

NEWSLETTER



Volume III, Number 2

THE ASSOCIATION OF NATIONAL PARK RANGERS

July 1981



Rendezvous V at Lake Tahoe

Rendezvous V will be held October 21-25, 1981, at the Squaw Valley Lodge, Olympic Valley, California. The lodge is in the heart of the Sierra Nevada Mountains, and was the site of the 1960 Winter Olympics. Nearby attractions include Lake Tahoe, Reno and Stateline (they still have those nickel slots but the \$1 blackjack tables are an endangered species), the Desolation Wilderness, and over a dozen NPS areas. We will have exclusive use of the lodge and neighboring facilities.

Rooms vary from sharebaths (1 twin bed and two bunkbeds, shared bath with

another room), to bungalows (2 twin beds), to standard hotel rooms (2 double beds/TV); all rooms will be \$5.83 per person per night, double occupancy, (except children using cribs), and will be assigned on a first come-first serve basis. For those wishing to camp, a US Forest Service campground is located 2 miles from the lodge. Also, free overnight RV parking is available within a few blocks of the lodge.

At this time of the year, the local food services will not be open, except for the lodge itself. Meals are available beginning with dinner on Sunday night and

ending with breakfast on Thursday at a package rate of \$48 per person; this rate includes the Bar-B-Q. For those unable to attend the entire rendezvous, a daily package of \$15 per day is available.

Babysitting service will be available, cost unknown. Cribs are not available from the lodge, but if there is enough interest, we will arrange for rentals. Pets are not allowed. Although not firm yet, we anticipate that the registration fee will not exceed last year's of \$10/person, \$15/couple. Daily registration should be about \$5/person.

As we agreed at Rendezvous IV, we

are requiring a deposit of \$10 per person with the reservation form, nonrefundable after August 15, 1981.

Also, to ensure sufficient Rendezvous V T-shirts are available, we are requesting that you order them in advance, along with the reservation form. Depending on volume, they should be about \$6.00 each (cheap when you consider you're getting an ANPR original!). Reno is the nearest airport served by the major carriers. Those planning on flying in should contact Irene Cowan (42 Mohawk, Corte Madera, California, 94925, 415-924-5605) with flight #, arrival time, etc.

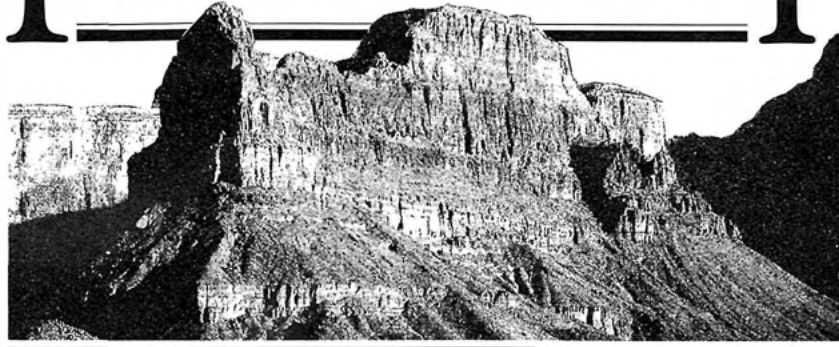
The ANPR was born from a desire on the part of a number of NPS employees to gather socially, and during the course of that social gathering, to identify and address common problems and concerns and to develop realistic and positive solutions. This forum incorporated all of the positive aspects of a social union and an employee work group. Additionally, the rendezvous provided an opportunity to engage in informal one on one discussions concerning any topic of interest. Moreover, the rendezvous forum provided employees an opportunity to meet other NPS employees with whom they may develop a common interest, share common problems or concerns, or make a commitment to informally share expertise and further refine or expedite their NPS responsibilities. The rendezvous forum facilitated contacts by employees bound together by a common objective, and the resulting sense of fellowship and purpose led to the formal establishment of the Association of National Park Rangers.

The formal establishment of the ANPR was based on the following purposes as subsequently ratified in the constitution at rendezvous IV: to communicate for, about and with rangers; to promote and enhance the park ranger profession and its spirit; to support management and the perpetuation of the National Park Service; to provide a forum for social enrichment. Inherent in that purpose was the philosophy that the focus of the Association would be on the broad issues and conditions affecting the National Park Service and the park ranger profession and not on the individual per se. Accompanying that philosophy, was the principle that the ANPR would maintain a positive approach in reflecting concern or advancing solutions.

Our initial membership growth was precipitated by a unity of concern, a desire to associate, a desire to exchange information, and an overwhelming willingness on the part of individuals to focus their collective talent toward a common goal. These initial members did not approach the concept of an association with the attitude of "what's in it for me" (in the personal sense). It was recognized that the personal benefits to be derived from ANPR membership were a sense of contribution to efforts to effect servicewide change through a formal organization, an expanded number of professional contacts and associates, an expanded opportunity for social activity, and a forum through which to communicate. While the Association is working on additional benefits, such as discounts on the purchase of recreational equipment, any additional benefits should be a secondary consideration to the primary reasons for joining enumerated above. It has come to my attention through several regional representatives that some prospective members are asking what they receive from the Association for their membership dues. I would suggest that if a prospective member sees the Association as a mechanism for personal benefit (immediate tangible gain outside of the values previously discussed) they should seriously reconsider their motives for membership.

The growth of the ANPR has been explosive during the last four years, with current membership exceeding 600. With this growth have come accompanying organizational and communications problems. While some of these com-

A MESSAGE FROM THE PRESIDENT



Some Thoughts on The Association

munications problems are directly proportional to the increase in divergent opinions injected by a larger membership, the majority of these difficulties are due to our inability to efficiently and economically communicate with the membership.

Increased membership participation will require additional postage expenditure and some significant amendments to our constitution. I believe both of these steps necessary if our communication and level of membership involvement are to be improved.

