

the Association of
National Park Rangers



NEWSLETTER

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the Association of National Park Rangers NEWSLETTER

The State of the Association of National Park Rangers

by Rick Smith, President, ANPR

Without sounding too pretentious and at the risk of boring some members who know as much as or more than I do, I think it would be appropriate at this time for a "state of the Association" report to be given to the membership. It is particularly important, it seems to me, to do this since for many of you this is the first official contact with the Association. Like many others, you are probably wondering what the Association is up to, what good it can do for you, and what kind of contribution you can make to it. These are legitimate questions, the answers to which I hope you will be able to find during the next several days. What I would like to do in the next half hour or so is to provide a base from which you can begin to formulate your opinions on the Association. In so doing, I hope that I will be able to bring you all up to date on where we've been. I hope also to generate interest in the more important issue of where we should go from here.

At possibly no time in the history of the NPS have things been changing so rapidly as they are now. We have expanded at a rate that is almost unbelievable. There are now 323 units in the National Park system, encompassing an area of 72 million acres. There are 9,120 permanent employees. Adding our seasonal employees bring our employment figures close to 22,000 during the summer. Our FY 1980 appropriation request is for \$500,887,000. Visitation is projected at 294,000,000 for 1980. In short, since 1960 we have added 130 or so areas (33 since the last budget presentation), and visitation is up 122% (1978 was a banner year!). The 95th Congress, which adjourned in November of 1978, passed the National Parks and Recreation Act of 1978, the so-called Omnibus Bill. This was probably the most extensive piece of parks legislation that has ever been passed. In addition, on December 1, 1978, the President proclaimed 17 National Monuments in Alaska, 13 of which the NPS administers.

Not only has this change and growth been rapid, it has been complex. Consider the kinds of areas being brought into the system. Santa Monica Mountains Recreation Area — here is an area for which it is obvious the federal government does not have the money to purchase all the property. Park management there is looking into other ways to protect the values for which the area was established. It is likely that our acquisition program there may include the purchase of viewsheds — that is we will buy a person's development rights above, say, the 3rd story, thus preserving the view. Alaska — using the Antiquities Act, the President created 17 monuments, 13 of which we administer. This added 40.9 million acres to our holdings. One of the monuments, Wrangell-St. Elias NM is 10.9 million acres, equal in size to Yellowstone, Grand Canyon, Yosemite, Sequoia-Kings Canyon, Death Valley, Smokey Mountains, Shenandoah, Everglades, and Mt. McKinley together. If one could explore 1,000 acres of the Wrangells a day, it take almost 30 years to complete the job!

What does all this have to do with the Association, one might ask. It seems to me that it has a very close connection with the reasons for which the association was formed. Since we have grown so rapidly and are confronted with situations of increasing complexity, it is difficult to keep up to speed



President Rick Smith with Boyd Evison (left) and Dick Curry.

with all that we are expected to do. Consider the case of Mary Brown, the GS-7 park technician. To maintain her skills, she needs to go to a 40 hour law enforcement refresher, a diving recertification, an EMT recertification, an SAR seminar, a 40 hour supervision course, and an EEO refresher. She needs, moreover, to spend time with the interpretive staff to coordinate interpretive training for her seasonal staff. It would also be good to take an evening French class due to the increasing number of foreign visitors who come to her park. She needs a counselling and appraisal course since her seasonal staff has grown rapidly. And, as all of you know her case is far from being an isolated one. Since we are all caught up in this one way or another, it seems obvious we need an organization to communicate for, about, and with Rangers.

In addition, the ranger profession has, at least from outward appearances, fallen upon hard times. Consider some of the following issues:

1) Law Enforcement — We are frequently accused of being overzealous in our enforcement activities within the units of the system. People say we are too conscious of the trappings of the enforcement position, too committed to weapons, handcuffs, and the other tools of our trade. Yet, most of us did not join the Service to be cops. If we insist on our right to make decisions that relate to our personal safety and the

safety of the visitors in our parks, it is because we, more than anyone else recognize that things have changed and that the way we did things in Yellowstone 20 years ago are no longer appropriate in 1979. We must be willing to admit, though, that part of this problem is a result of things we have done. I have visited parks where rangers, in absolute violation of policy, have worn duty belts, 6" guns, etc. We must be able to discipline ourselves or others will do it for us.

2) Specialization — The old days of all of us knowing enough about everything are over. We can't possibly be sufficiently educated and trained to perform all the tasks that rangers are asked to do. We must, however, be vigilant that this fact does not lead us to the state of affairs in which all we have left to do is the law enforcement/emergency services function of park operations.

This is particularly risky, I believe, in relation to our traditional role in resources management. I increasingly hear that rangers will be written out of resources operations. Part of this, again, is our fault. Resources Management is neither as glamorous nor as exciting as a rescue, a successful search, a "Squad 51" type medical emergency, or a high speed car chase. No one ever got a special achievement award for vegetation rehabilitation. We must make

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The State of the ANPR

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sure that are not our own worst enemies in this matter and that we devote our training, budgetary, and staffing resources in ways that reflect the high priority we assign to resources management.

The Service, however, must shoulder its share of responsibility, also. When we look at the training schedule for any one year, we see that there are few offerings in resources compared to law enforcement. Since training reflects management concerns and priorities, one can legitimately question the Service's commitment to resources management. Moreover, the Service must carefully structure its career rewards system to encourage young rangers into resources. If promotions and recognition continue to go to people with visibility in law enforcement or supervision as opposed to resources, there will obviously be problems in attracting the brightest and most aggressive.

3) The Crisis in Ranger Leadership — At least one of our regional directors and one of the superintendents of a major park continually allude to what they call the crisis in ranger leadership. They accuse the ranger profession of not producing leaders of sufficient stature to influence and guide policy. They additionally point to the fact that rangers no longer occupy positions of managerial significance within the organization, an example, they say, of our abdication of responsibility and our tendency to concentrate on low priority items like law enforcement instead of program management, concessions, etc.

Before we react too harshly to such criticisms, I think that we should take a careful look at ourselves. Have we, in a sense, abdicated? I think of the number of times that I have said and that I have heard others say that the last position that we would accept would be a central office assignment. For better or for worse, and many times it's for worse, that's where policy is made and decisions are reached. If we continue to refuse to accept a 2 or 3 year stint in such offices, preferring to live where the air is cleaner and the skiing or diving better, we probably are at least partially guilty as charged. It seems to me that more of us have to be willing to make those kinds of moves so that rangers have an oppor-

tunity to influence policy decisions.

Considering these kinds of problems, I think it is obvious that we needed an organization to identify, promote, and enhance our profession.

The third major purpose of the Association is to support management and the perpetuation of the NPS. Again, it seems to me that we need to watch certain trends very carefully. The exemption of the Tellico Dam from the Endangered Species Act, a move that many observers thought would bring a presidential veto, should be warning enough that the wave of environmental enthusiasm that brought us many victories may have crested and may be in retreat in the face of our Nation's energy problems. If that isn't warning enough, I ask you to consider that there are proposals to test for geothermal power near Yellowstone and Lassen, to raise the Ross Dam in North Cascades National Park, to dam the Tuolumne River 3 more times in California, to use Channel Island for an oil dumping station. Our association, I think, must begin to consider ways that we can assist the Director and his staff in reacting to these threats. There are going to be more such proposals. We need to be vigilant if the National Park System is going to withstand attacks on its integrity.

There have been critics of the Association who have charged that it is impossible for us to represent the interests of rangers and technicians in the parks and yet pledge ourselves to support management. It seems to me that such critics fail to recognize one central fact: to support management as it works with and through us for the wise stewardship of the natural and cultural resources we are charged with preserving and protecting does not mean that we necessarily support all of management's initiatives. We do not. The very existence of our Association and the very fact that so many of you have travelled on your own time and at your own expense is testimony to the fact that there are concerns we all share and problems we all would like to solve. In our two previous meetings, nevertheless, the membership confirmed that the Association was not to assume the classic labor role in a labor/management setup.

Many of us have management responsibilities, and we have consistently urged management to join with us to seek solutions to problems that trouble our members.

If these then are the purposes of our organization, how have we done? Let me briefly review the last year.

One of our major goals was to expand membership. In 1977 we had 31 members. We now have 274. If we can continue to grow like that, the Association can more than ever claim to be the voice of the rangers the technicians.

Another goal was to establish a way of communicating with our members. Under the capable leadership of Rick Gale, the Association's initial newsletter was published. The second issue, in particular, dealt with the kinds of Association activities that affect every one of us.

A further goal was to convince management that we were serious about wanting to assist them in tackling issues of concern to uniformed employees. The director has encouraged his staff to consult the Association. Moreover, we have submitted two major position papers on the ranger/technician series and the new merit promotion plan.

A final goal was to establish the Ranger Rendezvous as the best damn meeting of all the NPS events of the year. I think the Shenandoah Rendezvous, planned and organized by John Chew and Bill Wade, will establish the Rendezvous as the action meeting of the year.

Finally, on a personal note, I would like to thank the people who served on the executive board of the Association during the last year. They have been a tremendous help to me.

Now let's get on with the Rendezvous!

ANPR — Who Is Eligible To Join

Membership in the Association of National Park Rangers is open to everyone who is interested in the park ranger profession. Send your first year membership dues of \$10.00 to:

Association of National Park Rangers
Post Office Box 3059
Yellowstone National Park, WY 82190

Association of National Park Rangers

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Rick Gale		Grand Canyon
Publishing Consultant		
T.J. Priehs		Grand Canyon Nat. History Assoc.



Mary Bradley

Mary Bradley — First ANPR Honorary Member

Traditions have always been very important to the National Park Service. Not many of us, however, have had a chance to be a part of the establishment of a tradition. Those of us at Shenandoah had such an opportunity, though, as we chose the first honorary member of the Association of National Park Rangers.

Mary Bradley has worked for the NPS since 1951. In 1968, she joined the Branch of Employee Evaluation and Staffing. She was appointed the chief of this branch in 1975. During her tenure at BEE, Mary has been one of the Rangers' greatest friends. She was always available to answer career development questions. She made countless trips to Albright to explain how the 10-180 system complemented the selection process. We could always count on Mary for a frank and candid explanation of how the selection process was operating.

