

# RANGER

The Journal of the Association of National Park Rangers

Vol. VI, No. 4

Fall, 1990



The Ranger Work Force Plan

## Letters

Letters to the Editor should be typed and 500 words or less in length. Send to: Editor, *Ranger*, 640 North Harrison Street, Arlington, VA 22205.

Editor:

On a recent trip to Zimbabwe, I met a young ranger in Rhodes Matopos National Park who is very interested in setting up an exchange program with NPS rangers in the United States. If any of your members are interested, they should write:

Ranger Colin Nott  
Department of National Parks and  
Wild Life Management  
Private Bag K5142  
Bulawayo, Zimbabwe

Colin would like to spend a month or so working alongside a ranger at a U.S. natural area park, and then host the same ranger at Rhodes Matopos in Zimbabwe. Rhodes Matopos NPS is the burial place of Cecil Rhodes, and harbors a wide variety of African wildlife including the black rhino. Later in my visit to Zimbabwe, I met with the Department's Deputy Director, George

Pangeti, who was enthusiastic about the idea of a U.S.-Zimbabwe ranger exchange and has approved it in principle.

World Wildlife Fund is supporting the anti-poaching work of Colin's father, Graham Nott, the chief investigation officer for the Department.

Michael Sutton  
Senior Program Officer  
World Wildlife Fund

Editor:

Great news — a replacement for PACE! However, I understand that the new Office of Personnel Management GS-5 and GS-7 entry level entrance exam — Administrative Careers With America (ACWA) — will offer six different tests, depending on specialty. Two clearly apply to park ranger jobs: Group 2 — "Writing and Public Information Occupations" and Group 6 — "Law Enforcement and Investigation Occupations." Information from WASO states: "All rangers — whether in interpretation, resource management, law enforcement or other professional areas

*Continued on page 27*



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*Cover: The ranger work force (clockwise from top left) — Leading an interpretive tour; extricating victim from auto after accident; cutting fireline; conducting a technical cliff rescue. Photos by Ken Phillips, Richard Frear, J.T. Reynolds.*



## ANPR Promotional Items



Since the last Rendezvous, our stock of items has dwindled considerably. We are now out of T-shirts, coffee mugs and ANPR pins. I am currently working on ordering the "basic" ANPR sales items for the upcoming Las Vegas Rendezvous. I do have some things available for you through mail order, however. Fill out the order form and mail it along with your check. I'll get them into the mail to you as soon as possible.

Make your check out to ANPR and mail it and the order form to:

Tessy Shirakawa  
4210 Resurrection Drive  
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# RANGER

The Journal of the Association of National Park Rangers

Vol. VI, No. 4

Fall 1990

*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.

The membership of ANPR is comprised of individuals who are entrusted with and committed to the care, study, explanation and/or protection of those natural, cultural and recreational resources included in the National Park System, and persons who support these efforts.

#### Submissions

Letters and manuscripts should be sent to Bill Halainen, Editor, *Ranger*, 640 North Harrison Street, Arlington, VA 22205 (703-522-4756). Prospective authors must contact the editor before submitting articles. All submissions should be typed and double-spaced.

#### Change of Address

If you're moving, *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.

#### Advertising

Rates and specifications are available for advertising in *Ranger*. Interested parties should contact Jon Anglin, Box 265, Novato, CA 94948 (415-898-0476).

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## President's Message

While it may appear that the summer doldrums are upon us, such is really not the case. Many projects continue to roll forward and the Association continues to make progress on a number of fronts.

ANPR has long sought to professionalize the park ranger series. The recently issued, proposed park ranger work force action plan is a step in that direction. Unfortunately, it also seems to be an overstep in that the plan appears to go too far in proposing to remove jobs and work from the 025 series. Nevertheless, the concept is vital to the long-term goal of professionalizing the park ranger profession and thereby improving grades. To provide you an opportunity for input and discussion of this issue, we are attempting to schedule a presentation of the proposal at the Rendezvous.

The ANPR lawsuit challenging OPM's administrative regulations for enhanced annuity retirement benefits continues. The administrative record filed with the court by OPM was both sparse and incomplete, with the result that we have asked the court to order that OPM augment the record. In any event, cross motions for summary judgement are due in District Court on September 10, so we may know the court's decision by the Rendezvous. See the 20-year retirement committee report elsewhere in this issue for more information. Once again, I remind you that this legal effort is funded solely by those individuals who stand to benefit from the lawsuit.

Southern California (Los Angeles and Ventura Counties) recently was approved for special pay rates for park rangers. This brings the total number of 025 positions covered by special pay rates to 874, with the Washington, D.C., metropolitan area pending approval.

Elsewhere in this issue, you will see a brief update on the results of the Congressional hearing on the "endangered ranger." While nothing concrete has resulted from this hearing, certainly the exposure from the hearing has heightened media awareness of the issue. ANPR has been contacted by several writers and reporters working on articles on this issue. Clearly, the economic hardship survey has been one of the most effective messages ANPR has ever produced regarding the needs of park rangers.

So, externally, the Association continue to make progress. Internally, we are not making that same progress.

One of my remaining goals as president is to establish a more systematic method for us to work toward and accomplish some of the long-range, five-year goals we agreed to work on in 1988. I will commit to working on a structure and framework to do that;

you need to commit to signing on to actually accomplishing some of the action items. Think about it and we will talk at the Rendezvous.

A second goal I have is to see that the incoming ANPR president has an established method for better dividing the workload of the Association so that a few are not called upon again and again to accomplish ANPR's work. ANPR has a great deal of momentum at this time; it is critical that we not allow that momentum to slow or stop because we overload three or four or five individual members of the Association.

Whether or not you support the reorganization proposal made by Hal Grovert and Bill Halainen, as described on page 26 of this issue of *Ranger*, is immaterial. What is important is that you help decide how, organizationally, to spread the work of the Association. Be prepared to offer your counsel and advice at the Rendezvous.



## ANPR Actions

Bill Halainen  
WASO

### Economic Hardship Survey

Just before deadline and Congress' summer recess, *Ranger* was able to contact the Subcommittee on National Parks and Public Lands and ask what actions had been undertaken by Congress since the hearing on "endangered rangers" this past spring. Although no specific actions have occurred, the subcommittee is still working on following-up the several issues raised in the hearings and analyzing potential solutions. Rep. Vento maintains his previously stated high degree of interest in seeking resolutions to those problems which exist within the ranger profession.

In that light, it is worth repeating a quote he made before the hearing: "The people charged with the protection and management of this nation's heritage...are stretched to their limits. Our nation's resources are threatened by inadequate numbers of employees who are often inadequately paid and who are often inadequately trained. We must make sure that these professionals receive strong support if they are to protect our nation's natural and cultural resources properly."

Meanwhile, copies of the summer issue with testimony from the hearing are being sent to members of the Senate Committee on Energy and Natural Resources, the House Committee on Interior and Insular Affairs, and staff members from each committee.