My election corresponded with the ratification of the constitution, therefore I felt it was incumbent upon me to conduct my office in accordance with our written instruments of control. The choice was simple, either the constitution controls the actions of the Board and officers, or the organization loses credibility and stability. However, I discovered that in practice the constitution greatly limits the ability of the Association to conduct business. Article X of the ANPR constitution requires that changes in policy can be initiated only by a majority vote of the members present at a duly called meeting. This particular article greatly limits the actions of the Association membership to one time each year. Moreover, the Board and Officers have similar limitations and can only act upon and support general policies adapted by the membership. This was of serious concern to me following my October election. I was immediately confronted with several inquiries relating to the "official" position of the ANPR on various issues. When research through past ANPR newsletters or the minutes of previous rendezvous failed to provide an answer (and it rarely did), I was faced with an immediate dilemma. Do I respond with a modified personal opinion, or do I rely on the "divergent" opinions of the 14 members of the executive committee or some vague perception of what the consensus of the ANPR would be. I have generally relied upon the latter, however, the constitution does not grant this authority to either the president or the executive committee. I find it very uncomfortable to address issues that are of concern to ANPR members without a clear endorsement from the membership. While I have operated under a "sense of trust" bestowed by my election, I find it

philosophically unacceptable to operate without some ratified positions from the Association membership. I will be glad to interpret gray areas, develop positions given some history from which to extrapolate or when time will not allow formal endorsement. Notwithstanding the constitutional constraints, I do not believe that 15 people should be stipulating policy or issue positions for a membership of over 600. Moreover, absent ratified issue positions, I question how the regional representatives or other members of this Association can speak for the Association or communicate Association concerns or positions. Therefore as a part of the busi-



ness meeting at Rendezvous V, I propose we put our administrative house in order. Specifically I propose:

1. That the rendezvous retain its primary role as a forum for social enrichment, the exchange of information through informal communication, formal seminars and guest speakers. However, since the attendance at any given rendezvous may reach only 40-50% of the total membership, that voting at the rendezvous be integrated with an absentee ballot or that the concerns and voting rights of members unable to attend be somehow addressed.
2. That subsequent to Rendezvous V all elections of officers and regional reps., and the majority of the issue positions taken by the Association, be voted on by the *entire* membership.
3. The president appoint a balloting committee whose duty it would be to receive nominations/resolutions accompanied by the name of the ANPR member seconding the motion. The ballot of issues and nominations would be mailed with the last newsletter preceding the rendezvous and counted with the rendezvous vote. The results would be announced at the rendezvous. Any business matters or positions that were not

addressed in the previous ballot or developed at the rendezvous would be prepared for consideration of the membership by a post rendezvous ballot.

In addition to the above suggestions, I would ask the members to consider the following:

1. Should the ANPR endorse commercial products for advertising purposes.
2. Should the ANPR sell its membership roster or allow other Association members to use it for the distribution of goods or services.
3. Should the ANPR adopt a special logo. If so, should the logo be translated into a belt buckle or other jewelry type items, or should its use be confined to stationery, membership brochures, cards, etc. If you advocate the adopting of a logo, please bring or send your logo designs for membership consideration at Rendezvous V.
4. Should the ANPR remain a professional organization and confine its communications or a sphere of operations to the NPS and Department or should the ANPR establish a legislative committee and enter the legislative and political arena.
5. Should the ANPR establish a formula for the percentage of workshop/speakers to free time.
6. Should the office of secretary/treasurer be split apart into two offices.

The above issues do not begin to address all of the specific concerns that members have expressed nor do they touch on NPS management concerns. Please bring any policy issues that you believe the Association should consider at Rendezvous V. If you cannot attend, please send your concerns or resolutions through your regional representative or another member.

Given an updated set of concerns and a "hint" of direction, I believe the officers and regional representatives in conjunction with work group volunteers drawn from the membership, can effectively represent your concerns. Past history indicates that the Association has been effective in initiating program review or change. The ANPR was instrumental in the momentum that resulted in the present 025/026 classification study being conducted by OPM. In addition, we continue to have dialog and input with OPM. It can be truthfully stated that the new revision of the seasonal evaluation form resulted from the initial and sustained work of the ANPR in cooperation with Richard Cripe of the WASO Personnel Office, whose personal commitment and professional concern brought the project to a successful conclusion. The Association officers continue to act on various other concerns as they occur. Many of these cannot be documented here but will be discussed at Rendezvous V.

In closing, let me say that our future as an organization is bright if we work out our administrative problems. We have established a reputation for credibility and achieved some influence based not on our numbers but rather on the thoughtfulness of reason and argument, developed and supported by a number of experienced and concerned employees. Let's sustain and build on our previous record. Volunteer your thoughts and energy. Contact and use your regional representative and come to Rendezvous V. See you there.

Mike Finley

Mike Finley, President, ANPR
Dear Mike:

With this letter I am submitting my resignation from the Office of Secretary/Treasurer of the Association of National Park Rangers effective May 16, 1981. This action results from my decision to leave the National Park Service and continue my formal education, hopefully in medical school. I believe that the ANPR would be better represented by an employee of the Service.

My emotions are mixed. To have only served six months of a twenty-four month term upsets me, but I see no realistic alternative. I do promise to support you, Tony, and the Association in any way possible, starting with continued computer support (after all, I sorta got us into this computer stuff). Regardless of what path my future takes, you can rely on me to be a staunch advocate of the Association of National Park Rangers, and its professional efforts. I believe in what we are, the profession we practice, and more importantly, in the people we represent. And, I count myself as fortunate to have worked with them both within the National Park Service and within our Association.

Sincerely,
Dan A. Gold III



Fellow Rangers:

Has anybody else noticed the discrepancies among various Regions concerning the 025-026 series?

Some Regions began routinely converting 026s to 025s over a year ago. Other Regions have yet to convert one position. Every time a new announcement sheet comes out, I see GS-5 Rangers and GS-5 Technicians advertised — sometimes in the same Region. I know that consistency may be the hobgoblin of small minds, but the present situation is absurd. It is also hell on morale.

Personnelists have told me that the new series standards are not yet approved, yet some Regions see no problem with conversions. I do recall a WASO memorandum instructing the field to proceed with conversions.

