

RANGER

The Journal of the Association of National Park Rangers

Vol. IV, No. 4

Fall, 1988



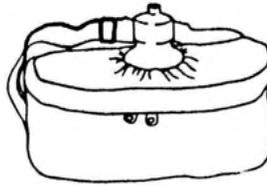
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RANGER

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Vol. IV, No. 4

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Ranger is a publication of the Association of National Park Rangers, an organization created 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 the National Park System; and to provide a forum for social enrichment.

In so meeting these purposes, the Association provides education and other training to develop and/or improve the knowledge and skills of park rangers and those interested in the profession; provides a forum for discussion of common concerns of park rangers; and provides information to the public.

Submissions

Letters and manuscripts should be sent to Bill Halainen, Editor, *Ranger*, Apt. D-422, 3004 Lee Highway, Arlington, VA 22201 (703/522-4756). Prospective authors should contact the editor before submitting articles; editorial guidelines are available upon request. All submissions should be typed and double-spaced.

Change of Address

Because *Ranger* is bulk mailed, it is not automatically forwarded when you change addresses. It is, therefore, very important that members advise the Association of changes of address as soon as possible. Please send a change of address card either to the editor (address above) or to Debbie Gorman, Business Manager, P.O. Box 307, Gansevoort, NY 12831.

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President's Message

I've recently had the opportunity to meet informally with some members of the Yosemite chapter of the Fraternal Order of Police (FOP). I've also been privy to copies of recent correspondence between the president of the National Alliance of Park Rangers and Firefighters (NAPRF) and the editor of this magazine.

Two things struck me during my discussions with the FOP members and in reading the exchange of correspondence. The first is that many of the goals and objectives of FOP and NAPRF are quite compatible with those of ANPR. In fact, many of their objectives are the same as those that ANPR has been advocating and striving to resolve for the past several years. The second is that there is a basic dissimilarity between ANPR and these two organizations. Nowhere in the discussions with FOP or in the exchange regarding NAPRF's priorities did I hear, read or perceive any mention of support for the perpetuation of the National Park System.

What does this mean? First, I think that we would be remiss if we did not cooperate and coordinate our actions with other organizations to achieve common objectives. Just because ANPR as an organization does not totally agree with everything another group is proposing or stands for does not mean that we can not cooperate. We have a mutual interest in uniting and taking a common approach toward the resolution of problems that are of concern to our organization.

On the other hand, we would be equally remiss if we were to accept *carte blanche* all the purposes and objectives of any other organization. We have our own purposes and we should review all of our actions and proposals in light of those purposes.

I have heard some comments to the effect that ANPR should strive to keep splinter groups from developing; that a proliferation of broadly similar but specifically different organizations diminishes us all. I seriously doubt that ANPR could realistically do anything to prevent any other organization from forming, and I'm sure that we would not want to do so in any case.

ANPR as an organization can only be as healthy, vital, vigorous and viable as its membership wants it to be. We must maintain our focus on our statement of purpose, which, with minor revisions, has stood the test of time for almost a dozen years. It is just as valid now as it was when it was first written.

The point of all this is that ANPR is a member-driven organization. It is not the responsibility of the board of directors to decide what issues to pursue; that is the responsibility of each and every member of this Association. Each of you must suggest changes and bring them before the board and the membership at large. If you have an issue that needs to be addressed, step in, step up and volunteer to pursue it.

Currently, we all have an opportunity and an obligation to review our purposes, set long-range objectives, and provide the organization with direction. In this issue of *Ranger*, you will find the conclusions and recommendations of Karen Wade's "Toward 1993" work group. Read what they have to say, reflect on the proposed organizational directions, discuss them with other ANPR members, then come to Rendezvous XII prepared to participate in a lively debate on them. You owe it to ANPR to do so; more importantly, you owe it to yourself.

I look forward to discussing these long-range objectives with you at Snowbird. See you there.



Letters

Editor:

I am still so amazed by Lisa Vogel's naive comments about the federal hiring system (see the article in your spring issue) that I must respond.

Ms. Vogel mixed several hiring procedures in her article but seemed to primarily address the Merit Promotion Plan, the system for permanent employees.

The selection process under MPP is threefold: first, an applicant must qualify for the position under established OPM guidelines; second, the candidate must be rated and ranked, usually by a panel, according to criteria predetermined by the selecting official. These two steps are extremely impartial. However, when the selecting official receives the certificate of best qualified candidates, she/he must narrow down a list of 20-100 people to a few, according to her/his needs, desires and prejudices. This third step allows the selecting official latitude and exercise of personal bias.

Networking cannot supplant the qualifying and ranking required by the MPP, but can affect final selection. Most good managers will not rely solely on their contacts. But most good managers will, as well, attempt to glean as much *non-competitive* information as possible in hope that the selectee is not only well qualified but will be a productive staff member.

Preselection of candidates is completely legal as long as that person is competitively best qualified. Legally, the position must still be announced for competition to rank the list of candidates; ethically, the selecting official should, upon inquiry, admit that there is a strong chance that the position is encumbered.

Vogel's summarizing contention that hard work, dedication and excellent job performance should provide us with our tickets to promotion is idealistic. These attributes certainly don't hurt but, as has been long recognized among the private sector, one's ticket must be punched — by reputation, contacts, excellent references.

I hope that some selecting officials and some personnelists also take the time to respond to Vogel's article.

I, however, wish to remain anonymous simply because I learned long ago that NPS staff who speak "out of place" are among those who don't get their tickets punched.

However, sincerely, and I'm almost out of paper, I remain A.Nony-Mous.

Editor:

Recently, when I was polled by the Toward 1993 Task Force regarding ideas for 5 year goals for ANPR, I submitted the following: "Advocate *fair, efficient* and *reasonable* government policies and methods regarding how seasonals may apply for permanent NPS entry level positions."

The system is absurdly complex, and communicates a complete ignorance and ingratitude toward those who serve as seasonal rangers. It is unfair. Most importantly, it makes it nearly impossible to hire those who are not uncommonly most qualified for the job, thereby reducing the quality of public service at individual parks.

How many times have we encountered this sad situation: a seasonal ranger of, let's say, six summers at one site, who has been an outstanding employee and knows the park thoroughly, is not even eligible to *apply* for a permanent position opening in his/her division there. This is very bad for seasonal morale. It is so typical of federal government bureaucracy. What may have been conceived as a system to discourage nepotism and encourage the hiring of locals, has become a bureaucratic nightmare which merely discourages those who would but serve proudly in the front line of their divisions, as seasonal national park rangers.

Bruce Lombardo
Savannah, GA

Editor:

For five years we have been members of an international host organization called Servas International and have enjoyed it tremendously. In the past year, we have hosted families from Brittany and Massachusetts (Servas has in-country travelers, too), couples from Tel Aviv, Dusseldorf, and Rottenburg (West Germany), and individuals from Ireland, Denmark, New Zealand, West Germany, and Virginia, in ones and twos and threes.

The four of us live in a remote area (Chaco Canyon) and don't have the hurly-burly of PTA, soccer, ballet, etc., so these visitors add a lot to our social life. For the kids, these folks have been personal instructors in geography and the social sciences. Jan and I have enjoyed the stimulation of long discussions on issues and interests with people from very different backgrounds. For me, having grown up in Joe McCarthy's Wisconsin, it was a profound experience to break bread with a young man from Moscow (the one in the USSR). We thought others might be interested in similar experiences.

Your readers might worry about having enough space, being tidied up, doing all the cooking, and all that. Don't sweat it! Servas travelers are willing to make do. While saving money is certainly part of their motivation, the overriding interest is to meet real people, eat real food, and stay in real homes. They pitch in and help with the cooking; the mother of the family from Brittany even made dinner and dessert crepes for the nine of us! We haul out pads and sleeping bags, open up the couch, whatever. Sometimes the travelers have a camper or station wagon they sleep in.

Incidentally, our guests have often arrived with heavy loads of stereotypes about a lot of topics (including parks and park rangers). We have been able to discuss these and offer balancing points of view. They have, in turn, offered valuable insights and feedback on their park experience.

Travelers are supposed to write or call in advance and they bear documents describing them and certifying that they are approved Servas travelers. We have twice turned away travelers who failed to contact us in advance or whom we just couldn't host. That's entirely the host's prerogative.

The address for those who seek further information is:

U.S. Servas Committee, Inc.
11 John Street, Room 706
New York, NY 10038
(212) 267-0252 (10-4, M-F)

Of course, anyone who wants further information on our personal experiences with Servas travelers is welcome to contact us here at Chaco.

Tom Vaughan
Chaco Canyon

All in the Family

All submissions must be either *typed* or *printed* and should include the author's return address and/or phone number. Send to: Editor, *Ranger*, Apt. D-422, 3004 Lee Highway, Arlington, VA 22201. The deadline for the winter issue is November 1st. If you are moving and also changing your mailing address, please include past and present addresses. These will be forwarded to the business manager, who maintains the list of current addresses.

Please note: As of the winter issue, we will begin carrying information about grade, park area and professional specialty, i.e. Steve Mather — from GS-5 park ranger (interpreter), Furthest District, Backwater NM, to GS-7/9/11 park ranger (chief of interpretation), Career Dream NP.

Transfers

John Apel - from resource management specialist, Hopewell Furnace, to same, Buffalo River.
 Kenneth E. Apschnikat - from superintendent, Mound City Group, to same, Manassas.
 Connie Backlund - from supervisory park ranger, Cape Hatteras, to park ranger/program coordinator, Mather Training Center.
 Chuck Barat - from park ranger, Delaware Water Gap, to same, Fredericksburg.
 Bertram Barnett - from park ranger, Jefferson, to same, Gettysburg.
 Gregg Bruff - from park ranger, St. Croix, to same, Pictured Rocks.
 Duane Buck - from seasonal park ranger, Valley Forge, to seasonal park ranger, Rocky Mountain.
 Bill Cardwell - from park ranger, Corps of Engineers, Cape Cod Canal, to same, Delaware Water Gap.
 Jim Carson - from district ranger, Guadalupe Mountains, to unit manager, Barataria Unit, Jean Lafitte.
 William R. Collup - from park ranger, Petrified Forest, to same, Lake Mead.
 Ed Cummins — from park ranger, Big Bend, to subdistrict ranger, Tuweep, Grand Canyon.
 John Debo - from assistant superintendent, Boston, to superintendent, Cuyahoga.
 Lisa Eckert - from supervisory park ranger, Shenandoah, to park ranger, Grand Canyon.
 Anne-Berry (Wade) Edwards - from park ranger, Prince William, to outdoor recreation planner, Recreation Grants Division, WASO.
 Kim Hohl - from park ranger, Delaware Water Gap, to same, Gettysburg/Eisenhower.
 James Hummel - from supervisory park ranger, Bryce Canyon, to district ranger, Wrangell-St. Elias.
 Tony Kastner — reinstatement to budget assistant, Lowell.
 Richard Lemmers - from park ranger, Jefferson, to same, Gettysburg.
 Mark Lewis - from park ranger, Everglades, to Royal Palm Subdistrict Ranger, Everglades.
 P.J. Lewis - from park ranger, Cape Hatteras, to exhibit specialist, Harpers Ferry Center.

John Mangino - from park ranger, Jefferson, to same, Natchez Trace.
 Barb Maynes - from park ranger, Prince William Forest Park, to assistant district naturalist, Olympic.
 Deborah Nordeen - from park ranger, Chiricahau, to same, Organ Pipe Cactus.
 Bob Panko - from supervisory park ranger, Statue of Liberty/Ellis Island, to visitor protection specialist, Biscayne.
 Brent Pennington - from park ranger, Cape Hatteras, to same, Lake Mead.
 Scott Pfeninger - from park ranger, Fire Island, to subdistrict ranger, Buffalo National River.
 Sue Pridemore - from park ranger, Roosevelt-Vanderbilt, to interpretive specialist, Steamtown.
 James Ranslow - from park ranger, Golden Gate, to same, Lincoln Home.
 Warren Rigby - from park ranger, North Cascades, to chief ranger, Northwest Alaska Areas.
 Marten Schmitz - from seasonal park ranger, Navajo, to park ranger, Jean Lafitte.
 Pete Schula - from park ranger, Cuyahoga, to same, Everglades.
 Jim Tuck - from park ranger, Rocky Mountain Regional Office, to superintendent, Fort Smith.
 Dan Watson - from park ranger, Delaware Water Gap, to same, St. Croix.
 Palma Wilson-Buell - from park ranger, Harry Truman to chief, interpretation and visitor services, same.

Departures

C. Daniel Boling — from park ranger, Padre Island, to ranger, BLM, Barstow, California.

Donovan Dollar - from supervisory park ranger, Great Smoky Mountains, to ranger, BLM, California Desert District, Ridgecrest Resource Area.
 Tim Donnell - from park ranger, Delaware Water Gap, to inspector, US Customs Service, Lubec, Maine.
 Pat Grediagin - from park ranger, Grand Canyon, to ranger, BLM, Red Rock Canyon Recreation Lands, Las Vegas, Nevada.
 Stan Kerlin - from park ranger, Point Reyes, to ranger, BLM, El Centro, California.
 Edward B. Patrovsky - from park ranger, Indiana Dunes, to ranger, BLM, Palm Springs, California.
 Paula Rodgers - from procurement clerk, Delaware Water Gap, to resignation.
 Linda Spotts - from park ranger, Delaware Water Gap, to wildlife conservation officer, Pennsylvania Game Commission.
 Linda Toth - from cash clerk, Delaware Water Gap, to resignation.
 Patrick Toth - from park ranger, Delaware Water Gap, to inspector, US Customs Service, Calais, Maine.

Deaths

The National Park Service lost a dear and valued friend recently. On July 3, while many of us were enjoying celebrations of the Independence Day holiday weekend, cancer claimed the life of Tony Bevinetto. Some of you may say, "Tony who?" For some the question is understandable, but I would suggest that those among us who did not know Tony have missed a great chapter in the story of the National Park Service. Those of us who were privileged to have known him will understand the magnitude of our loss.

Continued on page 26



Tony Bevinetto and the late Senator Henry "Scoop" Jackson.

ANPR Comments

President Rick Gale has written to the Director concerning the findings of the Seasonal Employee Committee. Here's the text of the letter:

"The Association of National Park Rangers recently reviewed the recommendations of the Seasonal Employee Committee. We feel that the Committee has done an excellent job and is deserving of accolades. We commend the Committee for generating many positive and productive solutions to the problems of seasonal recruitment.

