park integrity and professionalism, focusing on the fact that we are not recruiting the very best people throughout all classifica-

tions.

POST Training for Managers & Supervisors: July 1 2000 all managers and supervisors are required to take 24 hours of POST training every two years. Jeff Price is putting together a training program. Motion passed to support Jeff's efforts. This will be a fundraiser for CSPRA and outlay will come from the training funds. Geary suggested that in the long term to reflect the membership base we should look at expanding this program to other classifications/topics as well.

Board Elections: Nick will contact nominated parties to determine interest. Board agreed that we need to look at representation from various classifications. Deadline November 15th.

Centennial/Retirees Rendezvous: Mountain Parks Foundation has hired a person to plan the centennial event at Big Basin (100 years-Oldest state park). Dave Vincent suggested that the retirees rendezvous be held in conjunction with the centennial in 2002.

Academy Graduations: Kim attended the last cadet graduation and plans to attend future graduations. Peggy Whitehead donated \$731 for the graduation flowers fund. Kim has sent a letter down to the cadets at Riverside to introduce CSPRA. We will talk with them again after they get to Asilomar.

Natural Resource Maintenance Funding: Geary presented information on Natural Resources maintenance money and projects that have not been funded or only funded for one year and then the project gets left to return to previous condition. Morro Bay Kangaroo Rat became extinct in the park due to loss of habitat because Natural Resource Management Cat I funding needs 7.5 million dollars that is currently not being funded.

Parks Commission: Dana will call Ted Jackson about the next scheduled Commission meeting.

MEMBERSHIP



NEW MEMBERS

Alex Peabody
Michael Nicholson
David Matthews
David McGraw
Kristina White
Tina Williams

RETIRED MEMBERS

Jan Anderson - 26 (Years of Service)
David H. Carle - 20
Les Clark - 27 1/2
Clark E. Dooley - 29
Robert C. Grace - 30
Bud Getty - 42
Miriam B. Guiney - 17
Richard L. Irwin
John H. Jennings - 28
Jeff A. Jones
Ken Jones - 31
Rodger Kellogg
Alfred H. McClary - 30
Doug Meyers - 26
Bill Miller - 30 1/2
Steve O'Brien - 28
Frederick J. Soderlund - 29
Robert L. Todd - 29
Gerald E. Waggoner - 25
Alfred C. Welcome - 29
Dennis Wright - 28

DISTRICT REPRESENTATIVES

District	Name	Phone
Angeles, Coast	Padilla, Frank	805 986-8484
Angeles, Inland	Crossman, John	805 726-1671
Bay Area, Coast	Edgemon, Chuck	650 879-2025
Bay Area, Diablo	Nielson, Carl	925 837-6129
Calaveras	Harrison, Wayne	209 795-3488
Capital	Simmons, Kenneth	916 445-7387
Channel Coast	Rovinson, Rondalyn	805 654-5301
Colorado	Zemon, Jeri	760 767-5311
Four Rivers	Stokes, Mary	209 826-1196
Gold Fields	Van Etten-Collins, Laura	916 988-0206
Headquarters	Maris, Vic	916 653-9315
Marin	Whitehead, Mike	415 435-5390
Monterey	Moffat, William	831 667-0528
Northern Buttes	Grove, Susan	530 235-0956
North Coast	Jones, Ronald	707 946-2409
Orange Cost	Serpa, Jim	949 496-5290
Oceano Dunes	Monge, Rey	805 473-7225
Mendocino	Joe, Kevin	707 937-5804
Mendocino	Broderick, Karen	707 847-3286
San Joaquin	Davis, Jeff	559 822-2283
San Simeon	Van Schmus, James	805 927-2020
Santa Cruz	Sherr, Christy	831 338-8861
Sierra	Lindsey, Tom	530 525-7232
Silverado	Nixon, Valerie	707 279-4293
Twin Cities	Fitzpatrick, Jim	925 447-0426

Do you know someone who is retiring?
CSPRA provides a plaque for each member when they retire. Contact CSPRA at (800) 994-2530 or make a request at www.cspra.com

EDITOR'S NOTE:

California State Parks are the most beautiful, diverse and inspiring places in the world. As professionals we are all fortunate to have an important part in preserving them. As a member of CSPRA get involved. Is there something special going on at your park? Is your association taking on a unique project? Does your district have an issue that everyone should know about? The CSPRA Wave should be the VOICE of all its members ...



SHARE YOUR IDEAS, THOUGHTS, EDITORIALS AND NEWS WITH THE CSPRA FAMILY!





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CSPRA CALENDAR

BOARD MEETINGS:

- November 14
- January 9

BOARD RETREAT:

- February 24 & 25



CAL PARKS CONFERENCE 2001: Sacramento Holiday Inn: March 15 - 18

CALIFORNIA STATE PARK RANGERS ASSOCIATION

Mission Statement



The California State Park Rangers Association is an organization of park professionals dedicated to advancement of the highest principles of public service, and established to support, protect, and defend the integrity of State Parks for present and future generations.



Founded 1964

Last year the board set a number of goals to meet to improve CSPRA and make it more meaningful to you and to encourage you, the members, to participate in the organization more. The newsletter is the main way in which we stay in touch, discuss issues of concern, celebrate successes and try to keep focused on why we all work for state parks. Those discussions can only happen when you tell us what you think and what's happening in your park. This is the first issue with a new look and we will be trying to develop the newsletter into a place that not only discusses what the board is doing, but we will highlight parks that maybe you don't know much about, offer creative solutions that others have developed to deal with common problems and have regular columns devoted to subjects that you want to hear about. This is where you come in. Look at this issue. Read it. Then contact a board member and let them know what you think. What do you think is missing. What do you want to see included. What don't you like about it. Give us some feedback and maybe even an article or two. This is your organization and this is your newsletter. Please take an active role and let us know how we can make it more useful to you.