\* \* \* \* \*

### Twenty-Year Retirement

Updates on twenty-year retirement appear in two places in this issue — in the President's message and in the report of the twenty-year retirement committee.

\* \* \* \* \*

### Seasonal Issues

You are also directed to the seasonal committee report for a review of and recommendations concerning the new seasonal application form, which will be brought up for discussion at the Rendezvous.

## Legislative Actions

Bill Lienesch  
NPCA

Congress has begun work on the FY 1991 appropriations legislation. The House Interior Appropriations Subcommittee has completed its work and has provided the Park Service with several increases over the Administration's request, including \$20 million for park management, \$125 million for construction, and \$26 million for land acquisition. The House also increased the state side of the Land and Water Conservation Fund by \$47 million. The legislation still has to pass the House and the Senate. Potential Gramm-Rudman cuts and budget compromises could make all these additions moot.

The Petroglyphs National Monument legislation was signed into law in June. This new unit will protect over 15,000 prehistoric carvings in Albuquerque, New Mexico. The same legislation also added 5,000 acres to Pecos National Monument and made it a national historic site. Legislation was also passed that expanded Gettysburg National Park by 2,000 acres.

Congress continued its interest with park concessions. Oversight hearings were held in the Senate in late July. The hearings focused on the Inspector General's report, the Park Service Task Force report, and concession reforms announced by Secretary Lujan in mid-July. As was true in the House oversight hearing, there was a wide divergence of opinion. Some senators felt that the only change needed was a modest increase in franchise fees, while others said that major changes in the Concessions Policy Act are necessary. With Congress set to adjourn in October, no action is expected this year.

Congress is considering a variety of park bills and, if past experience is a guide, several boundary expansions, new unit authorizations and studies should be acted upon before the October adjournment. Among the possibilities are a boundary expansion at Indiana Dunes National Lakeshore, the creation of the Weir Farm National Historic Site and the establishment of a commission to study unprotected Civil War sites.



### 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;
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- 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).

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## 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*, 640 N. Harrison St., Arlington, VA 22205. If you are moving and also changing your address, please include past and present addresses. These will be forwarded to the business manager, who maintains the list of current addresses.

Entries should include relevant information about park area, professional specialty, and grade (optional). If you are so inclined, you may also include your new address and phone number so your friends will know how to reach you.

We're also interested in reports of upcoming social gatherings or reunions of NPS employees. Please limit your entry to a few sentences and give the name, phone number and/or address of someone who can be contacted for further information.

Thanks to Larry Henderson of Wupatki-Sunset Crater and Rafael JM Reyes of War in the Pacific for sending on information on recent actions in those parks.

### Transfers

Kevin Allen — from GS-4 seasonal ranger (interpretation), Indiana Dunes, to GS-5 permanent park ranger, Boston. His address: Boston NHP, Charlestown Navy Yard, Boston, MA 02129.

Roger Anderson — from GS-7 park ranger, Saylorville Lake, Corps of Engineers, to GS-7/9 park ranger, Lake Sidney Lanier, Corps of Engineers, Buford, GA. Roger's new address: P.O. Box 1852, Winder, GA 36080.

Jon Anglin — from GS-5 park ranger, C&O Canal, to GS-7 park ranger, Golden Gate.

Melissa Warner Anglin — from GS-9 position classification specialist, WASO, to GS-9 position management specialist, Golden Gate. Jon and Melissa can be reached at P.O. Box 265, Navato, CA 94948 (415-898-0476).

Scot Bowen — from seasonal park ranger, Sequoia/Kings Canyon, to same, Yosemite. Address: P.O. Box 1791, Yosemite NP, CA 95389 (209-372-0356).

David Brennan — from GS-7 park ranger, (visitor protection), Sequoia/Kings Canyon, to same, Yosemite.

Linda Brindle — from clerk-typist, Wupatki and Sunset Crater, to LWOP.

Todd Brindle — from supervisory park ranger, Sunset Crater, to same, Wawona, Yosemite.

Carla Britton — from GS-5 park ranger (law enforcement). Wupatki, to GS-7 park ranger (law enforcement), same.

Duane Buck — from GS-5 park ranger (protection), Boston, to GS-7 park ranger (protection), Valley Forge. Duane's address: #201, 1129 W. Main St., Lansdale, PA 19446 (215-361-0301).

Merle Buck — from GS-5 administrative technician, Olmstead, to mother of Brittany Buck, born June 4, 1990.

Sean Cahill — from GS-7 seasonal museum technician, Alaska Regional Office, to GS-5 permanent park ranger, War in the Pacific.

Mac Foreman — from concession management specialist, Mesa Verde, to concession contract specialist, Western Regional Office.

Jim Gorman — from GS-9 supervisory park ranger, Saratoga, to GS-11 chief ranger, same.

Hal Grovert — from GS-11 chief of visitor services, Fort McHenry, to GS-12 chief ranger, Delaware Water Gap.

Woody Harrell — from park ranger (training specialist), Albright, to superintendent, Shiloh.

Larry Henderson — from GS-12 superintendent, Wupatki-Sunset Crater, to GS-13 superintendent, Guadalupe Mountains. His new address is HC 60, Box 309, Salt Flat, TX 79847.

Reuben Honahnie — from GS-5 park ranger (interpretation), Sunset Crater, to GS-7 park ranger (interpretation), same.

Chris Johnson — from GS-8 supervisory park ranger, Biscayne, to GS-9 area ranger, Bighorn Canyon. His address: P.O. Box 552 YRS, Fort Smith, MT 59035.

Rose SN Manibusan — from GS-5 park ranger, War in the Pacific, to GS-5 fire program clerk, Western Regional Office.

Scott McElveen — from GS-7 backcountry ranger, Great Smoky Mountains, to GS-9 district ranger, East District, Pictured Rocks. His address is P.O. Box 395, Grand Marais, MI 49839 (906-494-2669).

Patty McGlynn-Shafer — from permanent park ranger (law enforcement), Cape Hatteras, to seasonal ranger (law enforcement) — and new mom — Rocky Mountain. Her address: P.O. Box 4253, Estes Park, CO 80517.

Kevin McMillan — from GS-5 park ranger, Prince William, to retirement in Oregon, to GS-7 supervisory park ranger, Yosemite.

Pam McMillan — from GS-5 secretary, Prince William, to retirement in Oregon, to GS-5 district secretary, Yosemite.

James E. Miculka — from GS-11 chief ranger, War in the Pacific, to GS-12 chief of interpretation and resource management, Jean Lafitte.

Deborah Nordeen — from GS-5 park ranger (interpretation), Organ Pipe Cactus, to GS-7/9 chief of interpretation, Amistad.

Janice Pauley — from GS-5 park ranger (law enforcement), Sunset Crater, to

GS-7 park ranger (law enforcement), same.