"It is difficult if not impossible to overstate the importance of seasonal employees to the National Park Service and the National Park System. Seasonal staff members generally represent the National Park Service to the American people. Seasonals do much of the actual resources management and interpretive work. They handle many of the maintenance responsibilities. It is safe to say that the National Park Service cannot function effectively without an efficient, well-qualified seasonal work force.

"Recent data generated by ANPR's Seasonal Employment Concerns Committee indicates significant problems with seasonal NPS employment. The overall message is that the National Park Service is no longer in a 'buyers' market. We are becoming less and less competitive for the services of potential seasonal employees. Other agencies and jurisdictions (USFWS, BLM, USFS, state park agencies, fire and law enforcement jurisdictions) are more competitive. Those agencies offer higher salaries, greater benefits and more career potential. As one example, of the 18 seasonal employees of the Arrowhead Inter-agency Hotshot Crew who have accepted permanent employment with land managing agencies since 1981, only 2 are permanent NPS employees. Ten are with the U.S. Forest Service and 4 work for the Bureau of Land Management.

"Our data suggest that there is an ever increasing turnover in National Park Service seasonal employees. Additionally, many park areas cannot fill all of their seasonal positions, especially law enforcement positions. It is apparent that the NPS is serving as a training ground for other agencies and we are not realizing the full potential and productivity of experienced seasonal employees.

"With these thoughts in mind, the Association of National Park Rangers recommendations to the Seasonal Employee Committee are attached. We appreciate the opportunity to comment and, again, our compliments to the Committee members."

Attached to the letter to the Director was the following list of recommendations:

"Seasonal Recruitment: ANPR suggests that the NPS utilize the authority granted under House Joint Resolution 395 to request Servicewide special salary rates for seasonal law enforcement positions. We note that FAA, GSA and various other agencies were granted special salary rates, under this authority. It would seem much simpler and more equitable to establish special salary rates for all regions rather than doing this piecemeal within the individuals' regions.

"Qualifications Standards: ANPR recommends that no lowering of qualifications for any seasonal position occur. We continue to recommend (as we have for more than a decade) that college education in natural or cultural resources be an entry level requirement for GS-05 and above positions.

"Limitations on GS-06 and GS-07 Positions: ANPR fully supports the recommendations to remove the current limit of 200 positions contained in the OPM appointing authority. We have a concern that this recommendation does not go far enough. If we are to once again become competitive in the market, we need to consider the establishment of GS-07, GS-09 and GS-11 seasonal positions in interpretation, protection, resources management and fire management. This will allow the NPS to retain a higher percentage of seasonal employees, reduce the cost of constant recruitment and retraining and provide higher productivity and continuity for park operations.

"Conversion of Seasonals to Permanent: ANPR fully concurs with this recommendation. Some parks may need their budget augmented in order to achieve this.

"Intake Program: This is an idea which ANPR has espoused since at least 1985. We continue to agree with this need. The development of the intake program needs to be centrally coordinated by a training specialist with *extensive* field experience. The program needs to work in the same manner for all people regardless of region. There should be a college degree requirement in natural or cultural resources at the GS-05 level. This would allow the GS-05 level to be the entry level, which is what the entry level should be, not GS-04. The intake career progression should go at least to GS-09 and possibly to GS-11.

"Limitation on Number of Parks: Our seasonal members continue to recommend, as they have consistently done since 1984, that seasonals be allowed to apply for more than two parks Servicewide. ANPR supports the view that each seasonal be allowed to apply to two parks in each region."

* * * *

President Gale has also written to the Director to ask that the Service take the lead in seeking 20-year retirement coverage for its law enforcement rangers instead of waiting for employees to submit their applications for coverage:

"The issue of law enforcement and firefighting retirement (typically referred to as twenty year retirement) remains one of the critical contemporary personnel issues for many Park Rangers. Recently, the Office of Personnel Management, the Department of the Interior and the National Park Service issued new regulations and policies on the subject. The Association of National Park Rangers understands that the Division of Personnel has waited for 'test cases' to be submitted by individuals, and, because the Division understood the issue to be important to a majority of Park Rangers involved in law enforcement and firefighting activities, were going to be supportive when forwarding individual requests for coverage. Unfortunately, the Division of Personnel has not taken the lead in this issue.

"It is true that one of the methods for obtaining law enforcement and firefighting retirement coverage under the provisions of 5 USC 8336(c) is as a result of a request from the individual employee. However, first and foremost, the Office of Personnel Management considers agency requests for coverage (primary and secondary) coverage.

"I am sure that you would agree that a systematic approach to this issue is in the best interest of the National Park Service and its employees. Park Rangers will be reluctant to submit individual requests for coverage, which is generally regarded as a challenge to the system. Filing a request for coverage determination on an individual basis can be viewed as similar to filing a grievance or other personnel appeal. The majority of Park Rangers are not likely to oppose the system.

"To resolve this dilemma, ANPR suggests that the National Park Service establish a small, goal-oriented task force for the purpose of determining, on an agency-wide basis, the positions to be designated as 'primary' or 'secondary' law enforcement/firefighting positions for retirement provisions. The task force could establish criteria for coverage, i.e., law enforcement commission as a requirement to perform a primary duty of the position; determine positions to be requested and finalize the package to be forwarded to the Office of Personnel Management for coverage determination. ANPR would be very interested in actively participating in this endeavor and in suggesting names of individuals to serve on this task force.

"The fact that few individual requests for coverage determination have been submitted to date cannot be construed to mean

that most Park Rangers are not interested in this issue. Requiring them to all submit individual requests, hire an attorney, and appeal to the Merit System Protection Board, as was done in the cases of Mr. Shilts and Mr. Sellers, is unnecessarily burdensome. It is evident from those two appeals that the Merit Systems Protection Board supported the employee. Unfortunately, because the agency did not support the employee, the Office of Personnel Management supported the agency, thus necessitating a long, costly appeal process.

"Most other federal agencies with law enforcement and/or firefighting positions take a proactive approach in requesting coverage determination for their positions. The Association of National Park Rangers is asking the National Park Service to do the same."

* * * *

On another pay matter, the president has written to members of the Senate Subcommittee for Federal Services, Post Office and Civil Service, asking that the committee support legislation (S 1911) removing all pay limitations on firefighters working on fire emergencies:

"The Association of National Park Rangers is very interested and concerned in legislation before your subcommittee, S 1911, a bill to amend Title 5, United States Code, to allow all forest firefighting employees to be paid overtime without limitation while serving on forest fire emergencies.

"Under the current law, two firefighters working together often do not receive the same overtime pay. One may receive overtime pay equivalent to or above their normal pay rate and the other may be paid less than the rate received during regular hours. On many occasions last year firefighters worked without compensation, as they had already reached the overtime limitation for pay received in a two week period. As another fire season begins, it is vitally important that this bill be acted upon to assure that this inequity is eliminated, but I understand that hearings have not been scheduled to consider S 1911.

"Emergency personnel who are in similar situations should also be considered for similar relief offered by this legislation for firefighters. Park Rangers are often called upon to search for lost persons, rescue injured and stranded parties, perform law enforcement duties, as well as forest firefighting and should not receive similar disparity in pay.

"In the interest of the federal personnel risking their lives to protect the nation's resources and its people, I encourage you to schedule S 1911 for an appropriate hearing, to support a positive report and to see that this measure is enacted to amend Title 5, United States Code."

* * * *

Tom Cherry, Chairman of the Association's Housing Committee, and Rick Gale have co-authored a letter to OMB's Associate Administrator for Management Controls that transmitted ANPR's comments on revisions to OMB Circular A-45:

"The Association of National Park Rangers (ANPR) appreciates this opportunity to comment on the latest revision of OMB Circular A-45. The ANPR represents over 1,600 park rangers nationwide. The National Park Service is second only to the Defense Dept. in the number of government furnished quarters, over 5,000 according to the inventory done last year. We have a vested interest in seeing that OMB's *policy* of attempting to provide guidance to insure that: 'Rental rates will be fair to both the government and the employee, be set so as to maintain fairness between the employee in government quarters and the employee who lives in private sector housing, and not serve as an obstacle in recruiting or retaining employees'. (Quote taken from item #5, first page of OMB Circular A-45, March 28, 1984).

"ANPR takes exception to OMB's statement that a 'landlord-tenant' relationship is the basis under which the accommodations are rented and not on an employer-employee based relationship. The needs of the National Park Service have been considered unique (by the agency and its employees) for some time and this complex relationship is not *addressed* by A-45 in either the initial re-write or the final draft. The National Park Service has been unable to separate the housing issues from the job in many instances.

"The ANPR disagrees with the OMB contention that required occupancy 'is a factor in establishing the grade and salary of the position.' The grade of a position is determined by the responsibility levels of the duties an incumbent is assigned and has nothing to do with whether he/she is required to occupy government quarters. The Association continues to believe that A-45 should include some way to compensate employees who are required to occupy government quarters *for the convenience of the government*.

"Our suggestion would be that since refinements made still will not eliminate many excessive rates the need for a ceiling or cap still exists. If, as stated, equivalency is the guiding principle of the A-45 revision, the ANPR suggests that equivalency be applied to the question of a ceiling beyond which an employee would not be charged rent, especially if the employee is 'required' to occupy government quarters. (Permitted occupancy could be considered as well). No lending institution in the U.S. will lend mortgage money if the monthly payment would exceed a percentage of in-

Continued on page 18

Legislative Actions

Bill Lienesch
NPCA

Late this summer, the House and Senate reconciled the differences in their respective versions of the FY 89 appropriations legislation. The final bill has significant additions in three accounts: Maintenance - \$25 million; land acquisition - \$40 million; construction - \$145 million.

This compares to Administration requests for \$246 million, \$15 million and \$16 million respectively. Within the construction account, \$10 million has been earmarked for employee housing. The appropriations committees decided that there was greater need to increase maintenance funding, and did not increase funding for resources management and interpretation as called for in the recently passed fee legislation.

The House of Representatives has passed legislation to establish the American Heritage Trust, which would provide a higher and more stable level of funding for the Land and Water Conservation Fund and the Historic Preservation Fund. Under the legislation, the National Park Service would see its appropriations for land acquisition increase gradually to approximately \$150 million in FY 1993 and remain around that level thereafter. The legislation was reported by a wider than expected margin of 31-9. It has more than 200 House cosponsors and is expected to pass the House in mid-September. Hearings in the Senate have not been held.

Many other bills are also moving, including legislation to create wilderness and expand the boundaries at Congaree NM, create wilderness in the three national parks in Washington, establish the Gauley NRA in West Virginia, establish the Zuni-Cibola NHP in New Mexico, enlarge Manassas NBP, and increase the amount of fee acquisition allowed at Antietam NB.

In Print

Books

Companion to A Sand County Almanac: Interpretive and Critical Essays, J. Baird Callicott, Editor. University of Wisconsin Press, 1987.

Admirers of Aldo Leopold and *A Sand County Almanac* will want to read this new collection of essays published for Leopold's centennial year. It uses an interdisciplinary approach by several Leopold and environmental ethic scholars to provide readers with "the first sustained study of Leopold's seminal book as a work of art, philosophy, and social commentary. It will serve to enrich the general reader's appreciation of a favorite literary friend while it provides new information and thoughtful analysis for environmental scholars, managers, and planners".

The book is divided into four sections, each with three essays. *The Author* covers Leopold's early years, culminating in Roderick Nash's treatment of his intellectual heritage. *The Book* describes his struggle with publishers and the effort to synthesize this philosophy into a publishable format. In *The Upshot*, J. Baird Callicott explores the building of 'the land ethic' and its conceptual foundations. Wallace Stegner summarizes the legacy of Aldo Leopold in the final section, *The Impact*.

Stegner thinks we aren't much closer to a land ethic as part of the public consciousness than when *A Sand County Almanac* was written in 1947: "Special lands may be set aside, as in the past, as national parks, wildlife refuges, seashores, lakeshores. But we are running out of the raw material for such reservations, and there is no more where it came from."

There are many such good ideas in this volume to ponder and to use in public programs.

Sue Hackett
Gettysburg

Crossing Open Ground by Barry Lopez, 1988, 208 pages. \$17.95. Charles Scribner's Sons, Macmillan Publishing Company, 866 Third Avenue, New York, NY 10022.

Barry Lopez, the author of *Arctic Dreams*, has compiled a book of 14 essays entitled *Crossing Open Ground*. As the keynote speaker of Ranger Rendezvous X, Lopez spoke about the relationships of humans to the landscapes they inhabit. This collection of essays continues his dialog on our response to the character of the land. He suspects that "modern people desire a new relationship with the natural world, one that is not condescending, manipulative, and purely utilitarian."

I'll state my biases early. I believe that Lopez is in a league with John McPhee and Peter Matthiessen as one of the most gifted and articulate of contemporary writers on the human-environment kinship. In this series of essays he explores, sensitively yet forcefully, the possibilities of an expanded human consciousness toward wild landscapes. Lopez shares his accounts of such places as the Grand Canyon, the California desert, and Alaska. As is characteristic of Lopez, he writes factual reports on various aspects of natural history. In "A Presentation of Whales," he describes both the natural history of sperm whales and the noble and contemptible responses of humans to 41 whales stranded on the coast of Oregon.

"Yukon-Charley: The Shape of Wilderness" is about a canoe trip "deep in Alaska's gut." This essay also provides strong expressions for the preservation of



Barry Lopez speaks to membership at Rendezvous X.

wilderness. Lopez notes that "wilderness can revitalize someone who has spent too long in the highly manipulative, perversely efficient atmosphere of modern life." There is a parallel, I believe, in Lopez's description of subsistence residents in Alaska and park naturalists. He suggests that close association with nature "speaks to a need many of us have but few can attend to — long-lived intimacy with a place, being able to speak of it knowledgeably to others."

The last essay in the book, "The Passing Wisdom of Birds," is vintage Lopez. This exposition is about the Spanish explorer, Cortez, who in 1521 set fire to the great aviaries of Mexico City. The incineration of the birds ("innocent, beautiful, serene, and defenseless"), reasons Lopez, "flies wildly in the face of a desire to find a dignified and honorable relationship with nature."

Overall, *Crossing Open Ground* provides a powerful and insightful commentary on our fundamental relationship with natural environments. It is a worthwhile book to pursue.