In recognition of her dedication to making this important part of the Service's personnel policies understandable, the ANPR is proud to select Mary as our first honorary member. It is our way of saying "Thank you" for the many years of advice and assistance she has given us.

Wanted — ANPR Photographs

We need good quality, black and white photographs for the ANPR Newsletter.

Any subject will do, but we are particularly interested in historical aspects of ranger activities, scenery, etc. We would like to develop a photograph file so send a copy to:

Rick Gale
P.O. Box 206
Grand Canyon, Arizona 86023

Letters to the ANPR

A NEWCOMER VIEWS THE RENDEZVOUS

Way back last November or so, a not-to-be-named ranger implied that I had no masculinity if I wasn't at the next Rendezvous, and that he wouldn't miss it for the world. Well, I was, and he wasn't. My gain, his loss. Sorry, old buddy! Now I'm back in the land of sun, sand, and cheap rum and the long waited Rendezvous is past. "What was it like?" my friends ask. I find it difficult to say precisely. It wasn't what I expected.

I expected scattered salutary attempts to work, more activities strictly "for fun," and even more conspicuous consumption of alcohol than there was.

Instead I found a group of workshops and short lectures on worthwhile subjects. In some ways it was like a training session, and nobody even got roaring drunk. It was interesting to see, for example, that we couldn't get 25 people to agree on who should wear the uniform. No wonder there's disagreement service-wide. There was a short talk on the KSA system — nobody really thinks it's going to work over the long term. The session on women in the Service seemed to bog down in discussion of 2-person careers. So it went, people exchanging ideas and finding out, as we always do, (a) everybody has some of my problems, (b) some of my problems are not shared by others, and (c) Thank God, I don't have all the problems.

I think it was great that Rod Nash's address was moved to the first night. It seemed to get things moving right away. Otherwise we might have all started next morning with a headache.

One has to admire the pace of the whole rendezvous. I never had to hurry to anything, except maybe to the showers after the fun run. That left plenty of time for socializing. I enjoyed trying to make familiar names fit unfamiliar faces. I had just finished commenting that a fellow nearby had the same name as a guy I used to work with when he read my name tag and leaped to his feet. Neither of us had recognized the other! The dance was great, although I don't dance much. I wallowed in bluegrass until I returned to the land of calypso. I was sorry that John Chew was kept so busy there wasn't time to sit him down with his guitar for a while, but so it goes.

Lastly, three cheers for Jimmy Graves, his staff, the food, the endless apples, John & Bunny Chew, and all the others who worked hard all year to make a good Rendezvous. It probably doesn't make economic sense for me to go every year, so maybe I'll go every other year. Economics aside, I wouldn't miss it.

Pete Allen
Virgin Islands

The Spirit of the Apple Warehouse

Along a rushing river, high in a mountain top lodge, and sitting on crates in an apple warehouse, 250 people found a reaffirmation of the spirit and mission of the National Park Service. And the spirit was one of optimism.

There emanated a buoyant sense of "can do" and enthusiasm for constructively assisting in the accomplishment of our mission of preservation and people. Knowing that we as individuals can have opinions which can be formulated into issue papers which will in turn be considered by WASO is heartening to those struggling with the frustrations of the bureaucracy. For many, the Rendezvous confirmed our belief in the values of the Service that make the personal sacrifices worth it.

While munching Graves' Lodge chicken, rolls, and applebutter, old friendships were updated, and many new were formed. Over beer and pretzels, ideas were exchanged and issues debated by all levels of people from WASO to Seasonals. The Fun Run and the Bluegrass dance deepened the sense of camaraderie within the group. A round of applause and appreciation is due all those who helped make Rendezvous III a very positive experience for all who attended.

Sue Hackett
Colonial



Ozark National Scenic Riverways, near the site of the 1980 Ranger Rendezvous.

1980 Ranger Rendezvous

As of press time, the ANPR is leaning heavily toward Table Rock Lake, Branson, Missouri, as the site for the Fourth Annual Ranger Rendezvous. The location, which is about 40 miles southeast of Springfield, Missouri, can easily accommodate 300 or more persons with a variety of cabins, motel units, etc. Plenty of camping facilities are available at nearby Corps of Engineers lakes.

Springfield is served directly by airlines from Kansas City,

St. Louis, Memphis, Tulsa, Little Rock, etc. It is also on Interstate 44.

Five NPS areas are within 100 miles of the site: Pea Ridge, George Washington Carver, Wilson's Creek, Buffalo National River, and Ozark National Scenic Riverways.

The fourth Rendezvous will be held as usual in early October. For further details, contact Dave Mihalic (Yellowstone) or Don Utterback (Ozark).

Interior Asks for Ranger-Technician Resolution

The ANPR, dealing with a major concern in 1978, presented a position paper on the ranger-technician dilemma. This position contained ideas which were accepted by the National Park Service. Since then, the

Department of the Interior has made resolution of this issue a priority. Following is a letter from the Department to the Office of Personnel Management regarding rangers and technicians.

Director, Office of Personnel Management
1900 E Street, N.W.
Washington, D.C. 20415

Dear Mr. Campbell:

About 10 years ago, the National Park Service undertook a study of its Field operations, and one of the results of that study was the establishment of the Park Management Series, GS-025, and the Park Technician Series, GS-026. These two series have largely superseded several specialized series which were used previously, such as GS-452, Park Naturalist, GS-453, Park Ranger, etc.

There have been several internal studies, as well as discussion among employees, supervisors and Park Service top management since the implementation concerning similarities and differences between the GS-025 and GS-026 series. There have been sharp differences of opinion as to whether the "professional ranger" generalist and the Park Aid-Technician support positions are the most effective way to conduct operations in the parks.

One serious collateral problem in resolving such issues in-house by Park Service managers and staff was the original omission of a Park Manager (Superintendent) section in the published GS-025 standard.

Another problem has been highlighted when OPM Regional Offices have rather consistently criticized the utilization of Park Aids and Technicians in support of the Park Ranger occupation. This has been intensified by the popularity of the NPS as an employer, and the consequent overqualifications of those selected as Park Technicians. Some Park Superintendents and managers allege it is almost impossible to assign distinctly separate Technician and Ranger work at

grades GS-5 through GS-9. Overqualified Park Technicians who have not been reached for conversion to Ranger have been, and are a morale problem.

The National Park Service presently has approximately 1500 Park Ranger, GS-025 positions, and 2350 Park Aid and Technician, GS-026 positions. Of these totals, approximately 2700 are at GS-9 or below. The overlap in assignments and responsibilities for reasons such as geographic location or dispersion, the seasonal visitation to parks, and outsider's view of uniformed people as all being Rangers, and other NPS peculiarities, we believe require the abolishment of the GS-026 Park Aid and Technician Series and the consolidation of all positions into the GS-025 Park Ranger Series.

The National Park Service has staffed this question through their regions and the response is overwhelmingly in favor of this consolidation action.

For these reasons we are asking your assistance in consolidating the GS-025 series. This would mean that the Park Service would no longer utilize the GS-026 Park Aid and Technician Series. The National Park Service recognizes that this may also result in lowering their journeyman level for Rangers where the full operating level is now GS-9. We urge that this rewrite be given top priority consideration as a standards project. We, and the National Park Service, are, of course, available to assist you in any way to speed the resolution of this problem; the National Park Service would be willing to fund a position on your staff for the purpose of undertaking this project.

Sincerely yours,
Robert R. Lovegren (s)
Acting Director of Personnel

Ranger Rendezvous Three

Two hundred sixty registered participants from forty eight NPS areas and offices gathered in early October at Syria, Virginia for the Third Annual Ranger Rendezvous. All nine NPS Regions were represented along with a large group of NPS Washington Office employees including Assistant Director Boyd Evison, Chief of Ranger Activities Al Veitl, and Special Assistant to the Director Dick Curry.

Host park Shenandoah led with thirty five participants, followed by Great Smoky Mountains and Gateway, also with large contingents. Mike Tollefson of Mount McKinley travelled the farthest distance to attend.

Highlights of the Third Annual Ranger Rendezvous

by Tony Bonanno, Zion National Park

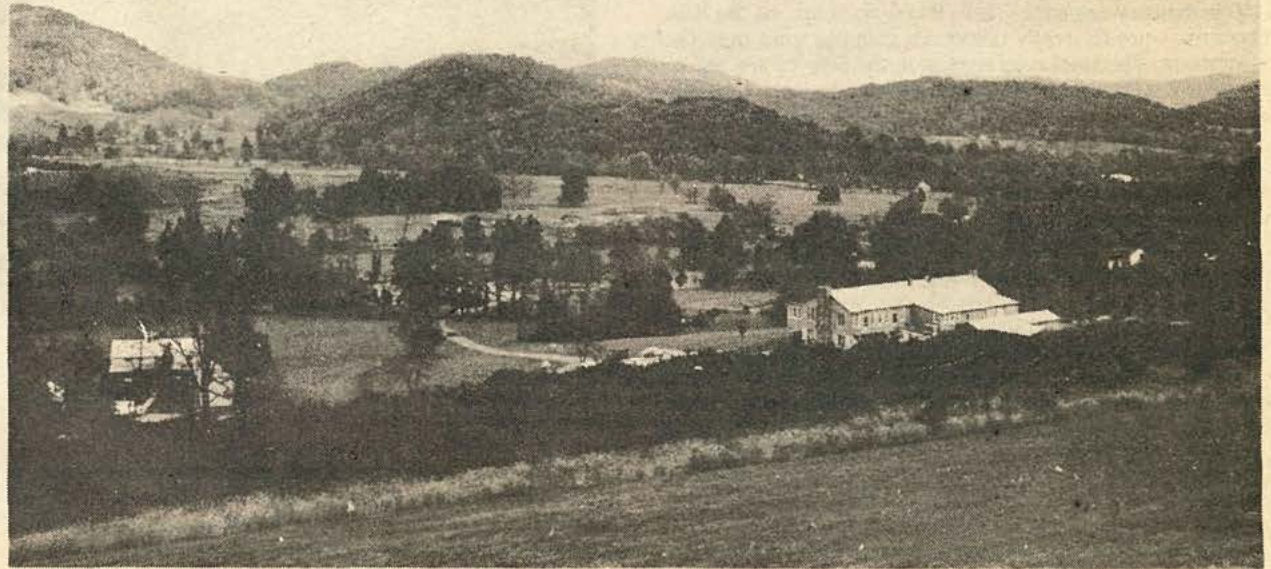
About 250 people gathered at Graves Mountain Lodge near Shenandoah National Park, Virginia, to attend the Third Annual Rendezvous of the Association of National Park Rangers.