M. Eugene Phillips, Jr. — from GS-11 deputy chief ranger, Natchez Trace, to GS-12 chief ranger, Gulf Islands.

Margaret Rasmussen — from manager, Flagstaff Area, SPMA, to GS-4 administrative clerk-typist, Wupatki-Sunset Crater.

Steve Robinson — from GS-7 park ranger (law enforcement), Mesa Verde, to GS-9 chief ranger, Cedar Breaks. Steve can be reached at 581 South 515 West, Cedar City, UT 84720 (801-865-1208).

Phil Selleck — from GS-9 supervisory park ranger (law enforcement), Organ Pipe Cactus, to GS-9 district ranger, Amistad.

Randy Turner — from GS-11 chief of interpretation, Sandy Hook, Gateway, to GS-12 chief of interpretation and visitor services, Delaware Water Gap. His address: P.O. Box 868, Bushkill, PA 18324.

Betty Wagner — from GS-7 administrative officer, Wupatki-Sunset Crater, to GS-9 administrative officer, Chickasaw.

Kim Watson — from GS-7 ranger, Rattlesnake Springs, Carlsbad Caverns, to GS-9 district ranger, Wupatki.

### Deaths

On May 24th, 1990, former National Park Service seasonal ranger Maggie Yurick, 35, died of injuries received from an electrical source while roller blading on a bike trail in Anchorage, Alaska.

For nine seasons (1979 through 1990), Maggie worked for the National Park Service at Denali, Gates of the Arctic, Lake Clark, Glacier Bay and Katmai. She also served as an Alaska state park ranger on the Kenai Peninsula for two seasons.

Maggie was energetic, fit and had a spirit of adventure, which as a backcountry ranger took her deep into the wilderness to raft rivers, hike glaciers, climb mountains, kayak bays and gaze at wildlife. She loved to ski, ice skate, bicycle, swim and dance. Maggie's photography has been published and she wrote extensively.

In any uniform, Maggie was respected for her skills and was loved for her good humor and enthusiasm. She was committed to exploring and protecting the Alaskan wilderness.

Memorial contributions may be sent to: The Maggie M. Yurick Memorial Fund, c/o The Wilderness Society Alaska Regional Office, 430 West 7th Avenue, Suite 210, Anchorage, AK 99501.

To obtain her family's address and/or other correspondence, write: Patty Brown, P.O. Box 110297, Anchorage, AK 99511.

Patty Brown  
Lake Clark

*Continued on page 27*

RANGER: FALL 1990

# The Ranger Work Force Plan: Some Thoughts and Observations

Walt Dabney  
WASO

Since the publication and distribution of the Director's two memoranda on the ranger work force this spring, rumors have been flying around which suggest that the National Park Service is abandoning the current GS-025 park ranger series or that the Service is proposing that most rangers be classified into other series. *Neither of these is true.*

The intent of the memoranda is to have managers *consider* utilizing classification series other than 025 for a number of jobs currently performed by rangers. Until recently, we have tried to classify virtually everything we do while in uniform (other than maintenance) into one series. Everything!

All the jobs that we fill in the agency are presumably important. Certainly, we feel that the men and women in uniform who provide various services to the park visitor and park resources are critical, regardless of their specific series or duties. We don't all do the same work, however, and don't — or shouldn't — require the same skills, training, education and experience from employees who provide professional-level management of natural resource programs, collect fees at entrance stations, lead college geology classes on interpretive tours of Old Faithful, conduct rape investigations at Yosemite, provide communication/dispatch services to various park divisions, answer questions at the Lincoln Memorial, provide wildland fire protection, or usher folks to their seats at Wolf Trap. Yet we currently classify virtually all these types of positions and many others in myriad combinations into the 025 series.

At the same time, we want all these 025 positions to be "professional" in nature. We want them to be higher graded. We want promotion potential and rapid advancement. We want to see those involving law enforcement and firefighting qualify for 20-year retirement. And so on.

Other agencies, particularly other land management agencies, use a variety of classification series to accomplish their missions. In those agencies, "professional" positions, i.e. those positions for which there are minimum specific educational requirements (there are none for 025), are supported by technical positions. The "professional" positions generally have "programmatic" responsibilities and the technical positions implement those programs.

The Forest Service, for example, has "professional" GS-460 foresters, who have met educational requirements in forestry, and GS-462 forestry technicians with no specific educational requirements. The foresters hold positions in the organization as district rangers, forest supervisors, recreation specialists, or as working foresters. In general, the Forest Service feels that "professional" credentials are required of employees performing these duties. Most management positions are filled by professional foresters or biologists. The Forest Service wants individuals with professional biological backgrounds managing the national forests.

Whether by design or default, the National Park Service, by utilizing a single series for *all* ranger positions, appears to be unconcerned about the educational background and professional credentials of the people who staff and manage this country's premier natural and cultural resources. Last year, for example, approximately a third of all newly-hired 025's had no degrees.

This past April, Congressman Bruce Vento, chairman of the House Insular Affairs Subcommittee on National Parks and Public Lands, and Congressman Gerry Sikorski, chairman of the Post Office and Civil Service Subcommittee on the Civil Service, held a joint hearing to review issues affecting rangers in the NPS, BLM and USFS. All those who participated were very supportive of efforts to alleviate the economic plight of rangers regarding base pay, locality pay, benefits, housing and related matters. But it was clear from some of Chairman Vento's remarks — based on the testimony of the representatives from the three agencies — that he could not understand why BLM and the Forest Service could have "professional" requirements for their rangers and the National Park Service couldn't. The Director assured him that we were reviewing the way the Service structures ranger positions and that OPM would support educational requirements in positions needing them.

The problem in this discussion among Chairman Vento, the directors of the NPS and BLM, and the representative from the Forest Service was that in many ways they weren't comparing the same types of positions. We in the NPS were including all of our 3,200 rangers, irrespective of the tasks performed, whereas the other two agencies were talking about rangers in their organizations who are land managers classified as foresters, biologists, wildlife biologists, range scientists and so forth.

When we in the NPS talk about rangers, we include dispatchers, fee collectors, guides, information receptionists, police officers, criminal investigators, biological technicians, fire control aides, emergency medical technicians and others. In the other two agencies, these positions would

have been classified in eight or nine other series, none of which have positive (i.e., professional) education requirements. Although these jobs are extremely important to the mission of each agency, they do not have minimum educational requirements.

Law prevents the establishment of minimum educational requirements where it cannot be established that a person could not successfully accomplish the duties of a position without certain numbers of specific courses or specific degree(s) in a field or fields of study (5 USC 3308). These minimum educational requirements are the basis of a "professional" series. We in the 025 series have degrees in a wide variety of disciplines, or, as is increasingly the case, no degrees at all. If we decided that the 025 series should have a degree requirement, what field should it be in? Who should be excluded? There are rangers out there with degrees in Arabic studies, religion and chemistry, just to name a few.