Larry Beck
San Diego State University

Newspapers

On June 26th, the *St. Petersburg Times* carried an interesting and highly charged exchange of letters between the Secretary of Interior and Nathaniel (Nat) Reed, who was Assistant Secretary for Fish and Wildlife and Parks in the Nixon administration. The full text of those two letters, which were also printed in other papers, follows:

Dear Nat:

I read with shock the press reports of your attack on the Reagan-Bush Administration regarding the National Park Service. The *Federal Times* stated:

"Nathaniel Reed . . . expressed frustration with the 'politicization of the service' and said the Administration 'has lost any appreciation, understanding or respect for our parks or our park system.'"

President Reagan and Vice President Bush have been wholeheartedly supportive of the significant efforts to add to and improve our National Parks and to correct the deterioration which GAO documented in its 1980 report.

We reject the notion that money alone is a valid measure of concern. However, for your information, the NPS budget has increased by about 81 percent in nominal dollars during this Administration, and it has nearly doubled as a percent of the entire Department's budget during that time. For those who like to think that dollars indicate caring, the National Park Service has fared very well indeed at a time when budgets have been severely limited.

It is unfortunate that you choose to attack, instead of recognize, that while the Federal Government's budget was under severe restraints, the Reagan-Bush Administration in its first four years spent \$1 billion on park restoration and improvements over and above the normal spending that was needed to keep parks operating.

It is, further, unfortunate that you did not think to check your facts before testifying in such a way as to give rise to such flagrantly erroneous stories. I do not know why you would engage in the parroting of partisan accusations of "politicization" against this Administration when even the slightest inquiry on your part would have shown that that charge is without foundation. You should know that the NPS has one of the fewest number of Schedule "C" appointees of any of this Department's bureaus.

You have been around the public arena too long to plead ignorance that the phrases you used would be reported as they were. You know very well that inflammatory and derogatory statements will be quoted and used against the Administration. It does not hurt the President or me — he is not running, and I will soon be headed West. Unfortunately, as you must have known, it will be used unfairly against our nominee because of your claim to be a Republican and the notion that because you once worked at Interior you are an expert.

If you have no regard for the election process, at the very least our past relationship would have warranted some kind of inquiry before you chose your course of attack.

Sincerely,
Donald Paul Hodel

Dear Don:

I regret that my recent testimony before the Interior Subcommittee shocked you. Your letter, which I thought bordered on the vituperative, challenges my factual grasp of the Interior budget and casts aspersions upon my credentials as a Republican and my loyalty to Vice President Bush in the coming election.

I shall respond to the latter first. I have been, and will continue to be, critical of what I perceive to be actions inimical to the interests of the National Park System, the Park Service and to the stewardship responsibilities of the Secretary of Interior for preserving the conservation legacy that belongs to all Americans.

I recognize that the Republican party is heir to schizophrenic traditions and that our respective philosophies represent the Dr. Jekyll and Mr. Hyde of those respective camps. On the one hand, you have your predecessors: Richard Ballinger, Douglas McKay and your inglorious immediate icon Jim Watt, all of whom evinced a determined disregard for the needs of the land and exhibited a narrow view toward complex natural resource issues. On the other side, we have the proud tradition of Republican leaders who built a conservation standard for this country that has been emulated around the world: President T.R. Roosevelt and Chief Forester Gifford Pinchot, Rogers C.B. Morton, Russell Train, William Ruckelshaus and Ann McLaughlin.

In your single-minded grandstanding to the arch-conservative rightwing of the Republican party, you've done your best to throw all the vestments of conservation to the Democrats as a major campaign issue. Conservation is not a partisan issue as any enlightened politician could tell you; it is a fundamental issue for our national well-being. I deplore the extent that you have politicized the environment and I am

anguished each time you flagrantly display the achilles heel of the Republican party before the general public. At such times, I feel compelled to speak out.

I have been keenly disappointed by the Reagan Administration's management of our nation's natural resources. The current Administration's record contrasts glaringly with the astonishingly fine record compiled by then Governor Reagan and his Secretary of Natural Resources, Norman "Ike" Livermore. They attracted the support of a broad array of concerned Californians who promoted and passed the largest and most innovative state land acquisition bond issues in our nation's history.

They recognized then, just as the majority of concerned Americans recognize now, that green space land acquisitions and judicious management of public lands were the life blood of the conservation movement.

I have watched with dismay the lack of dedication and commitment at the leadership levels of the Department of Interior during your and Jim Watt's tenure and your determination *not* to fund the single most important land conservation program at the Department's disposal — the Land and Water Conservation Fund. Great opportunities to protect important park, recreation lands and wildlife habitat have been lost in the past eight years. Delays in acquiring authorized park and refuge lands and inholdings will cost the taxpayers dearly, adding millions of dollars to the cost of protection.

Of less importance, I deplore your flagrant duplicity. For the past year I have been reading your self-aggrandizing newsclips proclaiming your proud record on the environment. In these releases you enumerate "twenty-nine wildlife refuges that have been added to the National Wildlife Refuge System containing more than 500,000 acres in 21 states." What you conceal from the general public is that during each year of your tenure as Secretary, and for seven of the last eight years of this administration, zero funds have been requested for refuge acquisition under the Land and Water Conservation Fund. The protected acreages alluded to in your puff pieces are solely due to the actions of Congress, notably, Congressman Sidney Yates

and Silvio Conte and Senators Byrd, Johnston and McClure.

Similarly, you cite that "we have added 200 plants and species to the endangered and threatened list" when as Under Secretary to Jim Watt you did everything in your power to halt the listing of endangered species. Congress again responded and seized the initiative by passing amendments to the Endangered Species Act in 1982 to require expeditious listing of species. Recent progress on listing dates from this Congressional action and results from the additional funds provided by Congress each year to support the endangered species program.

Your treatment of park acquisitions programs and lack of support for the Park Service's natural resource programs have similarly retarded the mission of the National Park Service. Your letter states, "The NPS budget has increased by about 81 percent in nominal dollars during this Administration." For the record, here are the budget figures for the NPS according to the President's Budget, and the final Congressional Appropriations for FY 1981 through FY 1988. (See below).

In sum, the over \$450 million in increased funding for NPS operations results solely from Congressional initiative and the over \$422 million in increased funding for LWCF land acquisition also results directly from Congressional leadership and support and not from efforts on your part.

Don, I have been visiting National Park since I was a little boy, and I continue to tour parks each year. My six years as Assistant Secretary gave me a feeling for management morale and the agency's spirit of leadership. I continue to hear from park superintendents, rangers and researchers from across the country on a daily basis. Today, in every area, the Service and the Department as a whole cry out for leadership. You have not provided leadership; you have pandered to a small minority of the Republican party and to special interests. You cannot ask Republicans across the country to support your narrow views of natural resource management. Republicans cannot rally around your record as

Continued on page 25

	LWCF (\$ millions)							
	1981	1982	1983	1984	1985	1986	1987	1988
President's Request	53.9	25.9	28.6	44.6	100.0	10.0	13.0	12.6
Congressional Approp.	80.2	123.2	116.5	92.5	125.7	46.0	98.7	40.7

	NPS Operations (\$ millions)							
	1981	1982	1983	1984	1985	1986	1987	1988
President's Request	436	446	549	602	627	599	606	715
Congressional Approp.	459	522	605	616	627	611	706	731

Toward 1993: Report of the Task Force on ANPR's Future

As a result of the numerous discussions and concerns voiced about the Association and its future over the past year or two, Association president Rick Gale asked Karen Wade to form a group which would query the membership on their thoughts and feelings, prepare a report on its findings, and formulate a draft action plan for the coming years for review at the Rendezvous in Utah this fall.

The nine-person work group, chaired by Karen Wade of Guadalupe Mountains, spent most of the spring polling members on their ideas about this organization's future directions. The response was both broad and vigorous. Over 200 people sent in comments ranging in length from a few sentences scrawled on a post card to six pages of detailed, single-spaced recommendations. These written submissions were augmented by innumerable phone calls and conversations. At the end of the comment period, the task force then distilled all this material into the report to the membership which follows:

What was most obvious to the group during their deliberations was that ANPR is a very heterogeneous and diverse organization which is often at cross-purposes with itself — which should surprise no one. The report, therefore, is not going to satisfy all member desires. Those of you who contributed, though, will find most of your ideas reflected within the report, which is an attempt to create a plan which will assure the long term vitality and viability of this organization. The Association extends its *sincere* thanks to all of you who took the time to respond to our request for comments and guidance.

The task force identified one common theme among almost all submissions — that the organization needs to grow in size and become more powerful and influential in order to induce change and support the camaraderie of members working for common goals. The associated risk is that we will overexpand, take on causes that create disharmony in the ranks, and imperil the organization that we all care about. An historical look at the rapid growth of ANPR reveals just such a trend.

The members of the task force which compiled comments and prepared this report were Karen Wade, Guadalupe Mountains (chair); Bill Dwyer, Acadia; Brion Fitzgerald, Assateague Island; Debbie Liggett, Voyageurs; Tessy Shirakawa, Shenandoah; Bill Supernaugh, FLETC; Bryan Swift, Denali; Joe Zarki, Yellowstone; and Bill Halainen, WASO.

ANPR was originally made up of 32 friends who got together for a Rendezvous to have some fun and conduct "a little business." But a consensus quickly developed at that initial gathering that "we could only accomplish our goals through a 'loose federation' of rangers and technicians." A set of goals were agreed to and appeared in ANPR's statement of purpose; they included improving communications among rangers, promoting and enhancing the profession, providing a forum for "social enrichment", and supporting management and the perpetuation of the NPS.

This loose mandate led very quickly to ANPR's involvement in many matters. In addition to social matters, ANPR attempted to attract new members by becoming a forum for discussing a variety of issues relating to park rangers and the NPS. The organization took on issues such as the 025-026 problem, the seasonal performance evaluation form, insurance for seasonals, dual careers, and even polled the membership on morale with a survey. ANPR's informal newsletter became an official journal and its financial situation went from literally passing the hat (at the Rendezvous in the Ozarks) to a sizeable bank deposit. And even the raffle effort expanded from ad hoc solicitation of member contributions to a formal letter to members requesting their assistance in seeking contributions from corporate sponsors.

As the membership grew, so did the variety of the viewpoints of the members. These tended to coalesce in two areas — serious employee concerns, including low pay, poor housing and limited opportunities for advancement, and agency or management concerns, such as management development, policy formulation and resource protection. Although most members were interested in seeing the Association take action in both arenas, there was some polarization between those who were asking "What should the NPS be doing for us?" and those who asked "What can we do for the NPS?" These two philosophies were clearly present in the responses to our surveys on where the ANPR should be going in coming years.

A very high percentage of the responses centered on the Association developing an advocacy role on personal concerns, because:

- pay is too low, partly because rangers are not considered to be true professionals by the government;
- housing is a continuing problem;
- liability is a growing concern;
- training appears to be inadequate;
- promotions are meager, largely (many felt) as a result of the absorption some time ago of high-graded HCRS employees; and

- the supply of qualified seasonals continues to dwindle as college students continue to discover their worth on the labor market.

Other respondents suggested actions that were much less employee centered, such as:

- helping the NPS celebrate its 75th birthday;
- developing the ranger museum;
- becoming more involved in cultural, historical and natural resource preservation; and
- "developing an attitude of 'I owe the NPS — not 'the NPS owes me.'"

Overall, the feeling exists among a significant number of members that ANPR is not doing enough to help them in their careers. It also appears that many potential members do not join for the same reason. Many others, however, feel that it would be a mistake to develop an adversarial relationship with the Washington office. The central question underlying these varied opinions is whether the needs of both these groups can be adequately met in the same organization.

A concern that is common to both agendas is that of financing. Since our success as an organization is dependent upon our ability to attain agreed upon objectives, it seems worthwhile to review our goals in terms of the costs associated with their attainment. These can be categorized in four ways — goals involving attempts to get the government to improve things that do or do not require the expenditure of funds, and goals involving changes within the Association that will or will not cost money. In reviewing the recommendations of the task force, members should keep these distinctions clearly in mind:

- Changes that would cost the government money include improving the cost and quality of housing and increasing ranger pay;
- Changes that would not cost the government money include streamlining the KSA/application system and updating the procedures for hiring law enforcement-trained seasonals;
- Changes that would cost ANPR money to implement include providing liability insurance, increasing training opportunities, developing information sharing systems and upgrading/expanding *Ranger*;
- Changes that wouldn't cost ANPR money include providing comments on management documents and analyzing issues.

Although it will prove difficult to influence the NPS to spend money on issues of concern to us, ANPR risks losing current members and alienating prospective



members if we do not make an effort to bring about changes on a number of personnel-related issues.

How we attain these ends is a very big question. How do we become an agent for change in this arena without becoming a union-type organization that would turn off a large segment of the organization?

Rather than propose answers to that question, the task force chose to provide a framework for a healthy dialogue on this issue at the upcoming Rendezvous. What follows is a draft report (page 12) which we hope will provide the foundation for the development of a work plan for the organization for the next five years.

A few notes on the report are in order. The comments which we received tended to fall into five general areas, and have accordingly been organized under five objectives. Where appropriate, cost considerations have been mentioned.

The recommended actions which follow each set of goals are *not* meant to be definitive; rather, they are meant to suggest initial efforts, and should be enlarged upon following discussions at the Rendezvous. You'll also note that many goals could just as easily have been listed as recommended actions; they've been listed as goals, however, to show that they were suggested by a consensus of members. The final action plan should include them.

We have purposely avoided a specific objective related to increasing membership, since we believe that a clearly stated work plan with documented results will increase both membership and member interest. It's worth mentioning, however, that the need to expand the Association to include other groups within the NPS was the single most common recommendation that was received by the task force. It was central enough, in fact, to be considered the principal "theme" of the combined comments, and has been stated as such in the preface to the report.

We've also refrained from developing a section on ANPR's internal organization; such a section should be written by a committee of the Association's officers, the brought to the membership for a vote.

Scenes from the Rendezvous of the past dozen years: A panel discussion on visitor protection issues at Fontana (top); gathering for a keynote address by Director Dickenson at Bar Harbor (middle); board meeting at Lake Geneva (bottom).

ANPR: Directions for the Future

Statement of Purpose

The Association of National Park Rangers shall be an organization to communicate for, about, and with National 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 the National Park System; and to provide a forum for social enrichment.

The Association shall provide education and other training to develop and/or improve knowledge and skills of park rangers and those interested in the profession. The Association shall provide a forum for discussion of common concerns of park rangers and provide information to the public.