Perhaps ANPR could quietly inquire of WASO why those instructions have not been implemented more than a year after their issuance?

Michael Tennent
Chief, I and RM
Castillo de San Marcos

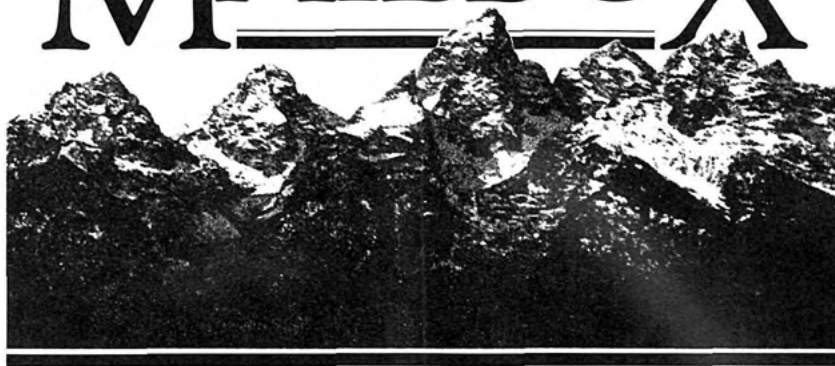
Russ,

Attached is a copy of the new ANPR newsletter. As is evidenced by the comments from the members, your support has been vital to our sense of purpose — thank you. I would like to extend to you the resources of the Association. We are willing to assist in any manner that you feel is appropriate.

Mike

LETTERS TO THE EDITOR

MAILBOX



Mike,

Many thanks — good issue — how about coming in to chat for a few minutes each month on ANPR matters? Your agenda —
Russ

Tax Advantage For Attending a Ranger Rendezvous?

You have to be Kidding!

One problem we all share is that of money — we can all use cost-cutting suggestions. We were surprised to learn that everyone was not aware of the income tax (federal and state) implications of attending a job related function to which we pay our own way. This is not meant to be tax advice but is offered so you can apply it to your specific situation.

First, obtain copies of IRS Publication 17, Publication 463 and Form 2106. They are free at your local IRS office. For answers to specific questions, call your IRS office and you will get lots of good advice.

The key to all this is reasonableness when making your claim and to keep all receipts and a log record for odometer readings, meal costs, lodging costs, airplane and taxi fares, etc. Remember, as the IRS guidelines cannot cover every situation, you should only claim what you can support and justify during an audit.

Jim Tuck
Cabrillo

A Statement of Purpose

(Excerpts from a letter to a member written by Secretary-Treasurer Dan Gold in April 1981)

While the ANPR did begin with a social get-together some years ago, I feel strongly that it is much more than a bunch of partiers. But first understand that the Constitution under which we are chartered precludes union activity. If we begin to bargain and negotiate for our members, then we contradict our organizational purpose (that of a professional organization). Do not doubt that we will express ourselves on all issues concerning park and personnel management, however, our demeanor will be in keeping with our Constitution. Eventually, my hope is that the Association of National Park Rangers will be to the National Park Service what the Society of American Foresters is to the Forest Service.

Right now, our membership stands at 593. That is not a tremendous power base from which to dictate NPS policy. It is, however, a representative cross-section of the Park Ranger ranks and we do use this fact to make suggestions and comment on current issues. Believe it or not, Director Dickenson has contacted ANPR President Mike Finley on several occasions to obtain the Association's advice on operational and administrative problems. Furthermore, our position paper and other actions seem to have elicited respect from many quarters of the NPS. We are beginning to see not only Park Technicians and Park Rangers on our membership role but also Superintendents, Chief Rangers, and central office personnel. These people did not flock to join when the ANPR was first organized; however, it is my humble opinion that they began to look on us as a new channel for input into NPS administration which is open to them because of the PROFESSIONAL credibility of our people and our purpose. The question is, do you wish to participate?

I have no doubt that the ANPR will continue to grow in membership, credibility and influence. And we hope that eventually, we can offer tangible benefit of an immediate nature to our people such as life and health insurance for seasonal personnel, training opportunities, and a professional journal. I hope you elect to join us and remain on our roles. We need your support and your input.



Attention All ANPR Runners

Represent the ANPR at your local running events. Help increase awareness and appreciation for the National Park Service in your area while you compete.

If you are interested in becoming involved in an ANPR running team, send your name, address, running interests, race situations available in your area, and any other pertinent information to:

Benjamin Hayes
Independence National Historic Park
313 Walnut Street
Philadelphia, PA 19106

Other federal agencies are already being represented in these events. Surely you can outrun the Post Office, IRS or GSA!

From ANPR to Washington On Personnel

May 28, 1981
Mr. Ray Moran
Office of Personnel Management

Dear Ray:

Thank you for the opportunity to personally present the concerns of the Association of National Park Rangers concerning the 025/026 classification study. While I did not intend to monopolize so much of your time, I believe our discussions were mutually beneficial. It is obvious from your comments that you are deeply committed to the development of fair and equitable standards and as a result have undertaken a comprehensive approach to the study.

Since the Association of National Park Rangers represents the professional interests of over 600 park rangers, we have a paramount interest in the results of the study being conducted by your office. In fact, the association feels that the recommendations are the single most important issue facing our profession. The results of your study will have immense ramifications not only on the careers of all park rangers but ultimately on the working effectiveness of these rangers. Our concerns center primarily on the matters of academic requirements for entry, journeyman grade levels, whether these will be one or two step promotions, and career ladders. Specifically, we refer you to our previously submitted position paper.

It was encouraging to note that your field investigations took you to at least twelve field areas representing a relative cross section of the diversity of units comprising the National Park System. It is this diversity, as influenced by environment, size, specific legislative mandates and jurisdiction that directly affect the scope, complexity and influence the relative emphasis on any given duty or types of duties. Your comments suggest that these factors were taken into account during the course of your study.