Following the hearing, the Director asked that a comprehensive plan be developed which would provide the ground work for meeting several long-range NPS goals — increasing the number and percentage of professional employees in the work force; improving the Service's competitiveness as an employer; enhancing the agency's ability to recruit, retain and advance women and minorities; and reducing attrition rates and localizing recruitment bases for technical and law enforcement positions in the parks.

The plan which was formulated to meet these goals was enunciated in the two memoranda which were issued to the field. Although the plan provides essential framework and direction for the reordering of some ranger work, much still has to be done, and Washington will be looking to the field for ideas and comments.

By the time you read this, a week-long workshop on professionalizing the work force will have been completed. The workshop, which was held in Minneapolis, brought together chief rangers, chiefs of interpretation, chiefs of resource management, associate and deputy regional directors and personnelists to discuss the plan's implementation. There will be other such discussions in the future, and we'll also be talking about it at the Rendezvous.

A key point made in each of the Director's memoranda is that positions should be *considered* for reclassification where appropriate. If the duties in a given position are mixed and there are no educational requirements, the positon should remain in the 025 series. If the job fits more appropriately in another series because of single or primary duties, it should be reclassified. If the incumbent would gain from a change in series (i.e., special pay or 20-year retirement), it should be reclassified immediately.

These memoranda are meant to encourage managers to organize their positions to get the right persons for the right jobs. If, for example, a manager creates a natural resource management specialist/coordinator position to establish a professional level program to manage an area's natural resources and then classifies the position in the 025 series, then the manager may or may not get an individual who is fully qualified to maintain the park's resources. Since you can't require a specific educational background for an 025 position, then an employee with a political science degree could apply and be selected for the job, as a little creative writing regarding past experience can get that person through the KSA's and past the rating panel. The position should properly be in the 400 series — probably the GS-401 general biologist series.

We made this same decision for the fire positions which were recently created and filled throughout the Service. Since fire is probably the single greatest tool we have to manipulate the natural resources we are en-

trusted to manage, we felt that the persons responsible for the program should have the educational background needed to provide them with a solid understanding of natural science. Almost all of the fire positions are therefore classified in the 401 general biological series, with some in the 460 forester series.

There's currently a strong push by six other federal agencies to approach OPM to establish a professional series, entitled the "recreation management series", which would have "minimum educational requirements" for managing visitors and natural or cultural resources. The requirements would include educational course work in natural and/or cultural resources management, sociology and other fields. These agencies, including BLM, the Forest Service and the Corps of Engineers, have encouraged the National Park Service to participate in the development of this new series. I think that some very definite applications of this proposed series for some of our positions could result from this effort if it proves successful.

Some would say we should just establish specific educational requirements for 025. But the law (5 USC 3308) would require OPM to ask us what degree or educational requirements should be established for a series which includes structural and wildland firefighters, ushers, fee collectors, dispatchers, information receptionists, guides, biological technicians, EMT's, and a host of other technical specialties in single or primary function positions. It does not compute. Series already exist to classify these jobs which do not require higher educational work.

If you need employees with specific backgrounds in biology, geology, wildlife sciences, history or related fields for specific jobs, you will also find that some of those jobs are going to classify more appropriately outside the 025 series. There is nothing wrong with that. There's no reason, for example, why a GS-401 biologist can't be in uniform, have a commission and be qualified as an EMT if it makes sense from a position management stand point. These non-biological responsibilities in this case would not be the primary purpose of the job.

This rule can also apply to non-supervisory/management positions. If you need or want strong, in-depth knowledge in a given discipline or disciplines to enhance the quality of your interpretive program, you should consider employing a specialist.

Here's an example. If you are in a park with a significant geological theme, you could hire a geologist (GS-1350) as one of your interpretive staff. This would give your program depth; it would make it possible for your geologist to present programs to virtually any group and to increase the quality and accuracy of both verbal and written geologic interpretation in the rest of your staff. This position could be non-supervisory, and would probably grade out at GS-9. In this same park, 025 interpreters would be GS-5's or 7's. They would not be expected to have the same depth of knowledge in geology, and would present geology programs based on information gained on the job.

To continue our example, let's presume that the park in question has significant themes in both geology and wildlife biology. You might then want to hire a GS-487 non-supervisory wildlife biologist in interpretation, probably as a GS-9. Since an interpreter in the 025 series classifies as a GS-7 if he or she has more than one significant theme to interpret, you could then have GS-025-7 interpretive rangers for the balance of your staff. Both the geologist and wildlife biologist could be non-supervisory and in the higher grades because of the higher level of knowledge they are required to have in their programs and to provide assistance on other employees' programs. The supervisor (district or chief interpreter) could be a GS-025 at the 9/11/12 level in this park, but could also be classified in any



Rangers taking fire weather observations at Lake Meredith.

Photo by Nancy Hildreth.

one of a number of natural science series if management wanted "professional level" qualifications in the position.

This discussion is hypothetical and doesn't focus on monetary concerns related to the costs of resulting upgrades, but the concepts are valid. Each of the individuals in the example can be in uniform. They can be members of the structural fire brigade or the park's rescue team if such participation is dictated by park needs. They can even have *some* enforcement responsibilities if necessary. We still call any person in a uniform a park ranger, *regardless of series*. Unless your SF-52 is pinned to your chest, no one is going to know your actual series. I can assure you that most folks I've known don't care *what* series you're in; they just care about what you can do.

I have never known or heard of any selecting official hiring someone because he or she was in the 025 series and not some other series. You select a person because, all things considered, he or she has the best overall qualifications for a given job and because past supervisors attest to the caliber of his or her work. In many top management positions, it's felt that variety in past experience is beneficial.

It is not anyone's intent to dismantle the 025 series. It is to our interest to professionalize and properly manage *ranger work* in resources management, interpretation and protection. In order to do this successfully, we are going to have to use other series where appropriate. *Being a ranger is not dependent on being an 025!*

Through 1970, the duties of the GS-452 park ranger, as summarized in the 1965 NPS pamphlet entitled *Career Employment in the National Park Service*, included "...a variety of technical and administrative assignments." These included "...the direction and control of park visitors, the giving of assistance to visitors, enforcement of laws and regulations, the operation of adequate rescue and emergency services, the control of forest and structural fires, the control of forest diseases and insects, and the management and control of wildlife." There were no educational requirements beyond high school.

The pamphlet also noted, however, that (at least through 1965) "park ranger positions are restricted to men due to the rugged and sometimes hazardous nature of the duties." We've come a long way in providing equal opportunity, but we've probably gone backwards in classification and position management of the work force.

The "professional" positions prior to 1970 were classified as park naturalists, park biologists, park historians, park archeologists, foresters, and so forth. All had specific educational requirements. Technical positions other than those in the GS-452 park ranger series were classified as park guides, park guards, information receptionists and so on.



*Two disparate aspects of ranger work — marijuana eradication at Hawaii Volcanoes (above) and interpreting the Civil War at Richmond (below).*

NPS photos.