Despite the wet weather, enthusiasm was high as participants gathered Monday afternoon to register in the main lobby of Graves Mountain Lodge. A fire crackled in the huge stone fireplace and cold kegs of beer magically appeared signaling the beginning of the informal social. People from WASO, Regional Offices, and Parks all across the country warmly greeted each other and renewed old friendships in the finest NPS tradition.

Monday evening keynote speaker, Professor Roderick Nash presented a program on "National Parks: Love 'Em or Leave 'Em." Dr. Nash is Professor of History and Environmental Studies at the University of California, Santa Barbara, and is recognized as a national leader in the field of conservation and environmental management. He told a packed house that he believed the ANPR was "good for the Service, the members, and for our dual clientele — the visitors and the Parks."

Professor Nash went on to discuss wilderness and civilization as complementing values. He then explored the way the National Park Service has changed over the years as it attempts to carry out its congressional mandates. Nash emphasized that "if we are going to err, we should err on the side of preservation — the compromises have already been made..." He described how wilderness and parks have become a hot commodity requiring NPS management to cope with people loving parks to death. Psychological carrying capacity, wilderness education (how about a wilderness license?), and over-managing parks were among the many topics addressed by Dr. Nash. Perhaps the most provocative concept he proposed was a system of eight wilderness classifications including such "heresies" as a wilderness class for ORV users. This was the first time Dr. Nash explored this concept with professionals involved in wilderness management.

The enthusiastic applause after his presentation was reinforced by lightning, thunder, and heavy rain (signifying what we're not sure). Then, once again, several cold kegs appeared and the evening continued in high spirits. It was later learned that Dr. Nash contributed his honorarium to the Association.



Graves Mountain Lodge, site of the Rendezvous.

President Rick Smith conducted Tuesday morning's business session. Smith introduced Shenandoah's Superintendent Robert Jacobsen who welcomed the Association on behalf of Shenandoah's staff. Jacobsen spoke supportively of the Association and commended the organization on its role in helping resolve the Park Technician series problem.

Dick Curry, Executive Assistant to Bill Whalen, addressed the group. The highlights of his presentation are covered elsewhere in this issue. Boyd Evison, Assistant Director, Park Operations (WASO), reviewed some upcoming changes in operations and ranger activities. Evison told the membership that "this association is the most exciting thing happening today in the National Park Service." Rick Smith read a letter from Associate Director Jim Tobin who was unable to attend the Rendezvous due to an assignment in Greece. The morning session concluded with a "State of the Association" presentation by Rick Smith (also covered elsewhere in this Newsletter).

Following lunch, Mary Bradley, Chief of the Branch of Employee Evaluation, discussed the new vacancy announcement system and outlined strengths and weaknesses of the KSA approach. Mary also described what was happening with the Intake Program and Mid-level recruitment. In addition, she announced that the Department of Interior had given number one priority to the consolidation of the 025/026 series in its classification project request to OPM. (See elsewhere in this newsletter)

The remainder of Tuesday afternoon was devoted to workshops on Life in the Political Thicket; the Seasonal Hiring Program; EMT, Scuba, & Physical Fitness; Legal Issues; and Training. An unexpected highlight was an informal rap session with Boyd Evison, Dick Curry, and Al Veitl.

Wednesday morning's business meeting began with Dick Martin's (Yosemite) report on the Park Technician series. Martin and his co-workers (Bob Cunningham and Roger Siglin) drafted the ANPR position paper on the Park Technician/Park Ranger issue (see Vol 1, No. 2 of the Association Newsletter). Other items of business included discussion of the Fourth Annual Rendezvous location, the Association's draft Constitution & By-laws, and a presentation by Lu Setnicka on the NPS Campground Reservation System. A workshop on Women's Roles in the NPS chaired

by Elaine D'Amico and Claire Young was presented. Following the workshop, a resolution was passed supporting the Women's Conference.

Wednesday afternoon Linda Balatti explained the new uniform voucher system. The remainder of the afternoon was devoted to "Issues & Answers" coordinated by Jim Brady. Workshops were conducted on the NPS uniform, the seasonal evaluation system, the role of the field ranger in resource management, and ranger KSA's.

Wednesday proved to be not only a mentally taxing day, but physically challenging as well. Before dinner, Rendezvous participants and their families gathered for the First Annual Ranger Fun Run. At the sound of the whistle, 116 runners poured out of a grassy meadow onto a scenic country lane where they selected a 1 mile, 3.1 mile, or 6.2 mile course to walk, jog, or run with friends and family. The aid station offered runners beer or water and a cold keg greeted everyone at the finish line. And if the run wasn't enough, an evening of dancing to a bluegrass band followed dinner. It was later suggested that we not schedule the fun run and dance the same evening at next year's Rendezvous. Some folks were running out of steam.

Thursday, the Third Annual Ranger Rendezvous came to a conclusion. Officers were elected, awards presented, and the Ozarks selected as the tentative location for next year's gathering. As the participants packed and departed for home, it was heard again and again, "we'll have a hell of a time trying to top this Rendezvous." But let's give it a try. See you in the Ozarks!



Rendezvous III Workshops

A series of updates of current NPS programs was conducted at Ranger Rendezvous III. Following are the highlights of these sessions.

Legal Issues in Ranger Activities by Mike Finley

Land and Water Conservation Fund Act of 1965 — Definition of "Single Visit"

The legislation proposed would authorize the Secretary to designate for each entrance fee area the number of consecutive days that would constitute a single visit. At many parks this period would remain one day, while at larger more complex parks single-visit permits would be valid for re-entry for a term not to exceed fifteen days.

Clarify the language of 16 U.S.C. 17j(b)(ii) — Survivor Moving Expenses

The legislation proposed would provide the authority for the Secretary to transport the dependents of deceased employees, along with their household goods, to a home of record. The "home of record" would be declared at the time of transfer to an isolated assignment outside of the counter-minous forty-eight states.

Provide Specific Statutory Authority for Search and Rescue Activities

The legislation proposed would provide specific statutory authority to the Secretary for Federal supervision and management of the search and rescue activities within units of the National Park System. In addition, the proposal would provide the means by which the United States may recover the costs (or a portion thereof), of the rescue operations from the rescued party under circumstances where the rescue resulted from a violation of law.

Amend Penalty Provisions Accompanying NPS Rulemaking Authorities

The legislation proposed would amend two statutory rulemaking provisions found in 16 U.S.C. 9(a) and 16 U.S.C. 462 (k), by modifying the penalty provisions and making them consistent with the authorities and penalties described in 16 U.S.C. 3.

Amend Title 18 of the United States Code by including all Federal Lands within units of the National Park System within the definition of Special Maritime and Territorial Jurisdiction of the United States

The legislation proposed would add the phrase "Federal lands within units of the National Park System" to the definition of special maritime and territorial jurisdiction of the United States, found in Section 7 of Title 18 of the United States Code. This addition would allow all park areas within the National Park System to utilize Title 18 of the United States Code and to assimilate the laws of the State in which the park is located.



Winnie Rovi leading the workshop on seasonal employment.

Life in the Political Thicket BY RICK SMITH

Perhaps the item of major interest for the people who attended the political process meeting was the examination of this year's Section 8 list. Sometimes laughingly referred to as the "park a month list," Section 8 of the Amendment to the General Authorities Act required the NPS to submit to the Congress a list of 12 areas that have potential for inclusion in the National Park System. This year's submission is as follows:

Vermejo Ranch, New Mexico
Tallgrass Prairie Park, Kansas & Oklahoma
City of Rocks, Idaho
Mobil-Tensaw River Bottomlands, Alabama
Great Basin, Nevada
James A. Garfield Home, Ohio
Valles Caldera, New Mexico
Potomac River, Maryland, Virginia, & West Virginia

Hopeton Earthworks, Ohio
Georgetown Waterfront, Washington, D.C.
Salinas National Monument, New Mexico
Georgia O'Keeffe, New Mexico
Kalaupapa Leprosy Settlement, Hawaii
Women's Rights Historic District, New York
Alexandria Waterfront, Virginia

The remainder of the meeting was spent discussing the various ways that a proposal becomes a park. We concentrated on the vital link in this process between people on the park level who furnish the information and the Legislative Division which translates the information into language which the Department and the Congress require. Nothing is more important than to provide accurate information for the Congress. This is the major way that field personnel contribute to the expansion of the system.

UPDATE IN TRAINING BY JIM BRADY

Due to travel restrictions and subsequent cost concerns, courses at both Mather and Albright are being approved and announced on a quarterly basis.

Art Graham reviewed a "proposed" 200 hour patrol-ranger training program. The program is geared for seasonal rangers who need a law enforcement commission. If approved, the program would certify attendees with somewhat reduced, but valid commission; that is, authorization to carry firearms, make arrests, and conduct investigations of CFR-Title 36 violations. This commission would not provide authority to serve warrants or conduct felony investigations. The course would be presented at (1) east/west coast college/community site. It is still on the drawing boards at this time. Basic Police School, LEO Refresher, and SET team training continue at CFLETC.

Mather Training Center

Mather continues to offer programs in Interpretation, Preservation, and a broad range of management and administration subjects.