It is my understanding that you anticipate releasing draft recommendations for comment by the end of May. This release period coincides with the beginning of the summer travel season in the majority of



park areas and most park rangers will be intensely involved in visitor services. In order to provide an adequate opportunity for our membership and other park rangers to make their thoughts known concerning your specific recommendations and conclusions, we request that you consider a minimum 45 day comment period. Additionally, to keep abreast of your study, Dick Martin of Yosemite National Park has been designated as our official contact with your office. Please feel free to contact him at 209-372-4461. Likewise, we request that you send him a copy of your draft recommendations at Box 297, Yosemite National Park, California 95389.

We appreciate your personal interest in the study and understand the difficulties you are experiencing in arriving at an equitable solution.

Sincerely yours,
Michael Finley
President, ANPR



Editor's Note: As we go to press, we have received word from OPM that the government-wide printing freeze has delayed the printing and release of the 025-026 position paper.

On Quarters

May 28, 1981
Mr. Russell E. Dickenson
Director, National Park Service

Dear Russ:

The last time I met with you concerning issues of importance to AMPR members, we discussed government furnished quarters. It was obvious from your comments and from the memorandum you sent out to the field requesting review and comment that you are committed to a thoughtful revision of the quarters policy.

The association recognizes that the quarters issue is complex, controversial and requires additional policy formulation. In that regard we wish to endorse certain actions that you have already taken concerning quarters policy and offer our assistance in developing the standards we feel are necessary prior to implementing a revised quarters policy.

The association has reviewed a copy of the draft quarters policy developed in St. Louis, Missouri. This is a very positive document and a significant improvement over the original draft. We wish to go on record as fully supporting the St. Louis draft, particularly the following sections:

1. The draft recognized quarters as a positive management tool. This is a dramatic improvement over the original "reluctant landlord" concept. We would further endorse the need for quarters as it relates to the recruitment and retention of seasonal employees. It has been noted that without adequate seasonal quarters the National Park Service is relegated to recruiting primarily for local residency as opposed to recruiting primarily for qualifications with a secondary concern for housing. This problem is particularly acute in areas where the seasonal housing market is heavily impacted by the private sector and the National Park Service has few government furnished quarters.

2. Required occupancy is understood to be a significant tool to operate not only emergency services, but also to develop cadres of fire crews, maintenance crews and interdivisional crews for other urgent needs. It is in the area of required residency that the association believes that additional standards need to be developed. Specifically, the criteria by which employees are assigned to or released from required residency needs to be developed in order to avoid arbitrary decision making.

3. Living in parks tends to foster an almost unfailing devotion and dedication to serving the public and protecting the resource. Moreover, a sense of cooperation, community and unity of effort is often the direct result.

While we recognize that the NPS does not exercise exclusive control over quarters policies and that the Department and OMB exert a significant amount of control, we encourage the service to negotiate a more liberal interpretation on adjustments to rents for government quarters. Living in parks positively benefits the Federal government, while the income tax deduction doesn't begin to make up for the loss of equity that other employees receive from owning a house. We recommend that the following adjustments to the basic rental rate be more liberally interpreted.

1. Unusual transportation costs
2. Invasion of privacy
3. Inadequate size of quarters

Your interest in this matter is greatly appreciated.

Sincerely yours,
Michael Finley
President, ANPR

Reservation Request For Rendezvous V

October 21-25, 1981

NAME _____ number of persons _____

Check the nights you will be staying at the lodge and/or the days you will require meals (single day rates are not available to those staying the entire rendezvous)*

Lodge	Meals*	daily rate
Wed October 21 _____	October 21 _____	(\$7)
October 22 _____	October 22 _____	(\$15)
October 23 _____	October 23 _____	(\$15)
October 24 _____	October 24 _____	(\$15)
Sat October 25 _____	October 25 _____	(\$4)
	meal package _____	(\$48)

I intend to camp ☐

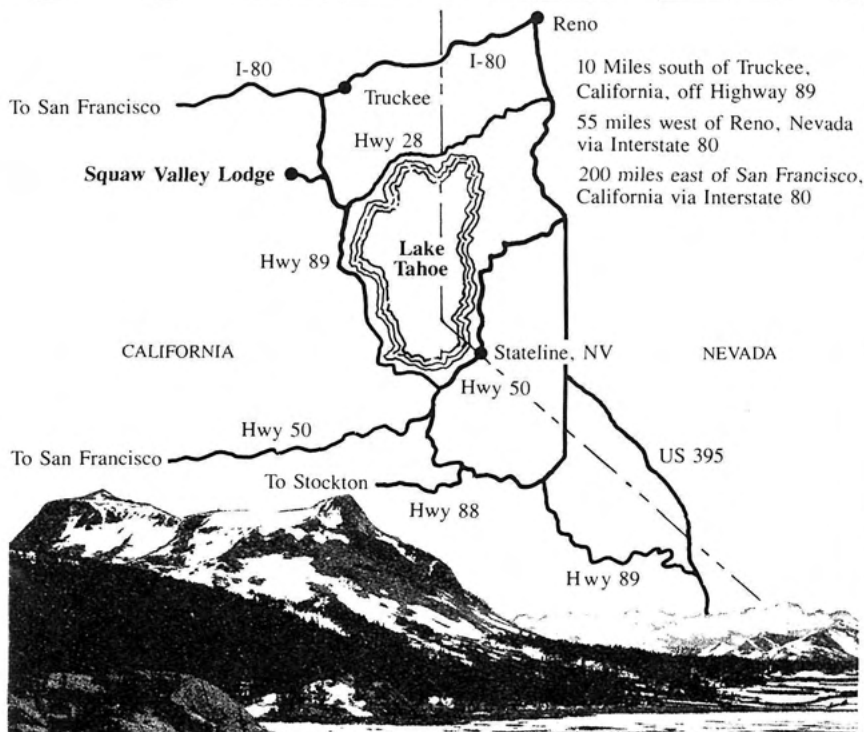
Type of room desired (check one): ☐ sharebath ☐ bungalow ☐ hotel

Are you willing to share a room? _____ With whom? _____

Special needs (ie: babysitter, crib, etc.) _____

Rendezvous V T-shirts (specify number and sizes) _____

For further information, contact Cliff Chetwin (408-389-4585, Pinnacles), Bryan Swift (209-372-4555, Yosemite), or Hal Grovert (209-372-4849, Yosemite). Mail to Association of National Park Rangers, Box 75, Yosemite National Park, California, 95389. Reservations must be received, along with \$10 per person deposit, no later than August 15, 1981. Make checks payable to ANPR.