In 1970, the National Park Service adopted a plan developed by the Field Operations Study Task Force and subsequently known as the FOST concept. It seems that the intent at that time was to take most of the technical level positions — guards, guides, receptionists, dispatchers and others — and combine them into the park technician series. This could have worked if we hadn't treated all 1,800 park technical positions as if they had the same responsibilities and required the same qualifications as the park ranger series.

The GS-452 park ranger eventually became the GS-025 park ranger, except that the series was now combined with the GS-453 park naturalist series and a number of other natural science series. That eliminated the "professional" requirements for our interpretive naturalists and many of

our resource managers, all of whom were grouped with 025 rangers. This seems to have been done without a great deal of thought as to the long-term impacts of eliminating educational requirements.

By 1978, we knew we had a mess on our hands, and our solution was to take the park technician series and the park ranger series — which, because of the way they were used, were largely indistinguishable from each other at the GS-5 through GS-9 levels — and combine them. And here we are today with a series so amorphous that you can classify just about any position into it and with qualification so general that you don't even need a degree to enter it.

The plan now is to try to make sense of where we are and where we need to be. The choice for individual positions and how duties are to be organized are up to park

managers. There is an emphasis in the plan on honest classification. We don't all do the same job. Saying we do doesn't make it so. Such an approach can actually reduce individual educational qualifications for some positions, can hold grades lower for positions than would be the case in a professional series, can (and has) limited qualifications for or the amount of special pay employees have received, and has confused the issue of eligibility for 20-year retirement.

The title "park ranger" does not just include folks in protection. Those in interpretation, resources management and other positions also consider themselves to be rangers. The fact that our responsibilities differ should not change who we are as uniformed personnel. The public certainly does not differentiate.

The Service is establishing an intake program for all professions. At present, there's about a five to six percent turnover rate — or 30 to 40 positions Servicewide — each year in those positions now classified in the 025 series at the GS-9 level.

Of the nearly 3,200 position in 025, approximately 1,600 are under GS-9. In the past, many of these positions — guides, information receptionists, guards and others — would have been filled by local people. These folks already had their homes and weren't looking to leave. It makes sense to hire more people locally than we do now for a variety of reasons, including continuity, knowledge of the area and the resource, housing availability and costs, moving costs, and the limited numbers of positions opening at higher grades. If we are filling all of our "technical" positions with individuals who hope to move rapidly up through the ranger ranks but are only interested in certain areas of the country and certain jobs, then we are going to be extremely successful in maintaining elevated frustration levels. Remember the math: There are only 30 to 40 GS-9 positions opening yearly in positions currently classified in the 025 series.

Classification and inadequate pay are separate issues. While a higher grade obviously means more pay, pay levels are set by Congress and OPM. The NPS has been aggressive in the use of the classification system to review existing positions to assure that they are classified at the right grade level. As a result, there have been over 500 upgrades since 1985 (see table). The Service has also pursued special pay rates at every location where it could make a case meeting OPM's criteria, which state that you must be able to demonstrate problems with recruitment and/or retention in order to qualify for special rates. There are currently over 840 rangers receiving special pay, thereby putting an additional several million dollars into the pockets of rangers in grades GS-4 through GS-11. (See the pay rate table, which also includes people from other series).

### SPECIAL PAY RATES COST SUMMARY — ALL SERIES

Area	Cost	Number of Covered Positions
AR	\$ 42,602	6
MAR	273,735	160
MWR	55,821	19
NAR	2,378,267	1168
NCR	797,909*	1041
PNR	41,658	11
RMR/DSC	831,533	257
SER	59,345	25
WR	1,046,000	349
HFC	4,825	2
WASO	<u>468,687</u>	<u>295</u>
<b>**TOTALS</b>	<b>\$6,061,915</b>	<b>3352</b>

\*NCR cost figure does not include U.S. Park Police salaries since they are 100% special rates and constitute a line item in the budget.

\*\*Totals are based on FY 1990 salary rates only. To project FY 1991 costs, add the 1991 projected increase in the General Schedule. Federal Wage System positions are not included in the special rates program.

I really don't see any of this as a threat to rangers. Looking back at my own career, I can easily make the case that at least two of the positions I've held should have required a background in biological sciences and two probably could have been classified in the GS-1811 criminal investigator series. The others probably were fine as 025 currently reads. If a "recreation management" series had been in place with professional requirements for managing resources and visitor use, that might have been a better match because of the specific jobs and locations.

At any rate, this effort is going to move forward with deliberation and thought. We have been teaching position management now for two years. Lots of individuals are doing exciting things on a case-by-case basis.

Remember that the operating word is "consider." Look at each position and see where it fits best. What kinds of qualifications do you need? Do you need a specific educational background to do the job right? Is the position a single-focus or primary-focus position which fits better in another series? Is park experience required for a position? If you employ 025, which requires such experience, you often exclude local hires. Can you instead use the cash clerk series, which does not require park experience or a particular level of education, to fill that entrance station position with a friendly, knowledgeable, local person who is not interested in getting status so that he or she can try to compete with all those wanting to go somewhere else?

As the Director said in his memo, reclassification of an encumbered position will not occur until it is vacated "unless the employee will realize a career and/or pay and benefits advantage from taking the action or unless the employee requests the action."

### GS-025 By Grade: August 16, 1990

GS-1	4	0	-4
GS-3	49	30	-19
GS-4	244	132	-112
GS-5	781	651	-130
GS-6	267	26	-241
GS-7	292	775	+483
GS-8	3	18	+15
GS-9	618	623	+5
GS-11	421	391	-30
GS-12	265	290	+25
GS-13	161	170	+9
GS-14	72	76	+4
GS-15	46	49	+3
<b>TOTALS</b>	<b>3,223</b>	<b>3,231</b>	<b>+8</b>
Average Grade	8.03	8.35	.33

This is an exciting time. There's a lot going on. We can make things better and improve the future make-up of the work force. We will increase our collective understanding of the options we have for managing our positions to get the work done and we will utilize properly qualified people in the right jobs. We don't have much of a "system" at all now. Everyone is in one big bucket trying to figure out who and what a ranger is and what you need to be one.

There is more than one answer to that question.

## "Roadblocks" for Boaters: What are the Legal Parameters?

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In their role as stewards of the parks, rangers traditionally have found it necessary to use roadblocks to stop — in the absence of any articulable suspicion — park visitors to check for evidence of potential harm to the park, its resources, or to the visitors themselves. As will be noted below in more detail, the courts have not reached unanimous agreement regarding the constitutionality of roadblocks or how they should be carried out.

Given the tenuous status of the roadblock, what about extending the concept of the "waterblock," or the stopping of boaters to check for such things as operating under the influence? With the clear increase in the number of sport fishermen and pleasure boaters on the waterways in national parks, rangers will be under increasing pressure to deal with the safety issues surrounding the intoxicated boat operator.