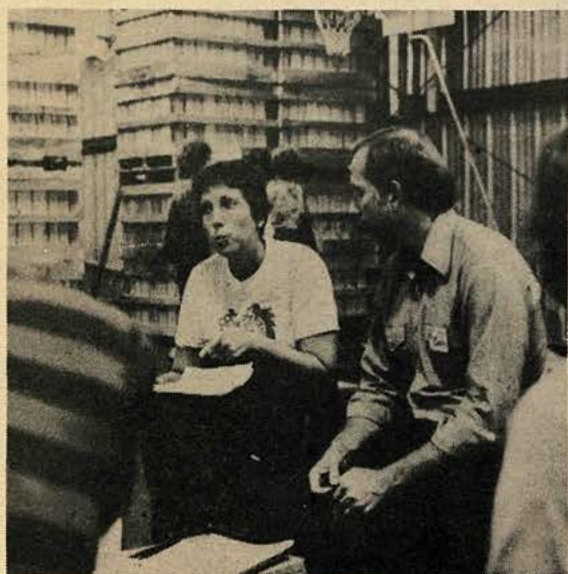
Albright Training Center

For the time being, the 5-week "Introduction to N.P.S. Operations" course has been discontinued, in an effort to catch up with the enormous backlog in orientation training. A series of 20 one-week Orientation courses will be conducted at various regional locations, during FY 80. The first

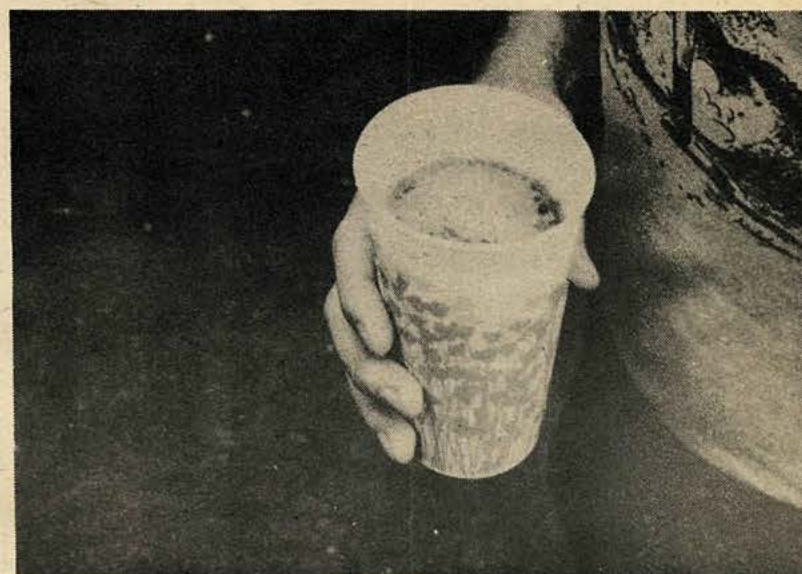
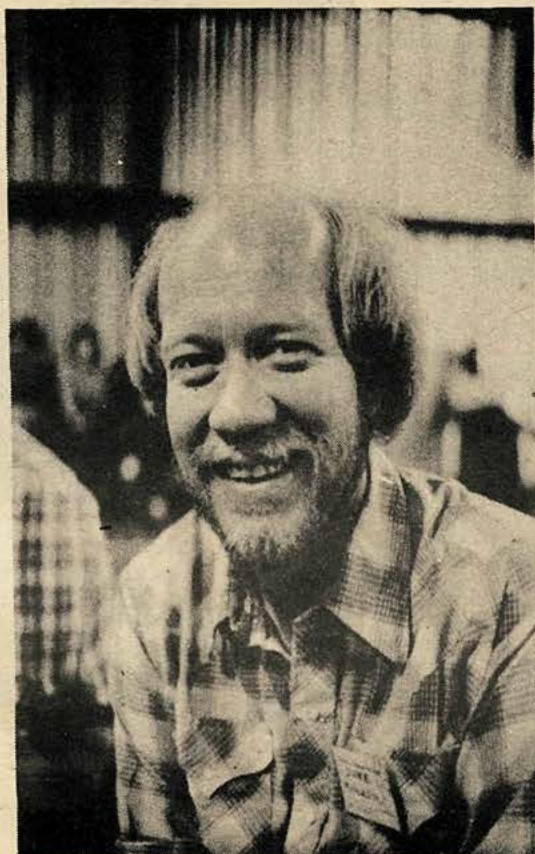
10 of these dates and locations have been selected and approved, and are being announced by the regions as they come up. Albright will continue with agenda development and student selections. Three 4½ week Ranger Skills courses will be conducted at Albright; Jan. - Feb., March, and early May. This course is designed to provide new rangers and technicians with the basic skill foundations in Cultural and Natural Resources Management, Interpretation, and Park and Visitor Protection. Participants will be technicians and rangers with less than 5 years experience and who have not attended an "Introduction to National Park Service Operations" course. Uniformed personnel are encouraged to attend regional Orientation course offerings. Quite possibly, the one week orientation may become a prerequisite to Ranger Skills classes. The other major program offering from Albright is in Resource Management. Curriculums are now being developed for:

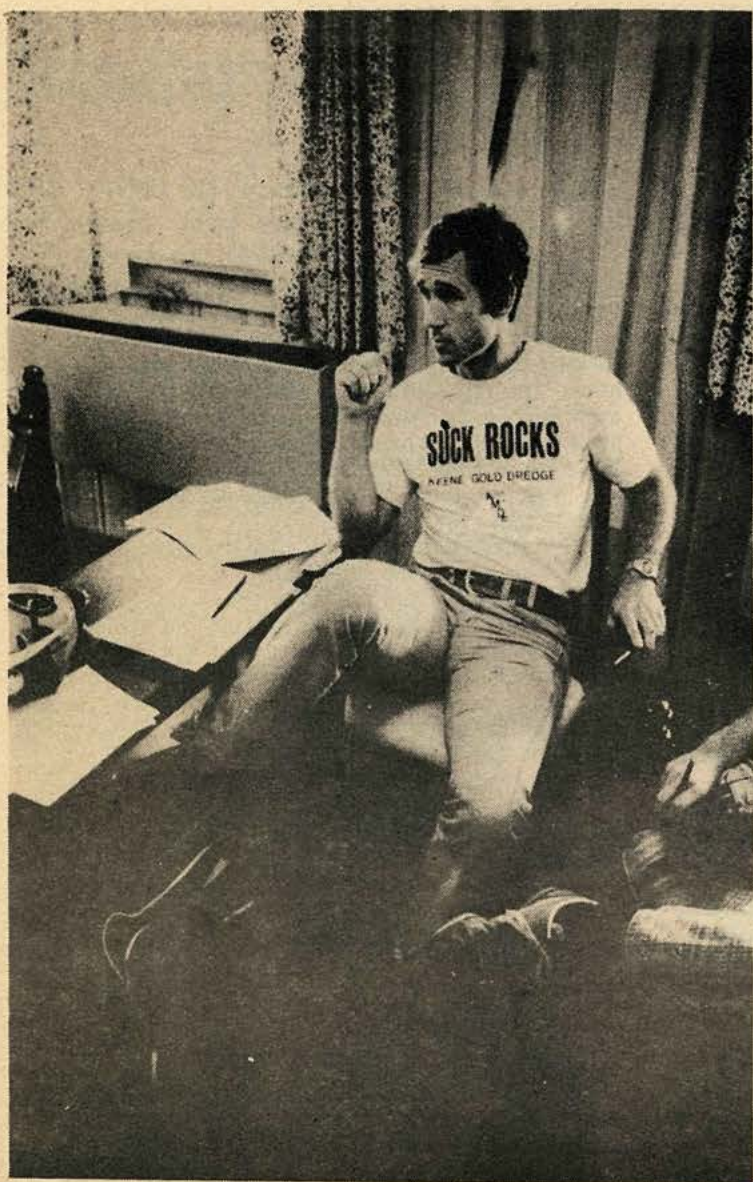
Natural Resource Management for Managers
Cultural Resource Management for Managers
Introduction to Natural Resource Management

Overall, the Albright program has shifted to a "skills" emphasis (management to field level). Under way, but still in the development stage, is a Counseling and Appraisal Instructor Institute, and an Advanced Interpretive Skills program.

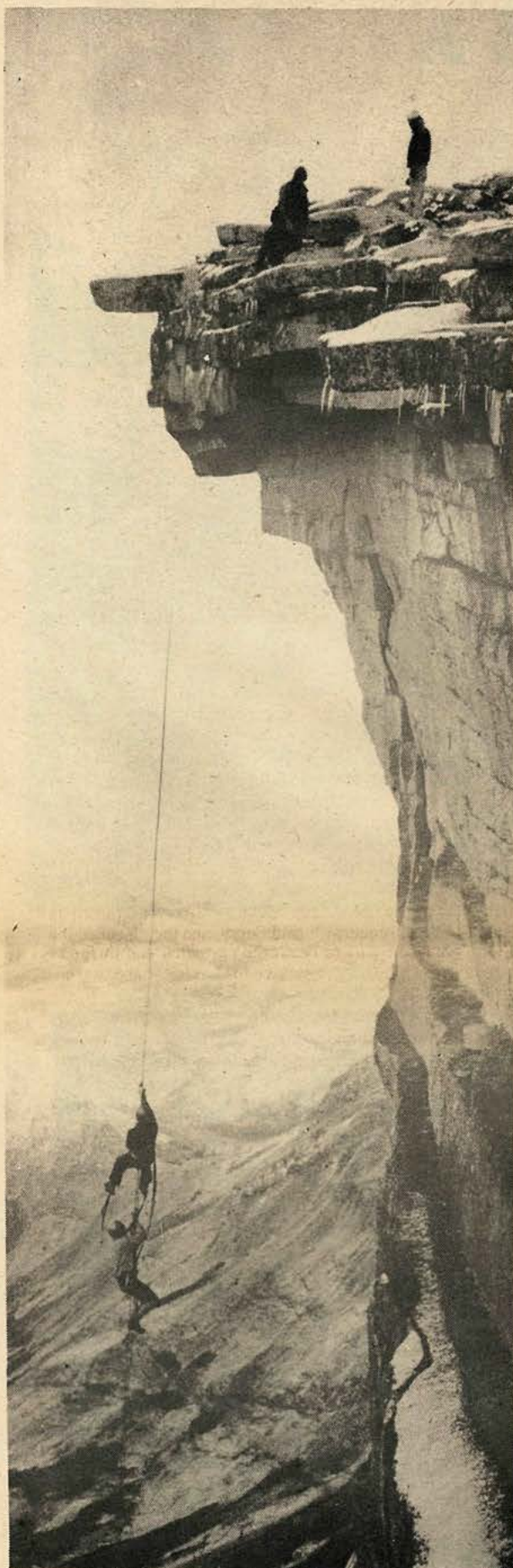


Ranger Rendezvous Three: A Scrapbook





Rendezvous Workshops



The Seasonal Evaluation System by Bill Wade

The entire seasonal evaluation system was cussed and discussed. There was unanimous support for ANPR to attempt to direct some influence in the proper directions to effect some major changes needed in the system. A paper on the seasonal evaluation system prepared by Dr. William Dwyer of Memphis State University (and a summer seasonal at Acadia) will be used as a launching point for the preparation of a major position paper to be submitted to the Service in the near future. Anyone seriously interested in reviewing the paper prior to its submission should contact Bill Wade at Great Smokies. Target date for submitting the paper will be January 15.