To the maximum extent possible, consistent with the goal of upholding the park ranger profession, the Association will work with the Service to maintain a high standard of resource protection and service to visitors. Proposals for legislative action or advocacy for or against legislation will be limited to instances when such measures are crucial to the well-being of the park ranger profession as a whole, as determined by the Board of Directors. When a position on legislation is called for by such a situation, the primary emphasis will be upon providing information on the Association's position as a professional organization and the reasons for that position.

In addition to (such) involvement, the Association will work toward the betterment of the profession and the System in manners involving policies and procedures of the National Park Service and other Federal agencies and will advocate appropriate actions and policies.

— ANPR Bylaws,
October 1987

Report Theme

ANPR is an association of national park rangers — retired, active, seasonal or permanent — and others who share an interest in the park ranger profession and/or the work of the Association. ANPR extends a hand to other disciplines for the purpose of increasing teamwork, broadening the Association's programmatic support and financial base, enhancing networking and mutual education and respect, and furthering the mission of the National Park Service.

— ANPR Task Force
July 1988

* * * * *

Objective One: ANPR should seek administrative review and relief for a few broad employment issues.

Considerations

Since solutions to some of these issues would cost the NPS money and may also prove to be controversial, we suggest that the membership be quite selective about which of these issues the Association pursues. In addition, the board should establish a process whereby NPS leadership can be influenced on these issues in an aggressive but not obnoxious manner. It should not cost ANPR a lot of money to meet this objective, but could cost the organization membership and credibility if not done carefully.

Goals

- Seek equitable pay for comparable work. Establish affirmative education prerequisite(s) for the 025 series which would be sufficient for OPM to classify it as a professional series.
- Develop an initiative to enhance seasonal recruitment efforts.
- Monitor the housing initiative and ensure that it reflects member concerns on equitable rent and other issues, and actively seek resolution of housing concerns until funding is achieved.
- Track the reduced (twenty-year) retirement issue, keep the membership informed on developments, and assure that affected members have a voice in the resolution of the issue within the agency.
- Develop, recommend and support a fair, realistic and reasonable Service-wide system or procedures for seasonals to apply for permanent entry-level positions.
- Propose a better system for applying for permanent position vacancies.
- Closely monitor the liability issue and develop an action plan if legislative relief is not forthcoming during the 1988 session of Congress.

Recommended Actions

1. Work out a process for effectively dealing with these issues. The president should consider working with the Service to place members on NPS task forces that are dealing with these subjects of concern. Representatives to task forces should consult with the president before taking official ANPR positions.
2. Recommend clear and workable positions to the Service and the Department along with concomitant advisories to Congressional committees.

3. Network with other professional organizations that are attempting to solve the same or similar problems, and seek ways to coordinate efforts toward common ends.

* * * * *

Objective Two: Serve as a forum for the discussion and analysis of policy-related issues regarding park resources, the National Park System, and the world community of parks. Develop "white papers" and position statements on selected issues and effectively present them.

Considerations

This objective would not cost the Association a good deal of money, but would likely increase credibility, membership and participation.

Goals

- Develop amiable ties with identified media and provide information on individual professions, professionals and issues affecting the Service.
- Present ANPR's case to Congress either directly or through friendly alliances when circumstances warrant such action.
- Comment on actions taken by other Federal agencies or by private organizations which impact either the ranger profession or the National Park System.
- Establish contacts and nurture good will with rangers and park systems throughout the world.
- Identify subject-matter specialists who will poll the membership on key issues, get a "sense of the Association", and draft "white papers" for board review; print an annual appeal in *Ranger* for the membership to submit issues of concern to the board for consideration.
- Formalize a procedure for determining ANPR positions in which the president and board formulate positions which are consistent with the statement of purpose, compendium, member surveys and by-laws.

Recommended Actions

1. Determine those parts of NPCA's *Investing In Park Futures* that coincide with ANPR's statement of purpose, define ANPR's role, then work to assist with implementation of recommendations.
2. Designate a principal media contact to serve as staff assistant to the president and develop a media relations program to present to the membership.
3. Clarify the effect of direct contacts with Congress on the Association's 501(c) (3) status.

4. Develop a clear policy statement on when and under what circumstances ANPR will present its case to Congress; determine how this is to be done and by whom.
5. Carry articles in *Ranger* about activities in other park systems and their ranger/warden associations.
6. Invite a representative from another country's park system to attend a Rendezvous during the next five years and provide financial assistance if necessary.
7. Submit to the membership the idea of conducting a Rendezvous in Canada sometime during the next five years.
8. Seek recognized authorities in program areas to serve as subject-matter specialists.

* * * * *

Objective Three: Provide for membership interaction, social enrichment, membership services and improved ANPR communications.

Considerations

These selected projects will cost ANPR money. A budget should be prepared which will give the membership an idea of the relationship of costs and benefits. Additional member services may result in increased costs to the membership.

Goals

- Maintain a member health insurance program.
- Continue to use *Ranger* as the main communication link to the membership; determine the feasibility of increasing the number of issues per year and upgrading the format (and/or releasing periodic news flash bulletins on specific issues).
- Determine the feasibility and methods of securing low cost liability insurance for NPS employees (depending on the outcome of the liability issue).
- Develop instruction to assist NPS firefighters and law enforcement officers in preparing documentation needed to secure reduced service (twenty year) retirements.
- Continue annual Rendezvous, but also enhance positive social (mostly outdoor) activities in keeping with common interests of rangers, i.e. hikes, boat/canoe trips, tours, skills workshops, softball games, etc.
- Select Rendezvous locations which are inexpensive to reach and good draws as vacation locations which members would like to visit.

- Shelve mini-rendezvous until stronger park organizations, lines of communication and program agenda are developed; encourage regional reps to look at ways to piggy-back ANPR gatherings onto regional training courses or other get-togethers.
- Promote the development of the park as the fundamental unit of the Association, and encourage members to develop functioning park chapters to organize social gatherings, discuss issues and foster other activities.

Recommended Actions

1. Create a standing committee on communications which will include the editor of *Ranger*, a publications specialist, an illustrator and others.
2. Contract with a designer to help restyle the format of *Ranger*.

* * * * *

Objective Four: Support educational opportunities for members; develop standards of professionalism; foster communications on professional topics.

Goals

- Develop *voluntary* standards — such as physical fitness standards — that will serve as ideals for the professions supporting the Park Service's mission.
- Establish a training agenda in conjunction with the Rendezvous and work with the Service's training division to determine ways in which ANPR can assist in putting on or otherwise supporting NPS training.
- Establish cross-training programs with other professional organizations with compatible training offerings, such as the National Association of Search and Rescue.
- Continue to offer 171 workshops and related career counseling type assistance; explore the possibility of establishing a system whereby older, "seasoned" employees could be paired with younger employees to provide them with direct guidance and support.
- Print more technical and professional papers, position papers, field news and historical articles in *Ranger*.
- Develop a publications program proposal which would evaluate the costs and benefits of having ANPR publish books on professional topics, professional papers, and proceedings of seminars and Rendezvous.
- Explore the possibility of developing an ANPR "bookstore" which would sell books and article reprints on subjects of interest to members.

* * * * *

Objective Five: Identify a few special projects which would enhance the image of ANPR.

Goals

- Develop an agenda for ANPR support of the Service's celebration of its 75th anniversary.
- Seek corporate financing to develop exhibits for the NPS ranger museum at Yellowstone.
- Explore the possibility of developing an ANPR program for recognizing citizen support for the parks through a national award equivalent to the Mather or Tilden awards.



Seasonal Insurance

The Association has arranged an insurance program which for the first time makes health and life insurance available at reasonable rates to permanent and non-permanent employees who are Association members. Included are:

- a major medical plan which provides comprehensive health care benefits for you and your family, with up to \$1 million maximum lifetime benefits per insured person, a choice of deductibles, affordable group rates and comprehensive benefits both in and out of hospital;
- a supplemental hospital plan which provides up to \$100 per day in cash to help pay for those extra "out-of-pocket" medical expenses your basic insurance doesn't cover and offers a choice of daily cash benefits up to the above noted ceiling, optional spouse and dependent coverage, affordable group rates and guaranteed acceptance if under age 60 and actively at work;
- a Medicare supplement plan which helps fill the gaps in Federal Medicare benefits;
- group term life insurance up to \$150,000 maximum coverage, with optional spouse and dependent coverage, and affordable group rates.

If you'd like more information on this program write to Marsh McLennan Associates, P.O. Box 7157, San Francisco, CA 94120, or call 1-800-227-4316 (1-800-982-8080 in California).

Comments to the Task Force

Although it's not possible to print all the comments of the more than 200 people who took the time to write down their thoughts about the Association and its future, we'd be remiss if we didn't pass on some of those that we felt were particularly germane and well-stated. What follows is a fairly representative sampling of the thoughts of your fellow members:

* * * *

"What do I want ANPR to be when it grows up? I want the Association to be respected as a professional organization by all interested groups. We should be if not *the* source, certainly one of the best sources of information about rangers, rangers and the Park Service. To get there, we should start a bookstore, be the place to get books about the profession and the service, support technical research into the ranger business... maybe even put together a standing standards committee and technical review committee.

"I disagree with those that say we have spent too much of our Association's energy on personal type issues for two reasons: 1) Our employees are one of our most important, and, from the visitor's perspective, *the most important resource*. 2) We haven't spent too much time and energy there, we simply haven't spent enough in the 'bigger issue' areas.

"Some people feel strongly enough about an issue to either bring it up on the floor or just start working on it and one way or the other ANPR finally legitimizes it. So to those people who would like to get the Association involved in meatier issues, I say 'Have at it, but if you don't do it, don't complain about it not being done.' The Association should make it clear that if enough members want to work on an issue they should. There is a difference (however) between investigating an issue and having the Association take a formal position."

Mike Hill
Timpanogos Cave

* * * *

"Right now, ANPR seems like an awkward adolescent showing occasional signs of potential, but still struggling to find its identity. ANPR *should be* all the following things:

- a professional organization that is fully representative of the concerns of its *total* potential membership;
- a group that seeks the widest possible diversity of members from within the park ranger profession;

- a group that has stature, credibility and respect both within and outside the Park Service, and is called upon to render public opinions and positions on legislation and policy affecting park rangers *and* park resources;
- pro-active in the setting of professional standards within the U.S. NPS as well as the world park ranger community;
- a constant prod to top NPS management to get out there and *lead* the agency in the fashion of Stephen Mather and Horace Albright, especially when it comes to the protection of park resources and park values.

"In short, we should embody within the organization all the ideals and actions that we want the NPS to embody as a whole. Admittedly, this is a tall order, and I don't claim to have all the answers as to how we will be able to do this. But I believe very strongly that the ultimate success or failure of our organization depends on our ideals and aspirations.

"The National Park Service has a rich legacy of strong leadership and selfless public service towards an almost universally acknowledged good cause — that of preserving and protecting national parks. Somehow or other, we have let the mantle of leadership of the national parks slip outside the agency so that we have become mere administrators and managers letting others set the real policy agenda. We have become reactive rather than pro-active. ANPR should strive to put *leadership* back into the National Park Service, and we should adopt programs and policies leading towards that goal."

Joe Zarki
Yellowstone

* * * *

"As it stands now, there is no recognized path that prospective employees can follow to become NPS rangers. There is no degree requirement in a major field consistent and relevant to the NPS mission, there is no centralized exam, interview or screening process, and there is no central training experience. In fact, the acceptable path to a ranger position is to hire on in any capacity with some other federal agency and transfer into an NPS position.

"The most important asset of any organization is its personnel. (We) should work to assure that park resources are staffed with field personnel who possess the appropriate academic training relative to the agency's mission and purpose, and that there is a screening process and a significant initial training experience."

Bob Cunningham
Denali

* * * *

"I believe that there are occasions when we should go to our allies in the interest groups to get their support on key issues. For example, if salaries are so low that there is an 80% turnover rate in search and rescue personnel in a park, I believe that it would be our duty to go to an 'outside' organization if NPS management does not recognize and address the problem. Our real responsibility is to the public and we should elevate the important issues to a level such that the public can be made aware of the situation and they can voice their opinion."

Einar Olsen
WASO

* * * *

"(ANPR should press for) establishment of an intake trainee program or OPM authority to establish OPM registers for GS-025-5/7's at the park or regional level. Proven seasonals (should be allowed) to compete for the jobs they are already performing. We should continue efforts to upgrade entry level 025 positions to the 9/11 levels to become more equivalent with other agencies."

Dan Sholly
Yellowstone

* * * *

"The Association's greatest role (should be) presenting concerns of rangers to upper management in a professional and honest way. This should be done in an aggressive but not obnoxious fashion. It should also be done in a manner in which solutions — a range of them — are presented to management. It's easy to complain and backbite, but that is nothing but counter-productive. Let's look at what NPCA has done recently. They prepared a plan... and have presented it to the Service. The Association can do something similar and start to work towards achieving incremental objectives."

Gordon Olson
Antietam

* * * *

"ANPR should develop more of an advocacy role for good management of park resources — our primary reason for existing. We should:

- determine how to do it without jeopardizing our careers (or) creating a rift between ANPR and top management;
- develop a mechanism for carefully selecting issues and (forming) a responsible position and not one that sounds or is self-serving;

- review missed opportunities, such as preparing a reasoned response to the good ideas and valid criticisms of *Playing God in Yellowstone* or a critique of Watts worst excesses;
- identify current opportunities, such as taking positions on NPCA recommendations for the National Park System, the birth and premature death of the blue ribbon panel, and wolves in Yellowstone."

Roger Siglin
Gates of the Arctic

* * * *

"ANPR should assess the 'professionalism' of the rangering profession according to a comprehensive set of criteria, some ingredients of which are:

- accepted philosophy;
- common terminology or vernacular;
- standards of practice;
- evaluation and monitoring;
- ethics and acceptable conduct;
- skills improvement;
- research and development;
- intellectual/emotional contributions from practitioners;
- shaping of external influences;
- peer recognition;
- respect by other disciplines.

"Communicate the results to universities, encouraging curricula which respond to our needs. ANPR should gear up to help us recruit. The 'birth death' is upon us."

Bill Sontag
Rocky Mountain Regional Office

* * * *

"I don't think (that members) don't care (about issues), I think they don't know what to care about. . . The Park Service attracts high caliber individuals, most of whom are reluctant to say anything unless they've reviewed an issue. Potential solution: More communication.