In a survey of selected national park areas with pleasure boating activities, Dwyer and Atkins report that over 60% of boating fatalities and boating injuries involved alcohol (*Ranger*, 1984, V7, No. 3, p. 11). Yet the use of "waterblocks," similar in nature to police roadblocks or checkpoints, raises constitutional issues regarding the Fourth Amendment's prohibition against unreasonable searches and seizures. The question centers on whether waterblocks are a permissible law enforcement tool and, if so, how they can be brought within the confines of the Constitution.

### Relevant Case Law on Roadblocks

We found no case law pertaining to waterblocks *per se* that has been reported. However, land roadblocks and checkpoints have garnered the attention of the United States Supreme Court on at least three occasions; twice during the 1970s and once last June. The two early cases have provided the likely basis for substantial litigation at the state level regarding the constitutionality of roadblocks intended to deter or apprehend drunk drivers. The recent decision, *Michigan v. Sitz* (\_\_\_\_ S.Ct. \_\_\_, 1990 WL 78597 (U.S.) (June 14, 1990)) addressed the issue directly. Because of the functional similarity and nearly identical methodology of roadblocks and



Boat stop at Lake Meredith.

*Photo by Nancy Hildreth.*

waterblocks, these two means of reducing the number of people who drink and drive (be it in a car or boat) will be considered as "kissing cousins" subject to substantially the same limitations (or prohibitions). Thus, the following analysis of legal issues surrounding the use of roadblocks seems to apply equally to waterblocks.

Until *Michigan v. Sitz*, the Supreme Court had not addressed the specific issue of whether a roadblock designed to detect and arrest drunk drivers is constitutional. However, in *United States v. Martinez-Fuertez* (428 U.S. 543, 96 S. Ct. 3074, 49 L.Ed.2d 116 [1976]) the Court held that officers at permanent checkpoints may stop and briefly question a motorist to determine if the motorist was transporting illegal aliens.

The issue involved the probable cause requirement of the Fourth Amendment, but the Court said that reasonable suspicion of an illegal act is not a necessary prerequisite to a valid stop in *this situation* because (1) the flow of illegal aliens cannot be effectively controlled at the borders and, therefore, a traffic-checking program was justified (*Id.* at 556), and (2) the intrusion upon a motorist's privacy at the checkpoint is minimal and contains no element of surprise. (*Id.* at 559) Further, because the checkpoint is a permanent fixture on the highway, the officer's discretion is duly limited and not likely to be arbitrary, oppressive, or abusive. (*Id.*) The Court in *Martinez-Fuertez* applied its traditional balancing approach and found the public interest legitimate and the government's means of implementation reasonable. (*Id.* at 562)

Three years later, however, in *Delaware v. Prouse* (440 U.S. 648, 99 S. Ct. 1391, 59 L.Ed.2d 660 [1979]) the Court held that where an officer has no "articulable

and reasonable suspicion that a motorist is unlicensed, or that either the vehicle or an occupant is otherwise subject to seizure for violation of law, stopping an automobile and detaining the driver in order to check his driver's license and the registration of his automobile are unreasonable under the Fourth Amendment." (*Id.* at 663)

In *Prouse*, a Delaware patrolman stopped an automobile to check the driver's license and registration, and arrested the driver on a drug charge upon discovering marijuana being smoked therein. The critical factor, however, was that the patrolman had stopped the car for no good reason nor pursuant to any standards or guidelines pertaining to spot checks and had, in the opinion of the Delaware court, behaved in a wholly capricious manner. (*Id.* at 650, 651).

The Supreme Court did not agree with the state's contention that a "seizure" on an ordinary roadway was less intrusive than a roving patrol stop, or that it was akin to permissible stops at checkpoints near the border. (*Id.* at 657) On the contrary, the Court concluded that such a stop was an unsettling display of authority and an inconvenient, time-consuming interference with freedom of movement. (*Id.*)

Nor did the Court agree that such stops were a reasonable means of promoting public safety. Instead, the Court said these discretionary stops were an insufficient mechanism to justify the intrusion into Fourth Amendment protections. (*Id.* at 659) Noting that the foremost method of enforcing traffic regulations was acting upon observed violations, the Court said that the contribution to highway safety made by discretionary stops selected from the entire universe of drivers is marginal at best. (*Id.* at 660) In short, spot-checking of the sort that occurred in *Prouse* potentially

subjects a person to the "unbridled discretion of police officers" every time he gets into a car, and this the Court found inconsistent with the probable cause mandate of the Fourth Amendment. (*Id.* at 663)

However, the Court in *Prouse* said its holding did not preclude states from developing other methods for less intrusive, more constrained spot checks, suggesting the questioning of all oncoming traffic at roadblock-type stops as an alternative. (*Id.*) It is this language, apparently, that has spawned the debate regarding the constitutionality of roadblocks. If some types of roadblocks are constitutional, then what procedures, if any, are required?

A brief analysis of how the question has been resolved in two state courts suggests the possible requisite procedures, or perhaps the constitutional futility of roadblocks at all.

In *State v. Muzik*, (3379 N.W.2d 599 [Minn. App., 1985]) the Minnesota Court of Appeals affirmed the motion to suppress evidence obtained in a warrantless roadblock arrest of a drunk driver, concluding that the state failed to demonstrate the seizure was reasonable. However, the court quoted a Fourth Amendment treatise that DWI roadblocks are constitutional if properly conducted, and implicitly held (relying heavily on *Martinez-Fuertez*, *Prouse* and related Supreme Court cases) that if the state were to show the reasonableness of future DWI roadblocks, they would be upheld.

The court began its balancing process by stating what has now become common knowledge; Drunk drivers pose a severe threat to the health and safety of a state's citizens, and the government's interest in keeping drunks off the road is compelling. (*Id.* at 602) (Roughly 80% of all annual boating fatalities involve alcohol. See, "A Few Too Many on the Water," [Newsweek, August 3, 1987, 22]). Next, the court suggested that the state must justify intrusion into Fourth Amendment protections by showing with some evidence that a DWI roadblock actually advances or promotes the public interest of combatting the problems of drunk driving (*Id.* at 603) The court seemed to assume this evidentiary burden could be met.

Finally, the court analyzed the holdings of sister states on the issue, and identified at least three factors that are necessary if a DWI roadblock is to be reasonable, and therefore constitutional:

(1) The roadblock location must be chosen by supervisory officials and not officers in the field. This reduces the potential for subjecting motorists to the "unbridled discretion of police officers."

(2) Empirical data should indicate that the site chosen for the roadblock is frequented by drunk drivers.