Dickenson, Hatfield Highlight Rendezvous V Program

NPS Director Russ Dickenson and Oregon Senator Mark Hatfield are scheduled to address the fifth annual Ranger Rendezvous to be held at Squaw Valley October 21 through 24, 1981.

Russ and Senator Hatfield will address the Rendezvous on Thursday, October 22. Both speakers will key on resources management, the theme of this year's Rendezvous.

The tentative agenda, as compiled by Rendezvous Program Chairperson Ken Hulick, includes registration, executive committee meeting and a social on Wednesday, October 21. In addition to the Director and Senator Hatfield on Thursday, October 22, the ANPR will conduct its opening business meeting including the State of the Association address by President Mike Finley.

Friday morning, October 23, will be devoted to workshops in resources management. Friday afternoon, Ray Moran, Office of Personnel Management, will discuss the OPM Ranger Position Classification, which is the culmination of ANPR's first position paper on the 025-026 series.

Saturday, October 24 will feature more resources management workshops in the morning and ANPR's closing business meeting in the afternoon.

As usual, a fun run, barbeque and dance will occur, with the barbeque and dance scheduled for Friday evening.

It appears that Ken has put together a well balanced rendezvous program. The Sierra Nevada will be gorgeous in October—see you there!



Help!

Your editor needs good quality, black and white photographs to develop a photographic file to illustrate future issues of the ANPR Newsletter. We are particularly interested in photos of Rangers in action and also in historic photographs. The ANPR will pay for costs of reproduction, etc. Research your personal and your park photo files and send copies of your black and whites to Rick Gale at Santa Monica Mountains.

ANPR—Who Can Join?

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

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

Earliest Rangers Discovered in Egypt

John Henneberger



Inscriptions on tablets in the ancient kingdom of Assyria describe the establishment of a wildlife sanctuary about 685 B.C. by Sennacherib near the city of Ninevah. This shows interest by early cultures in wildlife conservation, related mostly to preserving game for hunting. Efforts to preserve game through regulation of hunting and trapping of wildlife has a long history. It was connected commonly to the desire to preserve suitable hunting grounds for royalty, rather than any broad concern for preserving wildlife for its own sake or for public use and enjoyment. But it was the earliest of beginnings of the various concepts of preservation that now protects many plants and animals within a broad spectrum of preservation and use mandates within the National Park System and other park, wildlife refuge and forest systems.

To manage these wildlife and park sanctuaries, the kings of the ancient kingdoms appointed officers, often known as rangers, in some cases, foresters in others, to prevent poaching, watch the game, and assist in the royal hunt.

In early Egypt, hieroglyphics, the picture script of the ancient priesthood, reveals there were parks, preserves, and rangers in Egyptian society. Little detail has yet been discovered on parks and rangers in Egypt; but inquiry continues. There is considerable detail on war and

the lineage of Pharaohs in Egyptian history; less on other cultural affairs.

My research on a history of the national park ranger recently came across the park and the ranger hieroglyphics. The script pictures date back possibly 4,000 years. The ranger hieroglyphic is a six-part combination picture of a man, a man-with-stick (indicating strength and protection), a bird (probably a quail), a leg (walking and running), and two figures that indicate an area and a multiple of the area in the amount of a hundred. The combination is a rather simplistic graphic of a man on foot, protecting a large preserve for birds. This is not too dissimilar of a description of a ranger patrolling a national park today.

A park is depicted graphically by a five-part picture of a forest with birds (kite and quail) and two figures, which indicate, area.

All figures together, simplistically show a ranger and a park.

The Egyptian and Assyrian preserve concept was brought into medieval Europe to the Germanic nations, to England via the Norman conquest, and eventually to Colonial America via colonialists like William Penn. Then the ranger proceeded westward to come together with the parks when the national parks and national forest reserves were created in the latter part of the 19th century.



Man



Strength
Strong Man



Forest



Kite



Quail



Leg
Walking/Running



Quail



Area



Area
(Obscure)



Area
Multiple of 100



Executive Committee On The Move

Reassignments have resulted in a number of changes within the Association's Executive Committee.

Western Vice-President Tony Bonanno accepted a transfer from Zion to the Blue Ridge Parkway thereby resigning his office as provided for in the Constitution. Alan Atchison at Grand Teton was appointed Acting Western Vice-President until elections in October.

Secretary-Treasurer Dan Gold, Cumberland Gap, resigned his office as a result of his decision to leave the Service to resume his medical school studies. Dan has been a real asset to the ANPR. He was responsible for developing numerous procedures for the efficient handling of the Association's files, member's records, and mailing lists using an Apple computer. Dan's abilities, enthusiasm, and commitment to the Service and the Association will be missed. We wish him the best in his new endeavors. Tony Bonanno has agreed to fill in as Acting Secretary-Treasurer and he and Dan are presently transferring the Association's computer programs from Dan's to Tony's.

Rocky Mountain Regional Representative Dave Mihalich has left Yellowstone to accept the Superintendency of Yukon-Charley National Preserve in Alaska. Joan Anzelmo at Yellowstone has been appointed as the new Rocky Mountain Regional rep.

Pacific Northwest Regional Representative Dan Sholly accepted a transfer from Crater Lake to Hawaii Volcanoes. Roger Rudolph, who recently transferred from Acadia to Crater Lake accepted the appointment as the PNW's new Regional rep.

National Capital Regional Representative Jeff Karraker transferred to Denver. Dick Ring (GWMP) filled in behind Jeff. Now Dick has transferred to Alaska as new Superintendent of Gateway to the Arctic. Dick's replacement is still pending.

Southwest Regional Representative Bruce Collins is leaving Hot Springs to take a new post at Gateway to the Arctic. Roger Siglin in the SW Regional Office will be filling in behind Bruce.