"As ANPR continues to grow, communications within the organization become more difficult and less personal. I would venture to say most members rely on *Ranger*. But there is a time lag that's detrimental; for example, when new officers have been elected, members will not know until the spring issue. What if ANPR (were to) support enhanced communications from the regional reps to park reps? Park reps in turn would inform members locally. This chain would help reduce costs. Communications would cost money, but its worth it."

Roberta D'Amico
Colonial

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Park Protection and the Public Trust Doctrine

Bruce Craig
NPCA

Students of National Park Service history have long debated the apparent mission statement "conflict" between conservation of resources and visitor use as embodied in the National Park Service Organic Act of 1916. While I was at the Mather Training Center, we instructors could count on a good thirty minute discussion of this topic to break the monotony of a formal lecture on the history and mission of the NPS.

Through the years, the issue has also attracted the attention of several environmental authors; most recently, for example, Ronald Foresta, who in his *America's National Parks and Their Keepers* states the view held by some Park Service observers that the "Park Service no longer knows what its purpose is nor that of the Park System it manages". He cites the Coopers and Lybrand study of NPS management problems which concluded that there is "confusion about the purpose, goals and objectives of the Park Service".

I'm coming to believe, though, that there is no legal or philosophical conflict in the Organic Act, and, indeed, that there should be no confusion about the Service's mission and goals. Park protection, conservation of resources, and preservation of our heritage are all at the heart of the Service's mission.

The Organic Act of 1916 directs the Secretary of the Interior to administer the National Park System in such a way as to conserve scenery, natural and historic objects and wildlife, and to provide for public enjoyment while insuring that the parks are left unimpaired for the enjoyment of future generations. The perceived conflict between conservation and visitor use originates from general misconception that the Organic Act has never been amended since 1916. But the Act has been amended several times, and in 1978 a clarifying amendment set forth the Secretary of the Interior's responsibility — or, more specifically, his "duty" — to protect park resources.

Title 16 USC 1-1a states the following: "The protection, management and administration of those areas (National Parks) shall be conducted in light of the high public value and integrity of the National Park System and shall not be exercised in derogation

Bruce Craig is the Cultural Resources Coordinator for National Parks and Conservation Association. Prior to leaving the NPS in 1987, he served tours of duty at the Mather Training Center, Channel Islands, Boston and Independence.

of the values and purposes for which these various areas have been established (emphasis added)." Here is a clear cut "park protection" statement.

Since 1978, the courts have consistently held that, where statutory authorities exist, the Secretary has an absolute duty to protect park resources. Today, there is no conflict in the amended Organic Act between conservation and visitor use — the Secretary has a clearly stated statutory duty to protect park resources! The language of the amendment clarifies Congressional intent, which is founded on sound logic: Unless the parks are protected, public enjoyment by future generations simply is not possible because if park resources are destroyed, there will ultimately be no resource for the public to enjoy.

One of the arguments that environmentalists have advanced in recent years is that this protection mandate extends beyond the boundaries of the parks because the amended NPS Organic Act states that the Secretary's first responsibility must be to assure that park resources are not damaged or irretrievably lost. It has been argued that the Organic Act provides the Secretary with a legal basis to confront the external threats to the parks. This line of reasoning embodies the "Public Trust" doctrine.

Simply put, the Public Trust doctrine states that the Secretary of the Interior is in a sense a fiduciary or trustee with respect to public lands; that in certain cases, he may intercede on behalf of the public interest to protect public resources from threats posed by actions outside the parks.

The Public Trust doctrine is a concept that can be traced back to Roman times and English common law. Historically, the doctrine applied to public rights to water, rivers, seas and seashores. From these beginnings, the traditional view of Public Trust has been extended to include protection of public rights of navigation, commerce and fisheries. And while the expansion of this concept in the United States has generally occurred at the state level, some question now exists whether the public's right to national park lands falls within the purview of the Public Trust doctrine.

Recently, Congressman Bruce Vento, Chairman of the Subcommittee on National Parks and Recreation, requested that the General Accounting Office (GAO) prepare a report on threats to the natural and cultural resources of the National Park System (GAO Report #B-223669, *Threats to the Natural and Cultural Resources of the National Park System*, February 9, 1987). In addition, GAO was asked to comment on the application of the Public Trust doctrine to the park system. Official Interior Department comments to the GAO on the draft report recommended that the Public Trust discussion be deleted as "the notion of a public trust has been specifically rejected by

the court" and that "the perceived threats are identified and must be exercised on a case by case basis". Thankfully, GAO did not comply with Interior's request. The GAO discussion provides some interesting thoughts and reflections on the Public Trust doctrine's applicability to the national parks.

GAO concluded that "the Public Trust doctrine does not obligate the Secretary of the Interior to intercede, in all cases, in actions taken by others outside park boundaries that would affect park resources. Rather, it gives the Secretary discretion to decide when interceding would be appropriate and useful... however... the Secretary does not have general statutory authority to control or influence actions outside the park system... beyond those set forth in the statutes."

The report states that the NPS Organic Act directs the Secretary to protect the parks; that he can promulgate regulations limiting activities occurring on nonfederal lands located within a national park boundary, intercede on private lands near park boundaries when he has statutory authority to do so (as he does in a few Park Service areas such as Cape Cod National Seashore, where local governments must meet minimal federal zoning requirements), and gives him broad discretion to determine whether a threat exists on adjacent lands owned or managed by the Department of the Interior. No court has endorsed the view that the NPS Organic Act supercedes, for example, the Agriculture Department's Forest Service bureau organic legislation, but the Secretary clearly could intercede when there is a conflict in land use between two Interior bureaus such as the National Park Service and Bureau of Land Management.

While the legislative history of the Park Service Organic Act does not unequivocally establish that park system conservation/preservation values trump other public multiple land use values, some legal commentators hold that there appears to be no legal provision that would keep an Interior Secretary from instituting Departmental policies to meet the statutory obligation set forth in the 1978 amendment to the Organic Act, which in very clear terms does call for the "protection" of park units.

Robert Keiter, Professor of Law at the University of Wyoming College of Law maintains that "the Organic Act seemingly provides the Secretary with legal authority to promulgate regulations controlling activities on lands adjacent to the parks."

"Although the Secretary has never aggressively attempted to extend his jurisdiction in this manner," Keiter says in his paper on the Organic Act in NPCA's *Defending Our Heritage*, "the case law suggests that his powers can be construed to authorize regulations directly related to the parks"

Continued on page 18

Protecting Park Resources: A Little-Known Tale

Joseph L. Sax
University of California (Berkeley)

One of the most familiar publications to be found in the parks offers to tell "the story behind the scenery". I propose a variation on that theme. I'd like to tell you "the story behind a statute", in this case the Redwoods National Park Expansion Act of 1978. It is an important story, and little known even among Park Service people. And it has a good deal to say about park protection.

The broad and uplifting language from that law, which now appears in 16 U.S.C. section 1a-1, may seem to be little more than a rhetorical flourish:

"The protection, management, and administration of... the national park system... shall be conducted in light of the high public values and integrity of the... System and shall not be exercised in derogation of the values and purposes for which these various areas have been established... except as... directly and specifically provided by Congress."

The fashioning of that language was anything but an empty gesture. Congress was responding to the Interior Department's failure to control impacts from logging upstream of the original Redwood National Park boundaries, and to a series of lawsuits against it brought by the Sierra Club. Leaving aside the details, the upshot was a judicial determination that Congress had created affirmative resource protection duties in the law establishing the Redwood Park and that those duties had not been carried out.

The findings of the court was pretty harsh, holding among other things that the Secretary had taken "an unreasonably long period of time to negotiate... cooperative agreements" authorized by the law; that the agreements were "so general and so full of qualifications as to render them practically meaningless and unenforceable"; that they did not carry out the recommendations of the Secretary's own advisors, and were contrary to some of the recommendations; that the Secretary had never sought money from Congress needed to protect the Park; and that he had concealed expert recommendations by intentionally remov-

Joseph Sax is a professor of law at the University of California and a respected writer on park and conservation issues. This article is based on a talk given to the 1988 General Superintendents' Conference in Jackson Hole, Wyoming.



Clear-cutting by logging companies up to park boundaries led to the 1978 Redwoods expansion act, which also reaffirmed the Service's resource protection responsibilities. NPS photo.

ing several pages from the Department's recommendatory report before releasing it to the public, only revealing it in the course of compelled discovery of documents in the lawsuit.

The Congressional response was to restate in the strongest language that the protection of park resources was national policy, and to emphasize that mere passivity in the face of resource deterioration was a failure to meet statutory responsibilities. That, the legislative history reveals, is the meaning behind the broad statutory language quoted above. The interesting question is how Congress expected the job to be done.

Congress at that time declined to give the Secretary direct regulatory authority over private lands. A bill (HR 3813) was introduced in the 95th Congress which was supported by Secretary Andrus and would have authorized for the first time federal regulatory and litigative authority over private lands outside park boundaries. Within the Congress, however, there was deep concern about the precedential significance of federal zoning of private land and, yielding to opposition, Congressman Phil Burton agreed to drop the provision.

It has often been thought that the defeat of the regulatory and litigation provisions of the original bill meant that Congress intended to deprive the Park Service of affirmative power to act against threats beyond park boundaries. But the legislative history tells a different story. The Senate Committee, reporting out the bill that was

finally enacted, went out of its way to observe "that there will be a continuing need to protect the expanded Redwood National Park from actions on private lands located within the same ecological unit as the park... In part this need... can be met by the initiation of legal action against activities that threaten the park. Then, referring to the language of purpose quoted above, the committee said "this restatement of these highest principles of management is also intended to serve as the basis for any judicial resolution of competing private and public values and interests in the areas surrounding Redwood National Park and other areas of the National Park System."

The Committee went on to say that the acquisition authority it was creating for the Redwoods expansion was not meant to be exclusive of other means to protect the park. "The committee wishes to emphasize," it said, "that this particular authority (acquisition) in no way limits or circumscribes the Secretary's authority and responsibility to protect and defend the property of the United States. *The Secretary has an absolute duty, which is not to be compromised, to fulfill the mandate of the 1916 Act to take whatever action and seek whatever relief as will safeguard the units of the National Park System.*"

The Committee then spoke specifically of "seek(ing) injunctive or other relief... (F)or the committee wishes to emphasize that... the Secretary... is respon-

sible for safeguarding park resources. The committee fully expects and intends that the executive branch will utilize every authority to protect and safeguard the property of the United States from adverse activities outside the park boundaries."

In explaining why it had dropped the regulatory provision, the Committee did *not* say that it believed there should be no federal control over private land beyond park boundaries. Rather it said "the regulation concept (that had appeared in the original bill) is recognized to be a new approach to these adjacent land type problems for national park service areas. We believe the problems at Redwood National Park are too urgent to place reliance on such a new concept."

The legislative history leaves little doubt that while regulatory authority was rejected, initiation of legal action *was* contemplated as a tool to deal with threats to park resources. What may seem puzzling is why the Congress should have rejected the proposal to grant regulatory authority, and yet specifically have spoken of an affirmative responsibility of the Secretary for "the initiation of legal action".

The issue is an important one because threats arise where initiation of legal action — if it is an available option — might make a crucial difference. Yet there has hardly been any response to the invitation (or mandate) to initiate legal action. The failed Gettysburg Tower litigation, the abortive effort to enjoin the construction of high rise towers in Roslyn across the Potomac River from the District of Columbia, and an air pollution suit against an aluminum refinery near Glacier National Park pretty much sum up government-initiated court cases against outside private developments.

Is there any way to make sense of what Congress did and said in the Redwood Park Expansion Act of 1978? I think there is. It is quite possible that Congress refused to grant regulatory authority because it did not want to open the way to routine or widespread federal 'zoning' of land around national park system units. At the same time, it was very sensitive to the fact that a serious threat could arise in specific circumstances, and that there ought to be some way of responding to a particular, site-specific and urgent threat. The initiation of legal action would be one means of response. It would be limited in impact, because it would only come into play to check an immediate threat; it would be limited in scope because individual cases — particularly involving land use conflicts — tend to be very fact-oriented, and thus would not create precedents that would multiply uncontrollably; and finally, there would be the constraint of having to persuade a judge in a particular case that some control was appropriate and was needed.

What is most intriguing about the history of the 1978 law is that Congress explicitly contemplated parks resorting to the courts as an available tool for park protection, and it also established a federal standard of park protection to apply in such cases. This is important because some activities that occur near parks are not illegal under traditional local law. A shopping center or tall building that creates a visual intrusion can be very damaging to a park purpose, though it does not create a state law trespass or a nuisance.

While it has always been understood that the United States could protect itself against ordinary violation of its ordinary rights as a proprietor (against trespass, for example, or a common nuisance), it has been very unclear whether there was any possible recourse against something like a visual intrusion which could be devastating to a park unit, but is not otherwise unlawful. Though it is still controversial, on several occasions, courts have now said there is no general, non-statutory public trust to protect the federal lands.

If a federal standard, based on the need to protect park resources, is available, the scope of potential protection would be greatly enlarged. The legislative history is unmistakable in stating that such a standard is available.

No one would say that the 1978 legislation or its history are perfectly clear. But they reveal a remarkable record of Congressional determination to see that park resources are protected and to empower the Park Service to invoke the machinery needed to get that job done. The Redwood story has a great deal to tell about Congress' commitment to the national parks; it deserves to be better known.

ANPR Comments *continued from page 7* come, now reportedly somewhere near 30%. We suggest that OMB establish a method by which an average percentage rate could be obtained from representative lending institutions, mortgage brokers etc. The percentage, obtained at the same time the CPI is figured for the year, would then be established as a rental cap. The employee's salary should serve as the index against which the percentage should be applied. After all, in private housing, the employee has the option of buying a more expensive home if the spouse also works. The required occupant does not have this option, nor does the required occupant have the right to move out or seek other less expensive accommodations. We do not feel that the burden associated with administering such a program would be overtaxing the agency's capacity. This should not be an exception but rather the *rule*. Thanks for your consideration."

Park Protection *continued from page 16* welfare (and this reasoning) might support regulations limiting activities on adjacent federal lands".

On the other hand, a Secretary could, as does Donald Hodel, advance a narrow construction of existing legislation and argue that public law does not clearly grant to the Secretary broad regulatory authority over activities occurring on lands outside Park Service units.