Seasonal Employment Program BY WINNIE ROVIS

The Seasonal Employment Workshop concentrated its discussions around explaining some concerns that the Rangers and Technicians have for implementing the program. Some of the important issues that were discussed included the following:

1. How can the selecting officials receive a computerized register that includes the best qualified candidates at the top of their registers? The selecting officials complete and submit to the Seasonal Employment Unit (SEU) a weighted criteria. In the rating process a score is determined by rating the applicant's skill level against the selecting official's weighted criteria. When the selecting official completes the weighted criteria form and weights the crucial skills for the job by assigning 6 to 10 points to each of the crucial skills in those skills who appear at the top of the registers. Therefore, it is the responsibility of the selecting officials to carefully consider the job that is to be filled and complete the weighted criteria form that will reflect the crucial skills necessary to perform the job.

2. Can the selecting officials pass over an applicant on the certificate if they appear not to qualify? An applicant may be passed over only if a technical or cultural skill (i.e. Rock Climbing or Native American Cultural) is written in the duties of the position description and the applicant indicates either no skill or a low skill level for those skills. This concept reinforces the need to ensure accurate position descriptions that reflect the job and can be used as documentation on the register to pass over applicants who do not have the specialized skills needed to perform the duties of the job.

3. Can the selecting officials rerate an applicant if the applicant doesn't appear to qualify? Yes, under the following conditions. If an applicant shows a skill level (2 to 5) that is not documented in the application under blocks O, P, Q, a selecting official may deduct the points that were given to the applicant for that skill. This will move the applicant further down the register. However, to deduct these points, the selecting official must contact the appropriate personnel official for approval and documentation. Any changes must be documented on the register to show (1) reason for the change, (2) who authorized the change, (3) who made the change, and (4) date of the change.

Current Thrusts in Ranger Skills by Tony Andersen

Problems in developing a Servicewide fitness program have centered around conflicts in meeting OPM requirements and constraints. Since the rendezvous, Director Whalen has endorsed the proposal to develop a physical fitness program and in the spring of 1980 a taskforce will meet to initiate the development of a Servicewide physical fitness program.

The major accomplishment during the past year in search and rescue was the implementation of a funding system for non-program emergency search and rescue activities. The results of a Search and Rescue questionnaire that included response from superintendents, chief rangers, and field personnel were reviewed. The respondents indicated that there is a need to develop guidelines for administrative SAR procedures and the need to circulate a periodic publication on Servicewide SAR developments.

The Division of Ranger Activities is completing a draft EMS update to the present guidelines. This draft will be sent to the field for review and comment in 1980. The proposed changes include State certification as the minimum certification for Park Service emergency medical technicians and the development of "standing orders" for "Park Medics" (advanced EMTs) and medical advisors that will provide both EMT's and medical advisors with liability protection under the Department of the Interior, Medical Director.

New scuba guidelines were sent to the field in 1978 for implementation. Minor revision can be expected in 1980.

4. What is the "highly recommended for rehire" policy for the 1980 season? Those seasonals who receive a "highly recommended for rehire" rating will apply directly to the park for their rehire position option at the same or higher grade. The highly recommended for rehire will submit applications to the Seasonal Employment Unit if they wish to apply for a different position option in their rehire park or if they wish to apply to a different park.

5. What are some of the changes for the 1980 Season Employment Program?

a. The instruction booklet has been revised to clarify the filing procedures to the applicants.

b. There will be two law enforcement registers — one register will only include those applicants who are qualified for a commission and the other register will list all those candidates that applied for a law enforcement position.

c. Parks assign their own weighted criteria control number. This control number is the same number that will appear on their registers.

d. The "Park Area and Job Opportunities" booklet will identify (by an asterisk) those parks that traditionally receive fewer applications with the hope that applicants will consider these parks as one of their choices.

e. The option 4 code (GS-2 only) has been eliminated. The GS-2 will be included under the general option (3).

f. New mailing address. The unit has moved to D.C. 18th & C. Sts., N.W., Room 2229

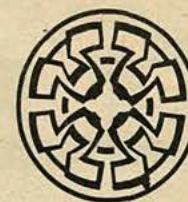
Washington, D.C. 20240

g. New phone number — (8) 343-6901

h. Applicants will not be rejected from the system if they forget to include a position option. The computer will program the applicant for consideration in the general option.

i. Applicants who are rejected from system due to missing or invalid social security number, birthday, location code or citizenship will receive a reject letter telling them why they rejected. Applicants will have an opportunity to correct their application by sending in the information to the Seasonal Employment Unit by January 30, 1980.

Each Regional Personnel Office has a Seasonal Employment Coordinator who can answer questions that the field may have or contact the Washington Office for assistance from Winnie Rovis.



What's Up with Search and Rescue by Bill Wade

This workshop provided the opportunity to give an overview of recent developments in SAR in the NPS. Some major topics of discussion were:

The "Managing the Search Function" course. Now being coordinated and presented primarily by the National Association for Search and Rescue.

A comprehensive book on SAR will be published by Tim Setnicka in 1980.

The need for a technical rescue seminar was discussed and support for this will be directed to the Division of Training.

SAR reporting and the new SAR Mission Report form were briefly reviewed.

The new SAR funding procedures were reviewed. These procedures (similar to wildland fire suppression funding) have been in effect a year and are working well.

The proposed legislation to enable recovery of SAR costs from persons who willfully disregard regulations or intentionally stage SAR incidents was discussed. The proposal has been approved in WASO and the specific language for the legislation is being prepared at this time.

MINUTES OF THE THIRD ANNUAL RANGER RENDEZVOUS

Business Meeting October 3, 1979

Chairman Rick Smith opened the "Third Ranger Rendezvous" meeting with the introduction of Lucinda Setnicka who spoke to the membership regarding Yosemite's campground reservations system and working relationship with Ticketron. General discussion from the floor followed Lu's presentation.

Secretary Treasurer Rudolph gave a financial report. After all Rendezvous expenses the Association budget would be in the vicinity of \$1,300.

Rick Gale, publications chairman was introduced and gave a brief presentation of distribution of the first two newsletters. The membership was delighted with the first two issues and complimented Rick for his efforts.

Dick Martin was introduced to discuss his involvement with the Ranger-Technician position paper. Dick touched on topics such as the amount of time that was involved in preparing such a paper and offered several suggestions to those who would be involved in future such assignments.

Since Martin's presentation accounted for most of the old business, Chairman Smith moved on to new business.

Rick appointed Bob Cunningham to chair a committee to suggest an appropriate dues system for the membership at the business meeting on October 4.

Rick then appointed Dave Mihalic to chair a similar committee to suggest a location for the next Rendezvous. This generated discussion from the floor in regards to several major considerations for the committee's attention. 1. Location; 2. Size of future groups; 3. Types of facilities that must be available. 4. Proximity to airports; 5. Convention atmosphere vs. down-home park atmosphere.

Chairman Smith prepared the membership to begin thinking about the election of officers. He stated that each incumbent was willing to serve again but if the membership saw fit to elect others that they should be prepared to do so at the next business meeting.

Rick spoke briefly that a constitution was being written and ratification would be by vote after the final product was circulated by the next newsletter.

At this time Rick turned the meeting over to Elaine D'Amico and Claire Young who addressed the important issue of women and married couples' role in the National Park Service.

After Elaine and Claire spoke about the upcoming Womens Conference and membership divided into four groups to brainstorm, and to provide suggestions and recommendations to Elaine and Claire to help solidify their agenda for the conference. Upon return to general session Mike Finley proposed the following position to the membership.

"The Association of National Park Rangers strongly supports the National Women's conference as it examines employment and career opportunities for women within the National Park System. We offer the assistance of the Association in any way the Conference and the National Park Service consider appropriate."

It was moved and seconded that the Association support this statement and was unanimously passed.

Adjourn for lunch.

Jim Brady re-opened the general session after lunch with a re-cap of "Issues and Answers" from a historical and current perspective. He spoke about the many issues of concern and how the selection process tailored the list down to four issues that deserved workshop attention at this Rendezvous.

After Linda Ballotti's presentation on uniforms the general session divided into four workshops to address the four most pressing issues offered by Brady and his committee. 1. Seasonal evaluation — What changes are needed: Chairman Bill Wade. 2. What KSA's are needed to be a ranger: Chairman Bob Cunningham. 3. What should be the role of the field ranger in resources management: Chairman Rick Gale. 4. Uniforms: Chairmen Dave Mihalic and Linda Ballotti.

Meetings adjourned by 5:00 p.m.

The general session of October 4 was opened by Chairman Rick Smith who called for report of Dues Chairman. After some discussion Bob Gibbs moved that the dues pattern remains basically the same, \$15 for old members, \$10 for new and seasonal members, \$50 for sustaining members. Motion seconded and passed.

Rick called on Dave Mihalic to report on the Fourth Annual Ranger Rendezvous location. Dave's committee recommended the following locations:

1. Ozark Scenic River Way
2. Telemark Resort — Wisconsin
3. New Orleans
4. El Paso
5. Wichita Kansas

Rick asked Mihalic to check on Telemark as a possibility and Dick Newgren was asked to consult with Don Utterback in regards to a suitable location at Ozarks. The membership agreed to allow the new officers to make the final decision.