Training Center Representative Jim Brady transferred from Albright to Philadelphia as the Mid-Atlantic Region's new Chief of RM&VP. Jim's replacement has not been selected as we go to press.

Other members of the Executive Committee have retained their office, but moved to new assignments. Publications Chairman and Newsletter Editor Rick Gale accepted a transfer from the North Rim to the Chief Ranger's position at Santa Monica Mountains. The Association's Publications Consultant, T.J. Prihs, has also left the Grand Canyon to become Executive-Secretary of the Southwest Parks and Monuments Association. T.J.'s help was crucial to getting the Association's Newsletter off the ground and we certainly wish him well in his new position.

Finally, ANPR President Mike Finley transferred from WASO's Legislation Branch to Assateague as Assistant Superintendent.

Backcountry Management

Steve Martin, Grand Canyon

The month was March. Temperatures were just above freezing and it felt good to get off the river. It had been threatening to snow all day and we were all thinking how nice a fire would feel.

It was almost dark as we unloaded the boat. The clouds were dropping below the sheer canyon walls. As I gazed at the skyline to make a judgment on the weather, I noticed a glow coming from 100 yards away on a small bluff. A fire. Being leader of the party and the only certified law enforcement officer, I walked toward the bluff to investigate the incident. After walking a short distance, I discovered two backpackers enjoying a large fire made of mesquite. I would have joined them and enjoyed their fire's warmth except that there was a problem, Code of Federal Regulations Title 36, Section 2.12 — no fires in the backcountry.

As I wrote out the citation I was drilled with questions regarding why no fires, why all the regulations, can you prove that backpackers cause damage? Handing them the citation, I assured them that there was impact from the over 200,000 visitor nights in backcountry use at Grand Canyon.

But as I walked away, I thought, yes, there is impact but there is no data that specifically quantifies impacts and is the basis for our management decisions.

Now almost five years later, we are in the process of implementing a resource monitoring program that will keep tabs on visitor use activities, and provide the basis for the regulations, interpretation and education, law enforcement and overall backcountry and river management plans.

One of the greatest paradoxes facing resource managers today is that of wilderness management. To many people the term "wilderness" implies lack of management, unlimited personal choice. Evidence of this is seen in Alaska where the locals view the intrusion of government management as a greater concern than a D-9 cat running uncontrolled through the forest or tundra.

Even the most irate backcountry users, discovered without a permit, with an illegal campfire burning, will admit a necessity for regulation. It is just difficult to accept it on a personal level.

Major reasons for an assignment of quotas to backcountry users were historic use, gut feeling and seat of the pants intuition. It is extremely fortunate that managers had foresight and limits were set upon use in the backcountry and "wilderness" areas. As an example, use on the Colorado River in 1972 equaled the total use between 1869 and 1969. A guess at what use today would be without limits is staggering.

We have spent the past two years at Grand Canyon attempting to establish quantitative data and research procedures which would allow managers a scientific process to build upon and strengthen their intuitive guesses. The information gathered is allowing the successful monitoring of human impacts on the riparian re-



sources and is being expanded to begin monitoring the trails and backcountry campsites away from the river.

Visitor impact occurs in many ways: 1) random, off-trail foot traffic in camping areas or near attraction sites (e.g., waterfalls, historic and archaeological sites); this can cause vegetative damage and create severe erosion problems; 2) incorporation of charcoal, organic debris and human debris into the soil create aesthetic problems as well as sanitary problems; 3) curiosity combined with a lack of understanding of wildlife lead to impacts on fauna.

The hardest resource to measure and to define, and the hardest to manage at a "stable" level is the "sociological" experience. The perception of crowding and congestion in wilderness, is unmistakably important but is a personal preference requiring agencies to make a value judgment regarding the experience to be offered for the visitors. In sociological aspects of management often no choice or no decision is a decision. Any decision to regulate or not regulate visitor use begins to impact the sociological aspects of experience.

Once resource problems within an area are recognized, the next step in preventing resource damage is to establish an area resource plan. The plan should be broad enough to encompass agency policy and specific enough to provide guidelines that will allow modification of operational procedures when monitoring identifies negative resource trends.

The monitoring program must encompass all major areas of resource impact. For organization and data gathering it can be divided into four major categories: ecological, physical, sociological, and cultural/historical. The four areas can be used in defining the management capacity of the area.

One of the goals we had in establishing a resource monitoring program was to return the generalist field ranger to resource management. This was to be done by having protection rangers conduct monitoring along with their regular duties. We thought this would: 1) eliminate the need for hiring research technicians who did not understand the specific needs for visitor protection, 2) directly linked law enforcement with known resource/visitor impact, 3) give rangers a true understanding of ecological relationships to be drawn on later in their career as managers.

To develop our monitoring program we enlisted the help of several experts in the field of resource management. This included people from the Museum of Northern Arizona, the University of Virginia, the University of Oregon, and the University of Arizona. Marvin Jensen, the River Unit Manager, was selected for his position because of an in-depth knowledge of resource management.

Below is the summary of techniques that have been initiated for this backcountry monitoring program.

Twenty study sites were selected for monitoring impacts. Impacts to be studied were divided into short term: human waste, trash, water quality, crowding and congestion; and long term impacts: soils, vegetation, wildlife and the impacts on historical and archaeological sites.

These twenty sites were then divided into categories to cover the spectrum of use from light to heavy, river users to hikers and campsite to attraction site. This would allow a correlation of amount and type of use to impacts.

Low level (500 feet) aerial photographs using a U.S.G.S. 9 by 9 mapping camera were taken of each site, and four adjoining 25 by 50 meter study plots were

mapped on the photo. The plots were marked on an overlay.

Vegetation transects were then run through the center of each plot using a combination of a line intersect and one meter squared plots. This allowed for measuring vegetation diversity, density, and ground cover.

Vegetation within the plot, as well as campsites and trails, were mapped from the photograph onto an overlay and digitized by computer. This permitted calculations of changes in area of mapped items which then allowed exact calculations of increases or decreases in impacts.