The legislative history of the 1978 amendments to the Organic Act (16 USC 1a-1) language supports the view that NPS lands are to be given special protection:

"This restatement of these highest principles of management is also intended to serve as the basis for any judicial resolution or competing private and public values and interests in the areas surrounding Redwood National Park System".

But GAO is quick to point out in its report that the language of the statute itself is ambiguous and that it provides no additional guidance on how to deal with external threats to park units.

Recent legislation — the Park Protection Act of 1982 and Senate Bill 2092, introduced in February, 1986 — sought to provide for consistent federal policy affecting resources of the national park system. In the past, bills have passed the House but have failed to be enacted largely because the Senate, then with a Republican majority, shared the Interior Secretary's opinion that existing law is sufficient to protect the parks.

National Parks and Conservation Association believes that Congress should act on behalf of the parks to legislatively protect them from harmful adjacent threats and activities. Because external threats such as acid rain are endemic to the entire national park system, Congress should amend the Organic Act and clarify the Secretary's responsibility and authority to deal with external threats issues. The National Park Organic Act should require consistency in the multiple use mandate of other Federal land management agencies with park protection; it should clarify the extent of the Secretary's authority to promulgate administrative regulations governing activities on adjacent Federal, state and private lands when such activities directly and substantially threaten park resources.

If the Secretary's park protection responsibilities were clearly defined by statute, the Organic Act would not only impose a clear duty to respond to external threats, but would give the Secretary authority to provide a cause for action against activities that threaten park resources.

Liability Insurance

Cliff Chetwin
Southwest Regional Office

At the Rendezvous in Great Gorge last fall, the board of directors asked me to look into ANPR-sponsored liability insurance for its members, and directed that a final report be submitted to the membership by summer. A work group was put together this winter and began investigating options. What follows is a summation of what we discovered.

The group began its work by reviewing policies available to various local, state and federal law enforcement associations around the country. All were restricted to law enforcement-related risks and many were not available to us since carriers and sponsors do not consider park rangers to be law enforcement personnel. While the merit of this perception is debatable, it would be fruitless to argue since even the Department does not consider us to be law enforcement personnel, as can be seen in its positions on 20-year retirement, death benefits, and related matters. The levels of coverage and range of risks covered were far too restrictive to meet our needs.

Before going any further, we determined that, at a minimum, an acceptable policy would have to:

- be affordable at the GS-5 salary level;
- provide broad coverage over the spectrum of ranger activities, from the field ranger to the superintendent and regional director;
- be available to seasonal employees as well as permanents;
- provide relatively high coverage limits (i.e., \$1 million);
- cover punitive damages, if awarded;
- allow the policy holder to have a say in selecting the attorney of record; and
- come from a company with an established "track record" in the liability insurance field and demonstrable solvency.

We were also interested in a policy which would allow payroll deductions and finding a company which would write a group policy specifically sponsored by ANPR, but these were not mandatory features.

We immediately ran into four problems. First, there simply aren't many companies interested in assuming new liability insurance risks, except at astronomical prices — if at all. Second, ANPR doesn't represent a large enough audience in terms of the range of risks and potential awards for companies to be interested in us. Third, only one company had any interest in providing coverage to seasonal employees. Fourth and finally, the financial footing of several of the com-

panies still issuing liability insurance is weak at best.

To date, we have only been able to locate one company which comes close to meeting our criteria — Wright & Company of Washington, D.C., which is underwritten by the Admiral Insurance Company (registered in Delaware). The advantages of the policy they could offer are:

- Relatively low rates for reasonable coverage — \$162 per year or \$7 per pay period for \$1 million in coverage and \$99 per year or \$4 per pay period for \$500,000 coverage;
- The entire spectrum of ranger activities — both field and managerial — would be covered, as long as actions are in "good faith." Willful negligence or bad faith actions would not be covered, but we were unable to find any company that would provide such a policy in any case. Also not covered would be actions related to vehicle operations, which are already covered by statutory protection for all employees who are operating motor vehicles. Most personal auto policies also provide such coverage.
- Payroll deductions are available for both seasonals and permanents.
- The company will provide the same levels of coverage to seasonal employees. They may either elect payroll deductions or direct payments of premiums with a refund upon cancellation of the policy at termination of employment — just as with any other insurance policy.
- The policy would cover punitive damages up to the above coverage limits.
- A private attorney can be retained under the policy to "monitor" the government if the Justice Department elects to defend the employee. Since the Justice attorney is required by law to place the government's interest ahead of that of the defendant, this could be a very important provision.
- The company and parent underwriter are both solvent and have been in the liability insurance field for more than 30 years.

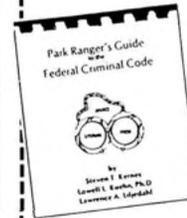
The company considers the coverage to be a "group" policy in that they are willing to cover all federal employees and are not interested in developing a policy specifically for ANPR. While this would have been a significant "benefit" of ANPR membership, it appears that this policy as presently offered is far and away the best deal on the market for the unique needs of our profession.

The policy is presently recommended by the employee associations of the FBI, Secret Service and Federal Wildlife Officers' Association, as well as by several fellow rangers. It appears to be very sound,

and ANPR recommends that you look at it closely if you don't currently have personal liability coverage.

We are presently trying to arrange for a representative of the company to be at the Rendezvous to answer questions and provide detailed information concerning the policy. You can contact them at Wright & Company, 1400 Eye Street, N.W., Washington, D.C. 20005, or call them at 1-800-424-9801.

The *Park Ranger's Guide to the Federal Criminal Code* is a pocket-sized, quick reference which unifies into one book all the Federal laws relevant to the National Park Service. This pocket book will enable every Park Ranger, Park Naturalist, Park Technician and Park Guide to carry a legal reference in a pocket, briefcase, glove box or citation holder for use in the field. The comb binding and sturdy covers will make this a useful and tough companion.



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Seasonal Ranger Summer Hiring Survey

Barb Maynes, Olympic
Dorothy Bensusan, Natchez Trace

This summer's seasonal ranger hiring survey revealed that many parks are still having trouble filling all of their positions despite the upswing in seasonal applications filed this year. Comments such as "we have hired everyone we could find" and "normally we'd have two more employees" were heard from a number of sources. Other parks, however, had no difficulty finding employees. We hope that these survey results will at least partly help needy parks and potential employees find each other next summer.

The figures given indicate the number of new and total hires each park made during the 1988 summer season, and are the best indicators presently available on how many rangers these areas may hire in 1989. Results are presented by region and in most cases show new and total seasonal hires within each of the three ranger hiring options — interpretation (Interp), law enforcement (LE) and general (General). *If a park is not listed, it's because the information was unavailable or unattainable due to a variety of factors, including administrative staffing shortages, fires and time constraints on survey volunteers.*

Many thanks to the park administrative officers/staffers who took the time to help us with this survey. Special thanks go to associate members Al and Betty Maynes and the interpretive staff of Prince William Forest Park for their invaluable assistance.

Notes:

- Shenandoah — Also hired five new biotechnicians for a total of six.
- Fort Scott — All positions are part time.
- Harry Truman, Herbert Hoover, Jefferson National Expansion — All three reported that they'd exhausted their seasonal registers and were forced to issue supplementary vacancy announcements.
- Klondike Gold Rush — Recruits locally with a special vacancy announcement.
- Colorado — Several positions are part time.
- Rocky Mountain — Exhausted law enforcement register and still had openings as of 8/1.
- Big Cypress — Five general hires were FIREPRO employees.
- Death Valley — Hires several temporary, not-to-exceed one year positions.
- Grand Canyon — Hired a total of 80 seasonals, about 40 of them new.
- Sequoia/Kings — Hired a total of 43 new seasonals.

Areas	Interp		LE		General	
	New	Total	New	Total	New	Total
Alaska						
Bering Land Bridge	0	0	0	0	0	0
Cape Krusenstern/Noatak/Kobuk	1	1	1	4	0	0
Glacier Bay	7	19	3	7	0	0
Katmai	2	2	2	6	3	7
Klondike Gold Rush	3	4	0	0	0	4
Sitka	5	6	1	1	0	4
Gates of the Arctic	0	0	0	0	3	3
Kenai Fjords	4	5	0	0	3	3
Lake Clark	1	1	2	2	3	3
Wrangell-St. Elias	2	4	2	5	1	2
Yukon-Charley	0	1	0	1	0	1
Mid-Atlantic						
Allegheny Portage/Johnstown	0	0	0	0	0	0
Assateague Island	4	11	4	7	8	11
Booker T. Washington	0	3	0	0	0	0
Colonial	10	10	2	2	0	0
Delaware Water Gap	8	20	4	10	1	1
Fredericksburg/Spotsylvania	2	7	0	0	0	0
George Washington Birthplace	2	4	0	0	3	3
Gettysburg/Eisenhower	11	19	1	4	1	4
Shenandoah	5	22	10	17	23	48
Midwest						
Agate Fossil Bed	0	0	0	0	1	1
Apostle Island	4	7	3	3	1	3
Cuyahoga Valley	2	5	2	6	3	6
Effigy Mounds	1	4	0	0	1	3
Ft. Larned	3	4	0	0	0	0
Ft. Scott	2	5	0	0	0	0
Harry Truman	4	9	0	0	0	0
Herbert Hoover	6	10	1	1	0	0
Homestead	0	1	0	0	0	0
Indiana Dunes	5	12	4	12	5	7
Isle Royale	3	7	0	0	2	10
Jefferson National Expansion	14	14	0	0	0	0
Lincoln Boyhood	1	6	0	0	0	0
Lincoln Home	4	7	0	0	0	0
Mound City Group	3	3	0	0	0	0
Ozark	11	14	15	16	0	4
Perry's Victory	6	7	0	1	1	1
Pictured Rocks	3	6	0	0	1	2
Pipstone	5	5	0	0	0	0
St. Croix	3	4	4	4	0	0
Scotts Bluff	3	5	0	0	0	0
Sleeping Bear Dunes	1	6	1	5	1	3
Voyageurs	0	3	2	3	0	0
William H. Taft	0	1	0	0	0	0
Wilsons Creek	0	2	0	0	0	2
North Atlantic						
Acadia	11	23	7	13	17	33
Adams	6	11	0	0	0	0
Cape Cod	11	17	8	23	18	23
Edison	5	5	0	0	0	0
Pacific Northwest						
Coulee Dam	11	23	7	13	17	33
Ft. Clatsop	6	8	0	0	0	0
Ft. Vancouver	1	5	0	0	0	0
John Day Fossil Beds	3	4	0	0	1	1
Klondike Gold Rush	—	—	—	—	—	—
Mt. Rainier	12	30	12	15	15	55
Nez Perce	2	3	0	0	1	2
North Cascades:						
Stehekin	4	10	0	0	3	6
Skagit	4	8	2	2	6	18
Oregon Caves	1	2	0	0	0	1
Whitman Mission	0	2	0	0	0	0
Rocky Mountain						
Arches	3	4	1	7	0	0
Badlands	4	8	1	3	4	10
Canyonlands	3	5	5	14	0	0
Capitol Reef	2	6	1	2	0	0
Colorado	0	0	1	2	9	13
Curecanti	8	8	1	3	2	14
Devils Tower	2	4	3	3	1	4
Dinosaur	7	9	5	5	11	22
Glen Canyon	5	11	2	18	4	11
Jewel Cave	6	16	0	0	0	0

Areas	Interp		LE		General	
	New	Total	New	Total	New	Total
Natural Bridges	2	2	1	2	0	0
Rocky Mountain	20	35	0	17	58	103
Timpanogos	8	17	2	3	0	0
Wind Cave	6	24	3	9	1	2
Zion	8	15	1	6	12	19
Southeast						
A. Lincoln Birthplace	1	1	0	0	0	0
Andersonville	1	1	0	0	0	0
Big Cypress	0	0	0	0	5	5
Big South Fork	2	2	1	2	0	0
Biscayne	1	2	0	0	0	0
Blue Ridge	7	18	8	21	10	30
Canaveral	0	1	2	3	0	0
Cape Hatteras	8	15	4	13	10	16
Carl Sandburg	2	4	0	0	0	1
Castillo de san Marcos	2	5	0	1	0	0
Chattahoochee	0	1	8	11	0	0
Chickamauga-Chattanooga	3	3	0	0	0	0
Cumberland Gap	4	4	0	1	3	3
Everglades	14	15	0	0	6	8
Ft. Caroline	1	1	0	0	0	0
Ft. Donelson	2	4	0	0	0	0
Ft. Frederica	3	3	0	0	3	3
Ft. Pulaski	1	6	0	0	2	2
Ft. Sumter	2	5	0	0	0	0
Great Smoky Mountains	12	22	17	27	16	28
Gulf Islands	9	11	2	2	3	7
Horseshoe Bend	1	1	0	0	0	0
Kings Mountain	0	2	0	0	0	0
Mammoth Cave	9	43	0	0	3	13
Martin Luther King	5	5	0	0	0	0
Moore's Creek	0	0	0	0	0	0
Natchez Trace	2	3	0	2	1	5
Obed	1	1	0	0	1	1
Russell Cave	0	0	0	0	0	0
Shiloh	0	7	0	0	0	0
Southwest						
Big Bend	1	1	0	0	2	3
Buffalo	5	7	4	5	0	1
Canyon de Chelly	2	5	0	1	0	2
Carlsbad Caverns	28	37	0	0	2	2
Chickasaw	4	4	3	3	1	10
Guadalupe Mountains	1	3	2	4	0	0
Hot Springs	5	8	0	0	1	2
Padre Island	1	1	0	0	0	0
West						
Cabrillo	9	11	0	2	0	0
Channel Islands	5	8	2	5	2	2
Chiricahua	5	5	0	1	3	3
Coronado	1	1	0	0	0	0
Death Valley	—	—	—	—	—	—
Golden Gate	13	22	0	2	1	1
Grand Canyon	—	—	—	—	—	—
Joshua Tree	1	3	1	1	4	4
Lassen Volcanic	3	17	2	6	6	15
Lava Beds	0	2	0	0	8	9
Montezuma Castle/Tuzigoot	4	8	0	0	0	0
Muir Woods	0	1	0	0	0	0
Petrified Forest	1	4	0	1	7	12
Pinnacles	0	0	0	0	0	0
Pt. Reyes	5	5	0	1	2	3
Saguaro	1	2	0	0	2	2
Sequoia/Kings	—	33	—	12	—	90
Tonto	1	2	0	0	0	0
Walnut Canyon	2	5	0	0	0	0
Whiskeytown	2	2	4	4	7	13
Yosemite:						
GS-3	2	2	—	—	2	4
GS-4	9	12	—	—	31	57
GS-5	1	5	24	43	3	13
GS-6	0	1	—	—	—	—

Call for Papers

In the spring 1989 issue, *Ranger* will begin carrying professional papers on topics of relevance to rangers in any of the several disciplines that they oversee, including — but not limited to — interpretation, resource management, emergency services and law enforcement.