Site locations for the 1981 Rendezvous would be solicited by future newsletter. There was a one half hour break in the general meeting to discuss the appropriateness of the current officers for retention in the same offices. Upon return of all the members there was general discussion from the floor regarding the appropriateness of general dues being used for social enrichment at future Rendezvous. It was moved that no dues be used for this purpose; no second was made, and the motion died.

Charlie Wyatt moved the constitution reflect that past presidents remain as voting members on the board of directors for two years. Motion passed by narrow margin.

Election of officers was the next order of business.

President, Rick Smith, WASO
Vice President (East), Elaine D'Amico, C & O Canal
Vice President (West), Tony Bonanno, Zion
Secretary-Treasurer, Roger Rudolph, Acadia

Following the election of officers and selection of volunteer regional representatives the meeting was adjourned at noon.



"CREATIVE TENSION" ROLE FOR ANPR?

Dick Curry, Executive Assistant to Director Bill Whalen, called for the Association of National Park Rangers to establish a "creative tension" within the National Park Service. In a welcoming address on behalf of the Director to Association members at the Third Annual Ranger Rendezvous, Curry said the ANPR can articulate common goals and concerns of NPS employees.

"Your perceptions of policies and programs are important to hear," Curry said. The Washington office needs to know how ideas filter down to field levels and how they actually work on the ground, he added. Curry perceives the ANPR as fulfilling a role that would help foster open lines of communication and that the establishment of a "creative tension" would help to solve major problems that are common throughout the Service. He cited the Association's position on the problems with the Technician-Ranger series as an example of input into the problem solving process.

Reflecting on some of the issues to be addressed at the Rendezvous Curry said, "We are experiencing the demise of the renaissance ranger" who can do all things anywhere. He felt this was a reflection of the increased complexity of the Service today. Curry cited examples of concessions as big business, the NPS budget moving from the "mom and pop" category to the "Fortune 500" class, and the knowledge explosion in resource management as reasons why the Service needed people who could manage different functions.

"We are managing a system," said Curry, "and zoning within that system" to accomplish diverse goals. Yet the NPS must "stay in our spectrum — we are not amusement parks," Curry added.

This diverse management responsibility is one reason for the NPS involvement in urban parks. "That's where the people are," said Curry. He added that in an urban society, parks had a fundamental role in creating an environmental ethic as well as a diverse political base. "Alaska (parklands) will be supported by urban areas," he said, "and getting motors off the Colorado River (in Grand Canyon) will be supported by people from other states."

Curry summarized by reviewing the Director's goals for the immediate future of the Service. Director Whalen is "proud to be a bureaucrat," said Curry, and the "Year of the Visitor" emphasis was to reinforce our spirit and image of an agency with a history of service to the visitor and to combat "proposition 13" type movements.

The Director further wants the Service to be in the forefront of land use and a model of management for land stewardship. This includes new areas that save "the best of what's left," Curry stated.

Curry added that Whalen wanted field areas to reflect this stewardship citing examples of a visitor experience in the Grand Canyon to be "the supreme river experience in this country" and the accomplishment of the Yosemite Master Plan by 1990.

Curry ended by emphasizing the Director's goal to utilize fully the resources of the people within the park Service through use of task forces of field people and filling of goals in Equal Employment Opportunity. The Association of National Park Rangers can do much in helping achieve these goals, he said.

LAST MINUTE UPDATE

by Rick Smith

The National Park Service is tackling many of the concerns raised by our membership at the Shenandoah Rendezvous. The following is a list of some of the major issues we identified in October and the current status of attempts to resolve each.

Law Enforcement Guidelines — The office of Ranger Activities has formed a task force to review and revise the guidelines contained in NPS 9. The task force chaired by Jack Morehead, included Walt Dabney, Larry Finks, Mike Finley, Don Castleberry, and Al Veitl as members. This revision is now ready for review.

Physical Fitness Standards — Using the pilot program initiated in the Western Region, the NPS is prepared to make recommendations to the Department for a Service-wide physical fitness program. A task force is now preparing these recommendations.

Uniforms — Nancy Garrett has completed meetings with all uniform suppliers. She is preparing final recommendations

for the Director to implement a depot system for uniform purchases.

025/026 Series — Administration is awaiting word from OPM as to when they can begin the standards study. In the meantime, regions have been advised as to how to fill positions historically classified 026 at the 025 level.

Two-person Careers — The Director has asked Claire Young Harrison and Ken Harrison to explore what other Federal agencies are doing to provide opportunities for spouses to work in the same geographic areas.

Training Programs — The Training Division is currently offering a 5 week ranger skills course at Albright. It is additionally reducing the backlog of employees needing orientation training by conducting 20 one-week sessions around the country. By late spring approximately 1000 employees will have attended these sessions.

Seasonal Appraisal — As a part of the review of the Service's appraisal system required by the Civil Service Reform Act, the Personnel Division is working on the seasonal appraisal system.

Proposed ANPR Constitution

The ANPR Board of Directors voted to conduct the Third Annual Ranger Rendezvous under the provisions of the proposed constitution. A constitution and ANPR By-laws will be finalized during 1980 and will be voted into effect.

Please send comments regarding this proposed

ANPR constitution to Bill Wade prior to March 15, 1980.

Bill Wade
Assistant Chief Park Ranger
Great Smoky Mountains National Park
Gatlinburg, Tennessee 37739

CONSTITUTION AND BYLAWS OF THE ASSOCIATION OF NATIONAL PARK RANGERS, INC.

CONSTITUTION

ARTICLE I — GENERAL

Section 1 Name

A. The name of the organization shall be: "THE ASSOCIATION OF NATIONAL PARK RANGERS."

Section 2 Purposes and Objectives

A. The ANPR shall be an organization to communicate for, about, and with Park Rangers: to promote and enhance the Park Ranger profession and its spirit: to support management and the perpetuation of the National Park Service and to provide a forum for social enrichment.

ARTICLE II — LEGAL FORM

Section 1 Corporate Entity

A. The Association of National Park Rangers is a non-profit corporation organized and existing pursuant to membership corporation laws of the State of

ARTICLE III — DEFINITIONS

Section 1 Definitions

A. The Association of National Park Rangers may hereinafter be abbreviated to the "Association" or to the "ANPR."

B. The Board of Directors may hereinafter be abbreviated to the "Board."

C. In the Association, there shall be no distinction between Rangers, Technicians, Aids, Interpreters, or Administrators. The word "Ranger" as used herein included all persons performing the wide range of traditional ranger profession duties.

ARTICLE IV — MEMBERSHIP

Section 1 General

A. Membership in the ANPR shall be open to all individuals interested in the National Park Ranger profession.

Section 2 Membership Designations

A. The membership of the Association shall be divided into the following categories:

1. Active Member — Current employees of the National Park Service and persons who have retired from the National Park Service.

2. Associate Member — All other persons.

3. Sustaining Member — Any individual, organization or activity interested in the promotion of and the financial support of the ANPR objectives, but who are not eligible for or do not wish to join another category.

4. Honorary Member — Persons designated by the Board.

Section 3 Voting Membership

A. Voting membership of the Association shall consist of Active Members only.

B. Voting; nominating; resigning; having a hearing before expulsion; presenting motions, resolutions or other business; inspecting official records of the Association; and insisting on enforcement of the rules of the Association shall be limited to the voting membership.

Section 4 Non-Voting Membership

A. Non-voting membership shall include Associate Members, Sustaining Members, and Honorary Members.

Section 5 Membership Approval and Forfeiture

A. Active Members and Associate Members upon the payment of the required dues.

B. Sustaining Members upon the payment of the required dues and the approval of an officer of the Association.

C. Any member or organization who shall be guilty of any act reflecting discredit upon the Association may be expelled for just cause by the Board, provided that no Active Member shall be so expelled without a hearing, if so requested, at the next regular meeting of the Board.

ARTICLE V — DUES AND FUNDS

Section 1 Dues Rates

A. Annual membership dues for the various categories of membership will be announced annually. The dues rates may be changed by two-thirds vote of the Board or by majority vote of the membership at an Annual Rendezvous.

B. Each membership shall include a subscription to the official ANPR publication(s) for a period equal to the membership paid.

Section 2 Funds

A. The Association may collect or raise and disperse such funds as may be necessary for the accomplishment of its objectives.

B. Board Members, Officers and Work Group Members may be reimbursed for actual expenses incurred while attending to Association business, but all will serve without pay.

Section 3 Dissolution

A. In the event of dissolution of the Association, all existing assets of the Association shall be donated to one or more recognized non-profit organizations established for the purpose of furthering environmental awareness, and according to a plan of distribution approved by the Board.

ARTICLE VI — INSTRUMENTS OF CONTROL

Section 1 Written Instruments

A. The Association shall be controlled through written instruments, each defining authority and responsibility of appropriate activities. In order of precedence, these shall be: Charter, Constitution, Bylaws, and Policy.

Section 2 Governing Bodies

A. The Governing bodies of the Association shall be the following, in order of precedence:

1. Board of Directors
2. Officers
3. Voting Membership
4. Non-voting Membership

ARTICLE VII — BOARD OF DIRECTORS

Section 1 Directors

A. The governing body of the Association shall be a Board of Directors comprised of persons elected by the voting Members of the Association.

B. In order to be eligible for the Board, a person must be a Active Member, Associate Members, Sustaining Members, and Honorary Members are not eligible for the Board.

Section 2 Number

A. The number of Directors shall be fixed as being the same as number of NPS Regions (as delineated by the Current NPS organization) plus the four Officers, and the immediate past President.

Section 3 Term of Office

A. Board members shall be elected for a term of two years each, or until a successor is elected.

Section 4 Authority

A. The Board shall have authority to:

1. Establish procedures and dates for all elections.
2. Establish procedures and dates for all meetings.
3. Establish rules for nominations, control and conduct of the Board.
4. Establish functions, responsibilities and authority of the Association of officers.
5. Establish policies and precedents relative to the conduct of the Association business activities.
6. Recommend and approve Bylaws.