An additional procedure was used to document impacts attributed to humans: trails from camp, damage to vegetation, human litter and feces, and fire pits. Densities of impacts in intense versus less intense use areas were compared using a variation of the point quarter method. This technique showed the degree of increase or decrease in impacts from light to heavy use areas, and within the areas over time.

To begin to analyze the sociological aspects of the visitor experience, a computer simulation model for river trips was developed. This computer model is designed to show how much crowding and

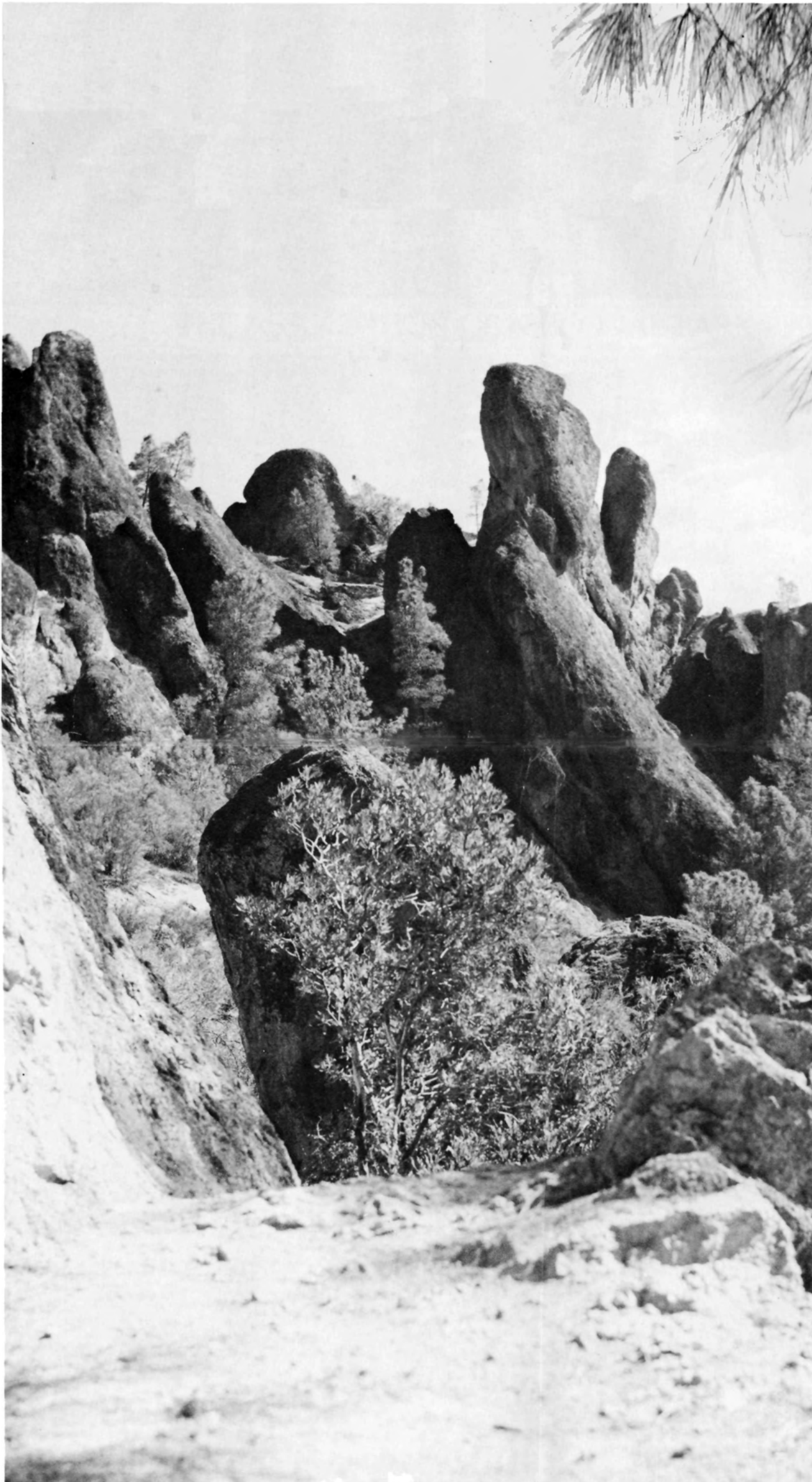


congestion there will be at any given point along the river at varying use levels. Participant observer information is also being collected in the backcountry and on the river. This will show daily contacts, length of contacts, competition for campsites, and congestion at attraction sites. The information can be gathered and recorded by rangers on patrol.

Cultural resources have been monitored by the park archaeologist using comparative fixed ground sight photography. This allows measurement of impacts on specific sites over time. As sites become more heavily impacted, recommendations must be made for stabilization, excavation or total loss of sites.

Surface water quality and bottom sediment quality of the Colorado River above and below Lees Ferry at selected attraction sites, tributaries of the Colorado and drinking water sources for backpackers were monitored.

The sample design was established by the University of Arizona. The river water and surface water were sampled. The Colorado River surface water and also bottom sediment samples were collected in pairs for comparative analysis at selected fixed sites, i.e., one surface and one bottom sediment sample per site. Representative fixed sights along the 225 mile river channel from Lees Ferry to Diamond Creek were selected based on the established research finding.



The Newsletter's Bright New Look

With this issue, the Newsletter of the Association of National Park Rangers has a bright new look. In keeping with the continuing growth and improvement of ANPR itself, it has been re-designed for better visual appearance, and the upgrading of printing quality.

The re-design is the result of services donated by McQuiston & Daughter, Inc. of Del Mar, Calif., who recently completed a similar newsletter re-design of the *Guide to the Grand Canyon National Park*.

The McQuistons were asked to offer their skills and time by Tim Priehs, who at the time was with the Grand Canyon Natural History Association, and Jim Tuck, of Cabrillo National Monument, after meetings with Rick Gale, editor, presently with the Santa Monica Mountains National Recreation Area.