Papers should deal with new ideas or approaches to problems that have Servicewide interest and implications. They should be technical in nature, but written for a lay audience, and should be accompanied by a bibliography of references where appropriate. Papers should be no longer than eight typed, double-spaced pages. Black and white photos and/or graphs (charts, tables, etc.) are welcome. The author must include a one paragraph biography which indicates the source of his/her expertise, and should also provide a phone number and address where interested members can call or write for further information.

The editor reserves the right to refer an article to acknowledged leaders in the subject area for a professional assessment prior to publication.

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By Keith L. Hoofnagle

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UNDERSTANDING THE TERMINOLOGY OF DRUG TESTING IN THE N.P.S.

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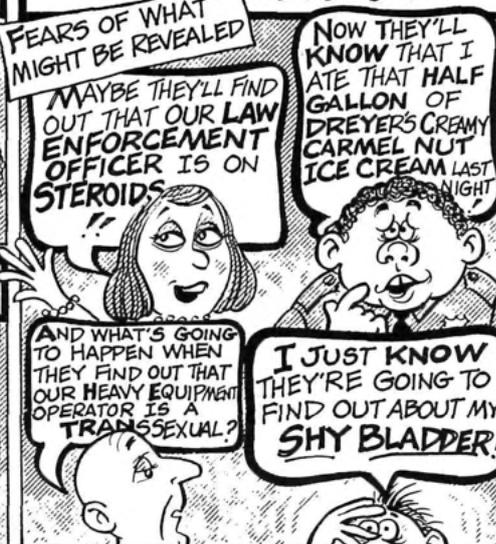
OUR INSPECTION TURNED UP ONE MARIJUANA SEED CLEVERLY HIDDEN IN YOUR BILGE. AT LEAST WE THINK IT IS A MARIJUANA SEED - IT MIGHT BE A COCK-ROACH DROPPING. ANYWAY, WE'RE HEREBY SEIZING YOUR VESSEL FOR SMUGGLING ILLICIT SUBSTANCES. WE WILL ESCORT YOU TO MARINA DEL REY WHERE YOUR CREW WILL UNDERGO STRIP SEARCHING AND DRUG-TESTING. WE THINK WE'LL JUST KEEP YOUR SHIP BECAUSE IT'S THE KIND WE WANT AND IT ISN'T AVAILABLE ON G.S.A. CONTRACT.



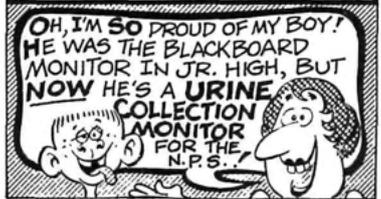
VOLUNTARY TESTING (VT)



URINALYSIS (UA)



URINE COLLECTION MONITOR (UCM)



EMPLOYEE ASSISTANCE PROGRAM (EAP)



DRUG TESTING IN YELLOWSTONE:



Board Member Reports

Western Vice President

Vice President Mack Shaver, Theodore Roosevelt. Address: Theodore Roosevelt National Park, P.O. Box 7, Medora, ND 58645. Phone: (701) 623-4466 (work) and (701) 623-4313 (home).

Summer is a busy time! The crush of visitor and resource issues makes it difficult for most of us to get very active in other than job-related activities. Understandable, yes, and even lamentable, but that very fact makes the accomplishment of remarkable "extracurricular" project work even more notable. Our own accomplishment has demonstrated some fine examples of such remarkable accomplishment lately.

If you haven't read Karen Wade's task group's draft report on ANPR five-year goals and work plan yet, you are in for some exciting reading. The fact that over two hundred of our fellow members took the time to comment during a busy season and that Karen and her group were able to quickly and concisely create such a readable, well thought-out document, shows that involvement by busy people is possible and interest in the ANPR is alive and well!

Other examples include an event-packed Rendezvous schedule; bigger and better *Ranger* issues coming out on time; a successful IRS audit; solid accurate comments on the new *NPS Management Policies*; good work on the new law enforcement-firefighter pay scales by ANPR folks — the list goes on and on. A lot of good work is being accomplished by your Association — but more could be done if there was more time or if there were more folks available to do it.

We encourage *you* to get involved! Volunteer — you don't have to be a board member to help with the work of the Association. The work you do as a volunteer or as a committee member will help you decide whether or not running for board office is worth the effort. Also, you'll meet more people, hear new ideas and find your own ideas being listened to. Not only that, the more people involved in an issue, usually, the better the resulting product.

What's the first step? Attend Rendezvous XII this October or write a letter to the editor of *Ranger* or comment on Karen's draft report or call your regional rep. Lots of ways to get involved — lots of things to do! The ANPR (or any organization) is only as strong or as active as its members. See you at Snowbird!

Eastern Vice President

Vice President Debbie Trout, Great Smokies. Address: Route 11, Sevierville, TN 37862. Phone: (615) 428-4239 (work) and (615) 453-6816 (home).

Business Manager

Business Manager Debbie Gorman, Saratoga. Address: RD 2, Box 33, Stillwater, NY 12170. Phone: (518) 793-3140 (work/home).

Inspiration for this article came from a recent telephone conversation with a very satisfied and enthusiastic member who had recently used Executive Travel. Impressed with the fast, convenient service, and well-priced fares, he just had to pass this along. Not only were his travel arrangements made to his satisfaction, but he had a good feeling about his decision to use Executive Travel because it meant donation receipts to the Association.

The use of Executive Travel not only increases benefits for members, it also raises funds for ANPR. Let me tell you how it works. With every reservation made through the agency, Executive Travel will donate 20% of the commissions received on air travel to ANPR, as well as 30% received on commissions for other services (car rentals, hotels, cruises, tours, etc.) Executive Travel is a full-service agency, so you can expect that all your travel needs will be met. They even offer "such diverse specialized forms of travel as barefoot cruises, motorhome, house and condo rentals, balloon trips, white water raft trips, and photographic safaris".

The service is completely free to the customer. Simply call Executive Travel at 1-800-237-6735 (939-5567 in Florida) and specify your account reference to ANPR. It is that easy! It is their policy to provide you with the lowest fares on the most convenient arrangements to meet your travel needs.

Sound too good to be true? It gets better. Since 1986, ANPR has received more than \$1,500.00 in donations from Executive Travel. While a great deal of appreciation is given to Executive Travel, much of the recognition goes to ANPR members. *You* make this all possible. So spread the word — you need not be a member to use the service to ANPR's benefit. Rendezvous is soon approaching. Why not use Executive Travel to make your travel arrangements? It will make you feel good, too!

North Atlantic Regional Rep

Representative Jim Gorman, Saratoga. Address: RD 2, Box 33, Stillwater, NY 12170. Phone: (518) 664-9821 (work) and (518) 793-3140 (home).

Mid-Atlantic Regional Rep

Representative Roberta D'Amico, Colonial. Address: Highway Contract 1, Box 408 H, Gloucester Point, VA 23062. Phone: (804) 898-3400 x 34 (work) and (804) 642-9220 (home).

The Rendezvous at Snowbird is upon us! Much to my disappointment, I will not

be able to attend. Mid-Atlantic Region needs someone to represent the region and to substitute for me at the Rendezvous and the board meetings. This position is open and there are no KSA's involved. Call me.

The park rep report is good. Information continues to flow to and from the parks. We still need reps at: ALPO, AP-CO, BOWA, GEWA and SHEN.

I've received feedback that centers around the goals and the future of ANPR, along with possible problems within. A compilation of these comments were submitted to the task force for their review. A growing concern is the developing of splinter groups. The underlying focus of these different organizations is concern for the National Park Service and its employees. What's beginning to frustrate many, including myself, is that the more groups there are, the more diluted our voices will become. If our efforts are to be heard, we need to unify and lobby together. *There truly is strength in numbers.*

From October 8-13, I'll be thinking of Snowbird. Discuss the issues: I'm sure there will be some good debates. I hope to hear about the Rendezvous events — even those that have nothing to do with the ANPR. And if you're really curious about why I'll be in Virginia, ask me about October 19th at Colonial!

National Capital Regional Rep

Representative Rick Erisman, C&O Canal. Address: P.O. Box 19, Oldtown, MD 21555. Phone: (301) 395-5742 (home) and (301) 722-8226 (work).

On May 12th, about a dozen members attended a social gathering at Carderock.

On June 25th, a field seminar on battlefield protection was held at Manassas National Battlefield Park. NPS Chief Historian Ed Bearss gave a presentation on the Second Battle of Bull Run, and Acting Superintendent Susan Moore talked about the potential impact of the new mall on the park and sites associated with that battle. Warren Brown from WASO Planning and Special Studies offered perspectives on land protection planning as it applied to the problem at Manassas. Although more than 125 invitations were sent out to members in the D.C. area, only three people attended the seminar.

On July 21st, ANPR took on NPCA for a spirited softball game in rain and about 105% humidity at Carderock. Despite NPCA's attempts to fluster their opponents by employing a catcher disguised as departed Assistant Secretary Horn and introducing a costumed grizzly as a pinch hitter, the ANPR stalwarts were able to rally and either almost win, tie or win the game, depending on who was keeping score. Trailing by a considerable number of runs (pride prohibits listing the exact figure), the ANPR nine hit upon a

devilishly simple technique to overcome the deficit — they simply allowed the game to go on despite the onset of darkness and heavy rain, knowing that the zealous conservationists could not resist the challenge of playing despite the elements *and* that ANPR would be batting next. Although NPCA made valiant attempts to field hits, the available lighting (reduced by then to distant lightning flashes) proved insufficient, and the gap was closed. The several opinions on the final score were put to rest in the spirit of camaradery, and the final, semi-official score was listed as 12-12. No rematch has yet been scheduled.

Another social will be held at Carderock on the 18th. The canoe trip which was tentatively scheduled for the 20th will probably be held at a later date, depending on the level of interest of members attending the gathering on the 18th. A hike in Shenandoah is still scheduled for September 10th. See the summer issue for details.

I submitted a list of potential corporate donors and individual donors to the raffle committee. If you or anyone you know is interested in donating to the raffle at the Rendezvous this year, please contact me.

My five-year term as regional representative will expire this year. Please consider and nominate your candidate at Rendezvous XII. It's been a pleasure serving NCR and ANPR.

Southeast Regional Rep

Representative Dave Lattimore, Natchez Trace. Rocky Springs Ranger Station, Star Route Box 14C, Carlisle, MS 39049. Phone (601) 535-7142 (home) and (601) 437-5252 (work).

Four new park reps have signed on — Dan Pontbriand (Gulf Island), Sam Weddle (Vicksburg), Dorothy Bensusan (Natchez Trace) and Chris Revels (Kings Mountain). That makes a total of ten park reps in Southeast. I recently sent a letter to each of them soliciting ideas for the Rendezvous and nominations for regional rep.

Midwest Regional Rep

Representative Tom Cherry, Cuyahoga. Address: 449 Wyoga Lake Boulevard, Stow, OH 44224. Phone: (216) 650-4414 ext. 232 (work) and (216) 929-4995 (home).

I have had the opportunity recently to talk with fellow rangers from several different parks. The overwhelming majority of the folks I talked with stated that we (the NPS) have become our own worst enemy. So many of our guidelines, policies, directives and related documents still leave room for interpretation. Someone, somewhere, must have felt that a certain amount of reasonableness should be considered when applying each of the above to specific opera-

tions or circumstances. Yet it seems that those doing the interpretation many times are choosing to 'do unto others' rather than 'do for others'.

When did we start applying a different set of standards to how we treat our employees vs. how we expect our employees to treat the public? Some would say five, ten, even fifteen years ago. It doesn't really matter. What does matter is that we recognize the problem, provide some serious thought, and help set the future direction for ANPR in order to improve the agency, the parks, the visitor experience, and your own sense of worth and self-satisfaction.

If you can't make it to Snowbird, contact Karen Wade or one of the task force members (see page 39 of the last issue) and let your thoughts be known!

Rocky Mountain Regional Rep

Representative Dennis Ditmanson, Custer Battlefield. Address: Custer Battlefield NM, P.O. Box 39, Crow Agency, MT 59022. Phone: (406) 638-2621 (work).

Southwest Regional Rep

Representative Dale Thompson, Big Bend. Address: Chisos Basin, Big Bend National Park, Texas 79834. Phone: (915) 477-2251 (work).

Hooray for Cindy Ott-Jones (White Sands), Phyllis Cremonini (Carlsbad) and Jerry Yarborough (Amistad). These three individuals responded with a resounding "yes" to a letter I sent asking for park representatives. I know there are many more people like these out there who are willing and even anxious to help with the ANPR membership drive. If you are one of those people, I still need to hear from you. You can contact me by writing or calling, or see me at the Rendezvous. If I haven't heard from you by then, you can expect some arm twisting on my part.

I have signed up 17 new members as of this writing. I'd like to extend a special welcome to these and other new ANPR members, and urge all the "old" members to make a special effort to meet and welcome them to the organization, especially at the Rendezvous. Rendezvous XII looks like it will be one of the largest get-togethers yet. This could be pretty confusing to someone who hasn't attended a Rendezvous before, so seek out a new member and buy him or her a beer at the keg.

West Regional Rep

Representative Frank Dean, Yosemite. Address: P.O. Box 577, Yosemite, CA 95389. Phone: (209) 252-4848 (work) and (209) 372-4242 (home).

A busy summer has a way of complicating most of our schedules, and this season has been no exception. I am looking

forward to a scheduled operations evaluation in Yosemite which will allow me the opportunity to meet with Rick Gale and discuss ANPR issues after hours. Along with some weightier topics, I'm sure I will hear about raffles and membership recruitment. I will definitely speak with Rick about Karen Wade's committee, and the five-year organizational goals for ANPR. The importance of this committee and its mission cannot be emphasized enough. Please let us know what your thoughts are on ANPR and plan to attend the Rendezvous to help shape our future.