(3) Officers conducting the roadblock should be specifically instructed on who to

stop, what to say, and what to look for. Written instructions are generally reviewed favorably. (*Id.*)

Additionally, the following factors are considered at least beneficial, if not necessary: The safety of motorists must be assured through the use of sufficient lighting and other markings, such as signs warning of the impending stop. The degree of intrusion must be minimal, the length of detention short, with enough officers to handle the traffic. Finally, some kind of advance publicity about the existence or location of the roadblock is advisable, and may work to lessen the state's evidentiary burden of showing that the roadblock is in the public interest. (*Id.* at 604).

In *Muzik*, the roadblock was conducted ostensibly as a safety check in a "well-lit parking lot off a well-traveled roadway," and while the police chief had authorized the roadblock (*Id.* at 600), the court nonetheless concluded that the state had failed to demonstrate "the need for the more intrusive method or the superiority of checkpoints to the less intrusive alternative method of apprehension based on individual suspicion." (*Id.* at 604)

Yet, even when law enforcement officials followed the guidelines outlined in *Muzik*, they found some courts unsympathetic to their results. In *State v. Henderson* (114 Idaho 293, 756, P.2d 1057 [ID 1988]) the Idaho Supreme Court reversed and dismissed the conviction of a drunk driver who was arrested at a roadblock.

In *Henderson*, the police chief had approved the location of the roadblock because of its history of alcohol-related traffic violations; the date of the roadblock had been previously announced in the media; the site was lit up with flashing arrows and merge signs; some congestion of traffic did occur, so the officers would allow cars to pass unstopped until the backup subsided; those who were stopped were given a pamphlet describing the purpose of the roadblock. (*Id.* at 1058)

Despite those measures, the court quoted a Pennsylvania decision with favor: "While the arguments supporting the constitutionality of systematic roadblocks are persuasive, the rationale supporting them is flawed. No amount of control or limited discretion can justify the 'seizure' that takes place in the complete absence of probable cause or reasonable suspicion that a motor vehicle violation has occurred." (*Id.* at 1062)

In other words, the Idaho court believed that the "police should treat you as a criminal only if your actions correspond." (*Id.*) The court also noted that the Idaho legislature had authorized roadblocks only in order to apprehend persons reasonably believed to be in violation of the law. (*Id.* at 1063)

Thus, state authorities were split on whether roadblock checkpoints were con-

stitutional. Where they were approved, there were a variety of standards and procedures for their application. In *Michigan v. Sitz*, however, the Supreme Court directly addressed the constitutionality of sobriety checkpoints to look for drivers operating under the influence. Relying in part on its analysis in *Martinez-Fuertez* and in *Prouse*, it concluded that stationary sobriety checkpoints, although a "seizure" in terms of the Fourth Amendment, represented a reasonable intrusion when balanced against society's need to remove intoxicated drivers from the road. In delivering the opinion for the majority, Chief Justice Rehnquist noted that the Michigan Department of State Police placed several conditions on the officers' checkpoint activities: (1) The checkpoints were conducted pursuant to guidelines setting forth the procedures governing checkpoint operations, site selection, and publicity; (2) all vehicles going through the checkpoint were stopped; and (3) the stop amounted to only a very brief detention. The drivers were not even asked to produce their licenses.

In summary, *Michigan v. Sitz* represented a clear statement that, when properly managed and conducted, roadblock checkpoints for the purpose of deterring and apprehending intoxicated drivers are not a violation of Fourth Amendment rights.

In spite of the Supreme Court's decision, there is no guarantee that state courts or legislatures will recognize such roadblocks. Each state has the "sovereign right to adopt in its own constitution individual liberties more expansive than those conferred by the Federal Constitution." (*Pruneyard Shopping Center v. Robins*, 447 U.S. 74, 81, 100 S.Ct. 2035, 2040, 64 L.Ed.2d 741 [1980])

All of the discussion above concerns roadblocks. How waterblocks would withstand constitutional scrutiny remains undecided (or at least unreported). Assuming that the courts' concerns with waterblocks would be similar to those for roadblocks, the following guidelines can be gleaned from the case law review:

1. Should a waterblock be attempted, the park, in all likelihood, will be required to show that deterrence and apprehension of intoxicated or otherwise lawless boaters constitutes a legitimate public interest for which waterblocks are a reasonable enforcement tool.

2. The waterblock will have to be conducted in such a way that the rangers who operate it cannot be said to have acted capriciously or with unbridled discretion. This implies that the waterblock should be planned (on paper), and a date, location, time frame, and system for stopping vessels established by supervisory or management personnel.

3. The detention of boaters should be kept to a minimum and be conducted as unobtrusively as possible.

4. Public notice should be given that boaters will be subject to such stops (e.g., signs by boat ramps, newspaper announcements, etc.).

5. Rangers should be trained in how to conduct the stops, properly assess levels of impairment (most balance-type field sobriety tests are not appropriate for use on a boat), and safely conduct arrests and transports.

6. There should be a written policy in the park that outlines the purpose of the waterblock within the park's law enforcement operations. It should detail what specific needs the waterblocks are addressing, how the waterblocks are to be authorized and conducted, who the responsible people will be, and what safety precautions are to be utilized during the operation.

An example of such a written procedure is the one developed by rangers at Voyageurs National Park (see sidebar).

They initiated waterblocks to address a growing problem with alcohol impaired boaters.

The Voyageurs procedure for conducting waterblocks appears to address the pertinent constitutional issues surrounding the use of waterblocks. About the only thing we would add is a provision that public notice be given that boaters in the park are subject to stops for the purpose of insuring that they are not BUI.

### Summary

Unlike much of what rangers do in their role as agents of authority, stopping citizens absent a reasonable suspicion that they have engaged in illegal activity is operating on the fringe of what may be constitutionally permissible (*Michigan v. Sitz* was not a unanimous decision). On the other hand, waterblocks, like roadblocks, can be a very useful tool for addressing the serious problem of alcohol abuse in the parks. As in *Martinez-Fuertez*, and *Michigan v. Sitz*, the court will certainly ask if the activity serves a legitimate public interest, as well as whether guidelines similar to those outlined above were followed. Thus, our recommendation is to make use of waterblocks, if they are needed, but be sensitive (perhaps overly sensitive) to the constitutional concerns. Employ the recommended guidelines and work with your court and prosecutors to keep them informed of your activity and the important purpose it is serving.

## Voyageurs' Waterblock SOP's

BUI (boating under the influence) waterblocks are authorized when conducted under the following guidelines:

### A. Objectives

The objectives of BUI waterblocks shall be:

1. Provide for the general safety of park visitors by decreasing the number of intoxicated boaters to an insignificant percentage of the total boating population.

2. Increase public awareness that operating a motor vessel in the park while under the influence is not only dangerous, illegal, and unacceptable, but can result in criminal charges.

3. Identify and take into custody boat operators who are intoxicated to the degree that they are a threat to themselves and others.

### B. Authorization

All waterblock operations shall be approved in advance by the chief ranger. Approval shall be in the form of a written plan. This plan shall include:

1. Location (with selection based on safety and problem area consideration).

2. Date.

3. Beginning and ending times.

4. What to stop (such as every boat, every third boat, etc.) One recommendation is to stop every boat, except those that pass when all officers are busy. This formula minimizes intrusion on visitors by avoiding waiting lines.