Section 5 Consecutive Terms of Office

A. Elected members of the Board may not serve more than two consecutive terms of two years each.

Section 6 Non-voting Members of the Board

A. Upon approval of the Board, the following appointed/employed positions will automatically be non-voting members of the Board:

1. Executive Secretary
2. Comptroller
3. Legal Counsel
4. Training Center Representative
5. Publications Coordinator
6. Associate Member Representative

ARTICLE VIII — OFFICERS

Section 1 Definition

A. The officers of the Association shall consist of a President, Vice President — East, Vice President — West, and Secretary/Treasurer. The President shall be the Chief Executive Officer of the Association

Section 3 Election

A. All officers shall be elected by the majority of the voting members in good standing at an officially called election.

Section 4 Terms of Office

A. Terms of office shall be two years or until a successor is elected.

B. No officer may serve more than two consecutive terms of two years each in the same office.

C. No more than one half of the officers will be elected each year due to expiration of terms.

BYLAWS

ARTICLE I — BOARD REPRESENTATION

Section 1 Regional Representation

A. The voting members of each NPS Region (as delineated by the current NPS organization) will elect one representative, residing in that Region, to the Board of Directors.

B. In the event a representative to the Board moves out of the Region he/she is elected to represent, he/she may continue to serve until the next Annual Rendezvous, unless he/she chooses to resign prior to that time.

C. In the event of resignation of a Board Member prior to the end of his or her term, the President will appoint a person from the Region in which the

vacancy exists to fill the vacancy on the Board until the next Annual Rendezvous election.

D. In the event a Vice President moves out of the area he/she is elected to represent prior to the expiration of his or her term, he/she may, unless he/she chooses to resign, serve until the next Annual Rendezvous. If he/she resigns, the President may appoint a person to fill the vacancy until the next Annual Rendezvous.

Section 2 Election Procedures

A. Nominations for vacant Regional representative positions on the Board of Directors will be received at each Annual Rendezvous. The election, by mail-in ballot, will be conducted immediately following the Rendezvous.

B. Officers will be elected by the majority vote of the voting Members present at each Annual Rendezvous. Nominations for vacant offices may be received by the Secretary/Treasurer prior to the Rendezvous, and may be received from the floor at the Rendezvous. A candidate does not have to be present at the Rendezvous to be elected.

ARTICLE II — DUES PROCEDURES

Section 1 Membership Period

A. Annual dues shall be paid to the Association Secretary/Treasurer.

B. The membership year shall run from October 1 through the following September 30.

Section 2 Life Membership

A. Upon payment of the appropriate dues, an individual may become a Life Member, in either the Active Member or Associate Member categories.

ARTICLE III — DUTIES OF OFFICERS

Section 1 President

A. In addition to such other authority as he/she may have, the President's duties shall include the following:

1. Preside at all meetings of the Association, and serve as the Chairperson of the Board.

2. Appoint work groups.

3. Carry out the purposes of the Association as set forth in its Instruments of Control.

4. Keep the Board informed of ANPR matters.

5. Make appointments to fill vacancies in office.

B. The President's powers shall include authority to:

1. Carry out his or her duties as delegated in this Article and those policies duly adopted by the Board.

2. Appoint and/or dissolve special work groups to perform tasks deemed necessary during his or her term.

3. Incur reasonable and proper expense in accordance with the policies of the Board.

4. Authorize reasonable and proper expense in accordance with the policies of the Board.

5. Call any work group into session at any time.

6. Engage legal counsel, if deemed necessary.

7. Engage an Executive Secretary, or other Staff assistance, in accordance with Article VII of the Constitution.

Section 2 Vice Presidents

A. A Vice President shall act in the place of the President in his or her absence; and during the President's absence shall have all the powers and duties of the President. A Vice President shall assume the office of the President in the event of the death or incapacitation of the President or at any time that office is vacated for any reason. The Vice President will carry out the other duties as are delegated to them by the President or the Board.

B. The order of succession of authority to the Vice President will be as follows:

1. During even numbered years, the Vice President — East shall be next in line to the President, followed by the Vice President — West.

2. During odd numbered years, the Vice President — West will be next in line to the President, followed by the Vice President — East.

Section 3 Secretary/Treasurer

A. The Secretary/Treasurer shall perform the usual duties devolving upon this office except as otherwise provided by the Board. He/she shall provide reports on the ANPR activities, as the Board requires. The Secretary/Treasurer is authorized to maintain a bank account for Association business, and to deposit surplus funds in an Association savings account.

B. He/she shall maintain close working relationships with the Executive Secretary and the Comptroller and shall retain the duties of maintaining meeting records, and of establishing audit policies for the accounts of the Executive Secretary and all other Association accounts.

ARTICLE IV — WORK GROUPS

Section 1 Designation

A. The President may, at his discretion, or by direction of the Board designate the management of any properties of the Association and the performance of any tasks or activities to such work groups as he/she sees fit.

ARTICLE V — EXECUTIVE SECRETARY

Section 1 Employment Procedure

A. The Executive Secretary shall be employed upon a recommendation by the President and approval by a two-thirds vote by the Board. When so employed, he/she shall automatically be a non-voting member of the Board.
B. The salary shall be determined by the Board.

Section 2 Delegation of Supervision

A. The supervision of the Executive Secretary shall be the responsibility of the Board as it may deem appropriate and the best interests of the Association.

Section 3 Removal

A. The Executive Secretary may not be removed from office, or his or her funds impounded, or his or her office abolished, except by a two-thirds majority vote of the Board and in a manner which is in keeping with the terms of the contract between him or her and the Association.

Section 4 Duties

A. It shall be the duty of the Executive Secretary to:

1. Keep a complete roll of the membership of ANPR.
2. Maintain the records, files and library of the Association and handle its general correspondence.
3. Receive all funds due ANPR and maintain bank accounts for the processing of all funds as a service to the Comptroller, and/or the Secretary/Treasurer.
4. Make, at each Annual Rendezvous, a full report of his or her activities, and a financial statement to the Board.
5. Conduct a continuous effort to increase all categories of membership and to increase the revenue of ANPR in a manner approved by the Board.
6. Promptly deliver all funds, books and papers to whomever the Board may designate.
7. Assist the work groups of ANPR by furnishing them with information and in preparing their reports.
8. Perform such other duties as may be delegated to him or her by the President, or the Board.

Section 5 Authority

A. Subject to the policies determined by the Board, the authority of the Executive Secretary in the discharge of his or her duties includes the power to:

1. Establish credit.
2. Establish banking facilities; prepare checks for expenditure of funds to cover the Association's indebtedness and deliver them to the President for his or her counter-signature; with the provision, however, that separate bank accounts may be established pursuant to the direction of the Board to meet day-to-day operation expenses which will not require a counter-signature for reimbursement purposes.
3. Provide information and other services necessary to perform his or her duties.
4. Incur reasonable and proper expense in the performance of his or her duties and the operation of his office.

ARTICLE VI — BUSINESS OFFICE

Section 1 Location and Function

A. The Association shall maintain a permanent business office to handle day-to-day business of the Association. The business office shall be located at the place best suited to the national interests of the Association as determined by the Board.

B. The Business Office shall function under the direction of the Executive Secretary.

Section 2 National Headquarters

A. The National Headquarters of the ANPR may be located either at the business office, or at a location other than the business address of the Association.

Section 3 Business Functions

A. A location other than the business address may:

1. Maintain membership records.
2. Prepare billings.
3. Maintain and control all correspondence.
4. Maintain financial records and prepare and issue all checks for signature of the Executive Secretary, the Secretary/Treasurer, Comptroller, or other designated officer.
5. Assist in arrangements for meetings required.
6. Act as custodian of the Association seal and render all official Association reports required by the State of.
7. Submit all tax reports required under the law and arrange for annual audits.
8. Submit a monthly financial report for the Comptroller and prepare an annual financial report in January of each year together with a financial operating plan for the next year under the direction of the Comptroller.

ARTICLE VII — COMPTROLLER

Section 1 Appointment

A. The Comptroller shall be appointed upon a recommendation by the President and approved by a two-thirds confirmation vote by the Board. When so appointed he or she shall automatically be a non-voting member of the Board.

B. The salary shall be determined by the Board.

Section 2 Delegation of Supervision

A. The supervision of the Comptroller shall be the responsibility of the Board as it may deem appropriate and in the best interests of the Association.

Section 3 Removal

A. The Comptroller may not be removed from office or his or her funds impounded, or his or her office abolished, except by a two-thirds majority vote of the Board and in a manner which is in keeping with the terms of the contract between him or her and the Association.

Section 4 Duties

A. The Comptroller shall oversee the entire financial position and accountability of the Association. He/she shall maintain close working relations with the Executive Secretary.

B. It shall be the duty of the Comptroller to:

1. Receive all funds due ANPR and maintain bank accounts for the Association.
2. Make, at each Annual Rendezvous, a full report of his or her activities and financial statement to the Board.
3. Prepare the financial operating plan for the coming year.
4. Promptly deliver all funds, books and papers to whomever the Board may designate.
5. Furnish a quarterly financial and budget report, containing his comments and recommendations to members of the Board.
6. Conduct a continuous effort to increase revenues of ANPR in a manner approved by the Board.
7. Prepare an annual budget of the Association for consideration and approval by the Board, thirty (30) days prior to the Annual Rendezvous.

8. Keep complete records of all monies owed to the Association and of expenditures incurred by the Association and take all appropriate measures to assure the prompt collection, payment of, and accounting for Association funds. The execution of this duty may be delegated to the Executive Secretary.

9. Taking a leading role in obtaining funding including grant funds to further the development of the Association and its aims in a manner approved by the Board.

10. Act as Chair of the Finance Work Group.

11. Perform such other duties as may be delegated to him or her by the chairperson of the Board.

ARTICLE VIII — FINANCIAL

Section 1 Operating Funds

A. As a non-profit corporation, the Association is authorized to raise operating funds by:

1. Assessing membership dues as set by the Board of Directors.
2. Obtaining grants from foundations, private organizations, individuals or governmental agencies.
3. Conduct meetings, conferences and symposia.
4. Subscriptions for publications.
5. Conduct training courses.
6. Sale of books, manuals, technical publications, etc.