Don and Debra McQuiston have produced several previous award-winning publications benefiting the National Park Service and cooperating associations, as well as state agencies. Most recently, they completed a 60-page *Road Guide to the South Rim of the Grand Canyon* for the Grand Canyon Natural History Association.

Grand Canyon Geology, which won an "Award of Excellence" in 1979-80 association competition, was the McQuistons' first publication for the Grand Canyon Natural History Association.


See The Forest for the Trees was a booklet produced on a volunteer basis for the Torrey Pines State Reserve in California to help in acquiring 1,000 additional acres for the reserve.

Two books, both re-designs of older publications, and a poster, were completed for the Cabrillo Historical Association, and a third book is currently in production.

The re-designed books were *The Old Point Loma Lighthouse* and *The Whale Primer*. They won "Awards of Excellence" in Cooperating Associations Publication Competition in 1977-78 and 1979-80, respectively. The lighthouse book in addition won the "Director's Award" in 1977-78. *The Gentle Whale*, a poster which was an outgrowth of *The Whale Primer*, won an "Award of Excellence" in 1979-80 poster competition. Services for the lighthouse book and poster were donated.

The McQuistons are currently producing an original 52-page general guidebook to Cabrillo National Monument. The text for this book was written by Joseph E. Brown, a writer and former editor of *Oceans* magazine, who has been associated with the McQuistons on several previous publications, including a commemorative booklet for Continental Airlines and *The Golden Sea*, a book on underwater exploration and natural history. Brown is also a contributor to many national magazines, and has authored five children's books for Dodd, Mead, and *The Mormon Trek West*, an adult book published by Doubleday.

Sandcastles, produced and co-authored by McQuiston & Daughter, Inc., was also published by Doubleday.

McQuiston & Daughter, Inc. offers a full range of publication services geared to cooperating associations, including concept, design, writing, photography, illustrations and coordination through final printing. 

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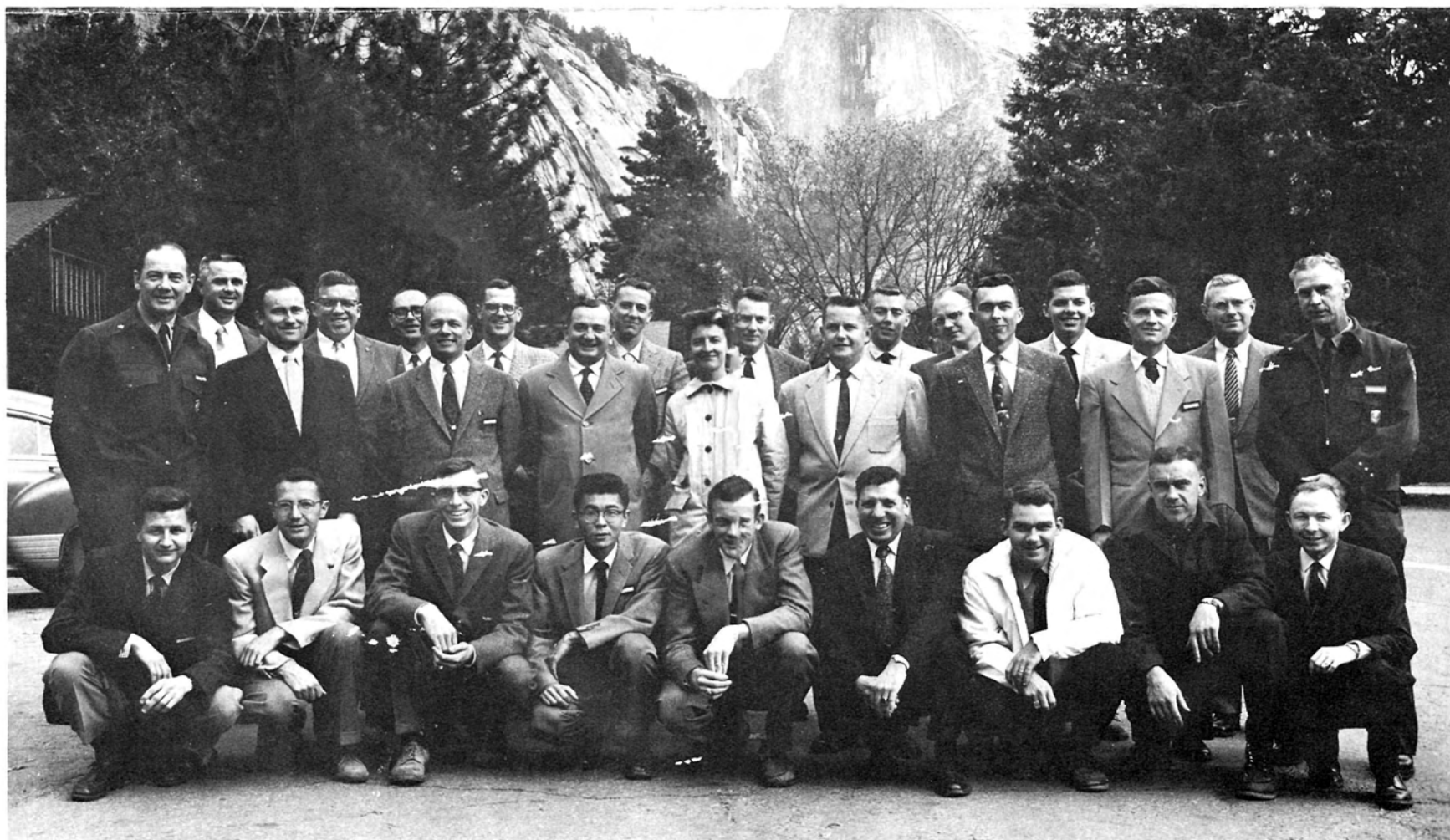
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Win a Free One Year ANPR Membership

Pictured is the Stephen Mather Session (class number 1) of Kowski College. This session was held in Yosemite during the

fall of 1957. For a free membership for one year in the ANPR, simply identify all the participants pictured. Should no one identify all the participants, the entry with the highest number of correct identifications will be awarded the free member-

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