I haven't heard much from the ANPR membership lately, but the recently formed National Alliance of Park Rangers and Firefighters and Yosemite Fraternal Order of Police have been discussing some important issues. One of the thorniest is the standby/on-call dilemma. Many people feel that employees should be compensated for scheduled on-call or standby status. With our austere park budgets, the employee has generally not requested nor received compensation. But what about the employee's personal budget or off-duty commitments? The ramifications of compensating employees at 25% of their normal salary for scheduled standby hours would be significant to both the NPS and the employee.

Perhaps the most volatile issue of the summer is the DOI drug testing program. Some rangers are concerned over the possibility of false positives. I have heard several complaints that NPS management appears to consider rangers to be law enforcement officers at the convenience of the government. The concern is that management has not supported ranger requests for enhanced/20 year retirement, but is now considering us to be in critical or sensitive law enforcement positions that require drug testing. The inconsistency is definitely worth considering and needs to be addressed.

There is good news, courtesy of Congressman Al Swift, who is sponsoring a bill to extend enhanced/20 year retirement benefits to Customs and INS employees. At the request of the Yosemite FOP lodge and Congressman Tony Coelho, Swift amended his bill to include all park rangers with law enforcement commissions. The bill still has a ways to go before it becomes law, but the speed and ease of the amendment provides hope for legislative assistance on additional fronts in the future.

See you in Snowbird.

Pacific Northwest Regional Rep

Representative Jan Dick, Nez Perce. Address: P.O. Box 84, Spalding, ID 83551. Phone: (208) 843-2926 (home) and (208) 843-2261 (work).

By now, most of us who are fire quali-

fied are home from our fire assignments in the glorious West and Pacific Northwest. Hopefully, each of you had a good summer sleeping in our dirt and eating our smoke as you endeavored to save our precious wildlands. I'm confident that none of you forgot your Association as you deposited your fire money checks and managed to take a little out to help support your Ranger Museum.

Work is still progressing on a housing survey here in the Pacific Northwest. Surveys have been sent out to ANPR members and any others in the region who wish to respond. We are trying to find out what is right and what might be wrong with regional government housing so that common problems can be identified, positive aspects of housing reinforced, and problems resolved.

I am also trying to work up a list of training sources that might benefit those of us who feel that we need more training. If anyone out there has any suggestions, I would like to hear them. I am particularly interested in correspondence courses and any other "non-traditional" training opportunities that are available. Please include as much information as possible including addresses of sources, costs, and benefits derived from the course.

Continued on page 26

In Print *continued from page 9*

steward of the Department of Interior; to do so would lead to self immolation.

Vice President Bush must forge his own platform and his own issues on the environment, leaving the policies of this Administration behind. In California the Vice President has already rejected your proposed offshore oil sales, just as he will unquestionably reject the proposed sales off the highly sensitive coastal areas of Florida.

The Vice President has also clearly stated in his Seattle speech his interest in and support for "the recommendations made last year by the President's Commission on Americans Outdoors — for example, the encouragement of public-private partnerships for recreation; the creation of greenways and the strengthening of urban parks to provide open spaces close to where people live; the protection of rivers and streams and our fast-disappearing wetlands." The President's Commission's Report represented the views *not* of a small minority or interest group, but the vision of a very broad range of Americans from across the country. The Commission held 18 public hearings and listened to over 1,000 witnesses. It sponsored a telephone survey of 2,000 random Americans which found that 87% were willing to pay taxes dedicated to natural area preservation, and 96% agreed that local, state, or national

government *should* preserve natural areas for future generations. This, of course, reaffirms what Congress and conservationists and what every public opinion poll confirms, that there is a broad public support for and demand for land conservation programs. The Vice President recognizes this, and I am confident that he will provide the leadership that has been so sadly lacking in recent years.

During the period I served in the Department, I know that President Nixon and Secretary Rogers Morton recognized the unique mission and opportunities afforded to the National Park Service, and they made every effort to provide funding support for land conservation and infrastructure programs. However, more than anything else, they understood the need for the National Park Service to stand as a viable and exemplary symbol of the conservation programs of the Department of Interior. They recognized that both the Department and the public benefitted from the Service's stature and leadership. I expect the Vice President to espouse this same quality of leadership in his campaign and that he will provide renewed support for the mission of the Park Service after the hiatus of obscurity caused by your tenure.

Sincerely,
Nathaniel Pryor Reed

Ranger Pay Follow-Up

Last September, Congress passed a continuing appropriations bill (HJ 395) which contains a provision (Section 529) that provides for special pay rates for agencies that are experiencing difficulty in recruiting or retaining personnel. The bill stipulates that action must be taken in FY 1988 to obtain consideration under this law.

A number of parks and regions have been examining the possibility of seeking such special pay rates for rangers and other personnel. Delaware Water Gap is presently in the process of pursuing this option for its law enforcement rangers. In order to demonstrate the scope of the problem in the park's Pennsylvania District, District Ranger Bill Sanders put together a report documenting the degree of turnover among rangers working there over the past half dozen years and providing a comparison of ranger salaries with those of neighboring agencies.

The Pennsylvania District currently has 19 patrol ranger law enforcement positions. There have been 27 vacancies in these positions since 1983. The average retention time of the employees who vacated these positions was just over 24 months, with a maximum retention time of five

Agency	Entry	Maximum	1st Supv.	Maximum	Other
US NPS	\$15118	\$19654	\$18726	\$24342	—
Newton PD	\$21048	\$32955	\$33929	\$37336	+ benefits
Vernon PD	\$19616	\$30405	\$33446	—	+ benefits
Hackettson	\$21840	\$27789	\$28834	\$30729	+ benefits
Scranton PD	\$21691	\$22483	\$23350	—	—
Wilkes-Barre	\$22750	—	\$25000	—	—
Stroudsburg	\$14000	\$22460	—	—	—
PA Game	\$19028	\$23722	\$24140	\$30441	+ vehicle
PA Fish	\$19028	\$23722	\$24900	\$33878	+ 3% 7/88
PA Parks	\$15726	\$19990	\$17252	\$22455	+ benefits
NJ F&G	\$22085	\$35789	\$29590	\$41431	+ vehicle
NJ Parks	\$18170	\$25437	\$21033	\$29449	+ benefits
PA State Police	\$19967	\$31964	\$29251	\$33779	+ benefits
NJ State Police	\$20271	\$33355	\$28797	\$37405	+ \$5190 food
USF&WS	\$27716	\$36032	\$39501	\$51354	+ 25% OT
US Postal Inspector	\$39609	\$53283	\$41507	\$55952	+ \$1664 COLA
US INS	\$18726	\$43181	\$39501	\$51354	+ 25% OT
US Marshal	\$18726	\$36032	\$33218	\$43181	+ COLA 4x yr.

years and a minimum time of one month. The district has four first-level and two second-level supervisory positions; there have been five vacancies in the former since 1983 and four in the latter since 1984.

According to Sanders' report, virtually all the neighboring agencies contacted provided fully-paid medical, dental and life insurance coverage and free uniforms with a uniform cleaning allowance. Most retirement plans were considered to be superior

to those of the federal government. Employees of all the other federal agencies were eligible for 20-year law enforcement retirements. All the fish and game agencies provided free take-home vehicles, as did most other agencies for their higher level personnel.

Assistant Superintendent Dick Ring has forwarded the report to the regional personnel office, and will be working with them to obtain the special pay rates.

Committee Reports

Housing

Leader Tom Cherry, Cuyahoga. Address: 449 Wyoga Lake Boulevard, Stow, OH 44224. Phone: (216) 929-4995 (home) and (216) 650-4414 ext. 232 (work).

I have just finished reading (for the fourth time) the summary judgement from the U.S. District Court for the Eastern District of California in the case of Yosemite Tenants' Association vs. Donald P. Hodel, et. al. I cannot share in the elation expressed by WASO in the 'victory' that both Interior and the Washington Office now claim. Rather, I must empathize with the frustration felt by the Tenants' Association. Judge Price put it in these words on page five of the judgement: "However, having won the original skirmish on the propriety of the 1981 survey, the plaintiffs left the field of battle and allowed a judgement of dismissal to be entered. . . its integrity was established not by the judicial action, but rather by plaintiffs inaction."

I don't know why certain submissions requested by the court were not made; possibly the Tenants' Association will address specifics in their article. But I have been informed that the housing issue is still not dead at Yosemite.

(Editor's note: An article giving the Tenants' Association's version of the court case appeared in the spring *Ranger*, and was rebutted by an article from the WASO Housing Office in the summer *Ranger*. The Tenants' Association was given advance notice of the latter and was offered an opportunity to reply in this issue. As of deadline, no reply had been received).

Seasonal Interests

Leader Tom Kris Bardsley, Yosemite. Address: Hodgdon Meadow Ranger Station, Star Route, Groveland, CA 95321. Phone: (209) 379-2241 (home) and (209) 372-0354 (work).

The summer issue of *Ranger* dedicated to seasonal interests and concerns was a success. I have received numerous letters and telephone calls concerning the articles and the Seasonal Interest Committee. I would like to thank everyone for their contributions and hard work, especially Bill Halainen for his patience and assistance with the writing of articles.

As many of you may be aware, the Director established a committee to address problems with seasonal hiring. The committee made several recommendations to the Director, including increasing recruitment, requesting an increase from OPM in the 200 seasonal position limit for GS-6-7, and looking at the possibilities of establishing an intake program. A total of eleven issues were identified and discussed in the

Seasonal Committee Recommendation Report. A letter of support for the committee's findings was sent to Director Mott from the President of ANPR.

At Rendezvous XII, the Seasonal Interest Committee will be leading a session on seasonal interests and concerns. This session will be lead by Chris Pergiel and will include a review of current issues discussed in the last issue of *Ranger* and those identified by the Director's Seasonal Employment Committee. The session will also include a goals setting workshop for the Seasonal Interest Committee. Hope to see you in Snowbird.

Dual Careers

Leader Barb Stewart, Shenandoah. Address P.O. Box 1700, Front Royal, VA 22630. Phone: (804) 823-4675 (summer) and (703) 999-2243 (winter).

Lorrie Sprague and Jan Hill have passed the committee leadership role to Barb Stewart. Lorrie and Duncan are expecting their first child in September. Jan's husband, Mike, has recently transferred to Timpanogos Cave as Superintendent, and Jan is planning to return to school.

Barb will be assisted by Pat Buccello (Yosemite), Vicki Black Webster (Crater Lake), and Phyllis Harvey (Lincoln Boyhood). Barb is not planning to attend the Rendezvous this year, and therefore needs to hear from folks who will be there and would be interested in conducting informal discussions related to dual career issues.

Remaining copies of the 88 Dual Career Directory may be obtained by sending Barb a check for \$10. Jan and Lorrie wish Barb and her assistants success in keeping dual career concerns a part of ANPR's agenda.

Member Reports continued from page 25

Alaska Regional Rep

Representative Mary Karraker. Address: c/o National Park Service, Bettles, AK 99726.

I am preparing a questionnaire for Alaska members to query them on 1988 seasonal hiring. I've talked to several members, and have found that the number of applications was way down this year. To compound the problem, many applications are virtually unreachable for weeks at a time. I believe we may be able to network, as a few of us did this spring, and help each other with references, registers and general information. I've talked to a few people about drop-outs and will be contacting as many as possible in the next two weeks. I am also starting to solicit raffle items from a variety of Alaskan areas, and have talked to Debbie Gorman about members or parks pooling resources to bring some nice items to the Rendezvous.

Tony Bevinetto continued from page 5

The Congressional Record recently carried several eulogies to Tony by no less than Members of both the House and Senate of the United States Congress. More importantly, and hopefully more lastingly, will be the amendment to the fiscal year 1989 appropriations bill in the Senate which would establish a Fellowship in Congressional Operations Program for employees of the National Park Service administered by the Director. Employees participating in the program would be known as Bevinetto Fellows. It is important to note that both the eulogies and the amendment were sponsored by Members of both political parties. Tony was loved and respected by everyone with whom he came into contact.

Tony came to the Park Service as Gary Everhardt's management assistant at Grand Teton National Park in Tony's native Wyoming, where he graduated from college and later served as assistant director of the Wyoming Travel Commission. When Gary came to Washington as the Bureau's Director he persuaded Tony to come (reluctantly) and join the Washington Office Staff in congressional liaison. It was not long after Tony, his wife Elsie and their daughters Kirsten and Libby, arrived and settled into the Washington Office routine that Tony was asked by Wyoming Senator Clifford Hansen, the ranking Republican on the Senate Interior Committee, to join his staff on a "short" detail. Well, the detail turned into full time employment, as is so often the case, and Tony went on to spend the next 12 years in various capacities in the Senate.

It was in this arena that Tony made his most significant contributions to the National Park Service, being as he was a great one to find the middle ground between two oftentimes extreme points of view. Not that Tony was willing to abandon his strongly held views on matters related to the Service. When it really mattered, he was always there to protect our most valued interests and frequently indoctrinated the less well-versed Senators and other staff members in the policies, principles and ethics of the National Park Service. While it is true that for most of his time in the Senate he served at the pleasure of the ranking minority Member, that is not to suggest that his counsel was sought any less than had he represented the majority. His reputation was without blemish by Members on both sides of the aisle. You could depend on him doing what he said he would do and count on his advice as being on target.

For a more personal point of view, it was Tony's human side that I will long remember and for which his friends will sorely miss him. Short, round, and jovial are all accurate descriptions of a man who dearly loved his work, his family and his friends. He frequently extended his hand to assist those who might need his help. At other times he was happy to be a sympathetic listener to the troubles of almost anyone who sought his counsel. Having done so myself more than once, I can personally attest to his skill at problem-solving and diplomacy.

Those of us who knew Tony well will miss him very much. We are comforted in knowing that our lives have been enriched by having known him over the years and sharing him with his wife and daughters. To them, we offer our profound sympathies.

Gerry Tays
Congressional Liaison WASO

Order Form
Morten Solberg Print — "On Silent Wings"
NPS Ranger Museum Fundraiser

Ranger Museum Fund Raising

Noted wildlife artist Martin Solberg and Mill Pond Press have graciously donated 200 signed, limited edition prints of Solberg's new painting, "On Silent Wings", to the joint ANPR-NPS fundraising effort for the National Park Ranger Museum at Yellowstone's Norris Soldier Station. Receipts from the sale of these prints will go directly to the museum fund.

The prints are being sold for \$150 each, but will probably be worth considerably more in the future. In the past, a "Solberg" has appreciated dramatically upon its release.

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Association of National Park Rangers

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