Section 2 Bonds

A. Bonds of sufficient value to protect the Association will be given by the President and the Secretary/Treasurer, and/or by the Executive Secretary and Comptroller when employed. Cost of bonds will be borne by the Association.

Section 3 Application for Funds

A. The President of ANPR or any other member designated by him or her, may make application to philanthropic organizations, corporations, agencies and groups or persons for grants or contributions of funds of property for carrying out general or specific purposes of ANPR.

Section 4 Acceptance of Grants or Contributions

A. Any member who may be offered a grant or contribution for this Association shall immediately notify the President, but no grant or contribution shall be finally accepted by the Association except upon the approval of the Executive Committee. The terms of any such grant or contribution shall be set forth in writing and signed both on behalf of the Association and the donor.

Section 5 Administration of Funds

A. Any grant or contribution to ANPR shall be credited to its general fund unless under the terms thereof a special fund is prescribed. The budgeting, receipt, custody, and disbursement of any such grant or contribution shall follow the procedure defined for general funds of the Association unless otherwise provided for in the terms of the grant or contribution and agreed to by the Board of Directors.

ARTICLE IX — RULES OF ORDER

Section 1 Parliamentary Procedure

A. Roberts Rules of Order, latest edition, shall govern all parliamentary matters.

ARTICLE X — AMENDMENTS

Section 1 Constitution

A. The Constitution of ANPR may be amended only by a two-thirds majority vote by written ballot of the Board of Directors present at the Annual Rendezvous.

Section 2 By-Laws

A. By-Laws may be amended by a two-thirds majority vote of the Board of Directors present at a duly called meeting.

Section 3 Policy

A. Policy may be amended by a majority vote of those members voting at a duly called meeting.

Section 4 Amendments

A. The sponsors of any amendment to the Constitution or ByLaws must give written notice of the proposed amendment at least sixty (60) days prior to the meeting. Provided further, that the voting records are maintained for consideration or for written ballot, or for review by any member.

ARTICLE XI — ANNUAL RENDEZVOUS

Section 1 Date and Location

A. The annual meeting of this Association shall be known as the Annual Rendezvous and shall be held on such dates and at a place as shall be determined by a majority vote of those present at the Board meeting at a previous Annual Rendezvous.

B. The Annual Rendezvous shall be open to all persons interested in the Association of National Park Rangers and its objectives.

C. A registration fee may be established for the Rendezvous by the Board to cover expenses of the Rendezvous or to raise money to carry out the objectives of the Association.

ARTICLE XII — PUBLICATIONS

Section 1 Approval

A. All publications of the Association, except work group publications, shall be approved by the President before publication.

ARTICLE XIII — BOARD MEETINGS

Section 1 Board Meetings

A. The Board meetings shall be held at such times and places as the President may direct. Meetings shall be held at least once annually, in conjunction with the Annual Rendezvous.

B. In order to assure presence of a quorum at all duly called meetings of the Board, the President shall provide written notice of time, place and proposed agenda to all Board members, by registered mail, no later than 14 days prior to the date of any proposed meeting.

C. A quorum of the Board of Directors for any duly called meeting shall be defined as the presence of 60% of the elected, voting members of the Board and a presiding officer. Official business may not be conducted in the absence of a quorum.

D. Board members, once elected, may not further delegate their responsibility of representation to alternates or other members. Board members may infrequently exercise the right of vote by proxy, subject to the following provisions:

1. Proxy votes may not be counted in determination of a quorum.
 2. Proxy votes must be tendered, in writing, to the President or presiding officer prior to a Board vote on any issue.
 3. Only those issues enumerated on the published agenda may be voted by proxy. Open-ended proxy to an individual for floor vote will not be allowed.
- E. The Secretary/Treasurer shall cause to be published and made available to the general membership a record of attendance of all Board members for duly called meetings of the Board. This record shall be provided in a timely manner following the meeting.

POLICY

Section 1 — Dues for Fiscal Year 1980 (October 1, 1979 - September 30, 1980)

- A. New Active Members or Associate Members: \$10.00
- B. Renewal for Active Members or Associate Members: \$15.00
- C. Sustaining Members: \$50.00
- D. Life Members: \$125.00

Rationale For ANPR Constitution Language

Application for tax exempt status under Internal Revenue Code of 1954, Section 501(c)(7), Social and Recreational Club.

(1) To show that the organization (ANPR) possesses the characteristics of a club, there should be evidence "that personal contact, commingling, and fellowship exists among members"; they must be bound together by a common objective directed toward pleasure, recreation, or other non-profitable purposes.

(2) Article IV — Membership. IRS requires that membership in a club or organization under 501(c)(7) must be limited. Section 2 A, 1 & 2 provides an exclusivity of admission to membership consistent with the characteristics of the organization.

(3) Article V — Dues. Section 2 B, IRS requires a stipulation that no funds of an organization can in any way be for the benefit of any person having a personal or private interest in the activities of the organization.

1981 Ranger Rendezvous Site

We need to begin considering possible locations for the 1981 Ranger Rendezvous. Some factors in determining a site for the Fifth Annual Ranger Rendezvous are:

- Geographical location
- Access to airports
- "Park" type atmosphere or typical convention area
- Willingness to coordinate Rendezvous
- Available resources to service 300-plus participants (lodging, feeding arrangements, meeting rooms, camping facilities, etc.)

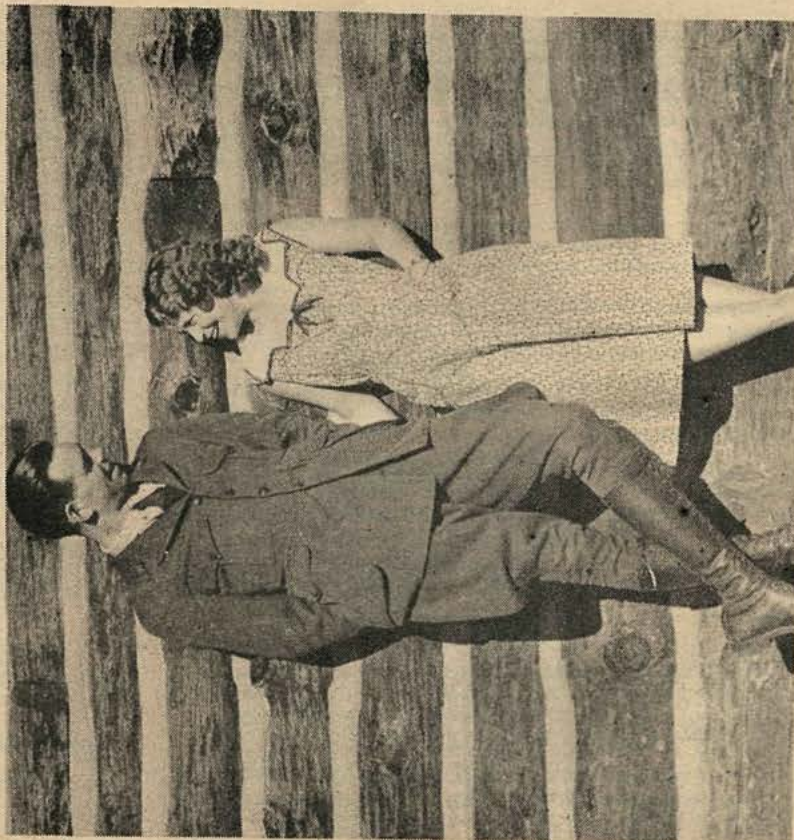
Whoever volunteers to coordinate this Rendezvous needs to understand that, because of the number of participants, it has become a major undertaking. For some handy hints on coordinating a Rendezvous contact John and Bunny Chew (Shenandoah).

If you are interested in coordinating the 1981 (or later) Rendezvous, send your proposal to Dave Mihalic, Post Office Box 2129, Old Faithful Ranger Station, Yellowstone National Park, Wyoming, 82190.



Bunny Chew, one of the organizers of Ranger Rendezvous III, takes a well deserved rest.

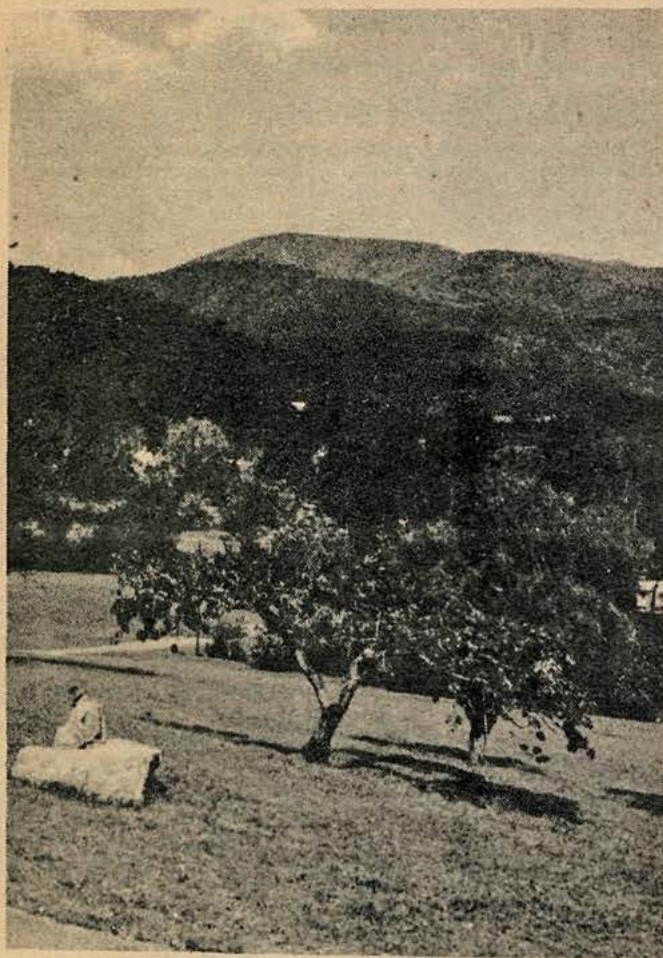
the Association of
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Post Office Box 222
Yellowstone National Park,
Wyoming 82190