5. Other information as appropriate.

### C. General Guidelines

1. Safety shall be the first priority.

2. Rangers shall be uniformed.

3. All stops shall be made with marked patrol boats.

4. Stops shall be performed using the least intrusive techniques needed.

5. During daylight hours these techniques will usually be either hand signals or hand held "stop" signs.

6. Night stops shall be made using emergency lights.

7. Sirens shall be activated only when necessary.

8. Operations shall be conducted with a minimum of three officers — two to transport an arrestee and one to secure personal and government boats and equipment. Waterblocks shall be discontinued whenever staffing drops below three officers.

9. Length of detention shall be minimal. Boaters shall be advised of the purpose for the stop, and provided an overview of the scope of the problem.

10. As a guideline, sober individuals should be detained for no more than five minutes.

11. Persons who have consumed alcohol or who otherwise appear to be impaired may be detained as long as reasonably necessary to determine level of impairment.

12. Level of intoxication shall be determined using standard field sobriety tests, and alco-sensors, if available.

13. As much as possible, procedures shall follow DNR policy, as described in that agency's BUI arrest packet. The appropriate NPS and DNR forms shall be completed on-scene.

14. Videotaping the initial stop, subsequent contact, and the administration of field sobriety tests is appropriate and suggested. Recording wind and wave conditions is also recommended.

15. As a preference, operators who are determined to be intoxicated should be arrested (as opposed to cited and released).

16. Arrest and transport shall be performed per the appropriate procedures.

17. A definitive blood alcohol test shall be administered (within legal limitations) upon arrival at the holding facility.

**Looking Back**

## The First Helicopters in Search and Rescue

**Butch Farabee  
WASO**

With the possible exception of the two-way radio, there is no milestone in the evolution of search and rescue more significant than the coming of the helicopter. Countless thousands are alive today because pilots and crews have performed with dedication and daring through the years since World War II.

The first working helicopter, a German Focke-Wulf FW-61, made its maiden flight on June 26, 1936, but it wasn't until Igor Sikorsky designed the VS-300 that the first truly modern helicopter entered the scene. The military version, the R-4, made its initial flight on January 14, 1942. The R-4 had a 185 horsepower engine and a range of 130 miles.

On January 3, 1944, Coast Guard Captain Frank Erickson became the world's very first helicopter mercy mission pilot, when the destroyer *U.S.S. Turner* blew apart near the entrance of New York harbor with an explosion so terrific that it hurled men and guns into the sea. The blazing ship sank in 40 minutes as Coast Guard craft edged to the ship's side to rescue 163 men, including 108 injured.

Lifting off from nearby Floyd Bennett Field, Erickson battled severe weather and winds to reach the scene. Using a rescue hoist which he had developed, Erickson delivered a cargo of badly needed plasma to the men of the *Turner*. With that flight, helicopter rescue legends began.

The usefulness of this new tool was not lost on the NPS. In a May, 1946, report about the NPS and World War II, Director Newton Drury described the machine's unique virtues and potential contributions and forecast their use in rescues.

It was the Forest Service, however, which first used helicopters on a non-military rescue. On August 5, 1946, a Bell 47-B removed an injured radio operator trapped in the path of the Bryant Fire in the Angeles National Forest.

The first chopper involved in a Park Service SAR was not the rescuer, but the "rescuee." The incident occurred at Olympic in October, 1948. A helicopter of the Air Force SAR group based at McChord Field suffered engine failure while over the park on October 5 and crash-landed in Upper Lena Lake. The crew of three was uninjured, and was guided out of the area the following day by District Ranger Webster. The craft was apparently engaged in observing the progress of the rescue operations of a climber who was killed in a fall just outside of the park.

The first helicopter actually deployed on an NPS mission had to fly into an active volcano. On April 27, 1949, a soldier on temporary duty near Hawaii National Park walked away from his car after becoming stranded. Unfortunately for Lt. Stephens, he was only 100 yards from the edge of 500-foot-deep Kilauea Crater. The next day his body was discovered by a small military helicopter which was used to scan the walls of the crater.

Four days later, a Lt. Forest set his helicopter down on Boulder Beach to demonstrate the machine at a Nevada Boy Scout Camporee. The helicopter, named the "Rescue", was the first to land at Lake Mead. The young Army officer was a better pilot than navigator, though, because the scouts were camped in Las Vegas, 30 miles away...

The first helicopter rescue attempted in Yosemite and the first NPS helicopter medevac was reported in a San Francisco paper on August 3, 1949, under the headline "Helicopter Tries To Save SF Boy Hurt In Yosemite." The story ran like this:

"A stripped-down helicopter left Fresno this morning on a rescue trip designed to take it over dangerous peaks in an effort to rescue a 12-year-old boy who is lying badly injured at Benson Lake...Chief Ranger Oscar A. Sedergren today expressed some doubt the helicopter, which will have to fly at an altitude of 10,000 feet to reach the lake, will be able to make it."

The chief ranger was right — it couldn't. Despite two attempts, "un-

favorable air currents" kept it from reaching the 8,150-foot high backcountry lake. After being hauled in disassembled on a flatbed, a second helicopter succeeded the next day. It flew without a battery, most of its gasoline, and 4,000 feet above its rating!

The Arizona Helicopter Service on the Grand Canyon's South Rim had its doors open for only three weeks in the summer of 1950 when it got involved in its first rescue. On June 17th, two women, worried about their husbands, who were attempting a record jet-boat river-run, hired the company's helicopter to see first-hand what was going on. They soon spotted an "SOS", and went to investigate. Their attempt at a rescue, however, soon fell apart:

"We were making a left turn and had just come up over the brow of a plateau when the motor sputtered. We reached the plateau 1,000 feet above with about 100 feet to spare. Our forward motion stopped, but the rotors cushioned our drop. When we hit, we bounded sidewise down the hill. The tail broke and bounded upward. The rotors hit it and the tail assembly was spread all over the Grand Canyon. One of the blades saved us from turning over."

The helicopter service's insurance company had to pay over \$9,000 to lift the wrecked ship out.

Helicopters have come a long ways since those days. In May of 1971, an Aerospatiale Llama landed at 23,000 feet on the southwest face of Mt. Everest for a rescue which set the world high-altitude landing



*The ship employed in the first helicopter rescue (and first medevac flight) in Yosemite in August of 1949.*

*Photo by R. Anderson.*

RANGER: FALL 1990

record. Five years later, Bud Woods would "violate" NPS rules to set the North American altitude landing record and save two lives while doing it.

In 1976, two women climbing Mt. McKinley fell while at the 20,000-foot level and were seriously injured. When word reached Woods on June 3rd, he stripped his small, turbine-converted Hiller helicopter of its cargo sling, seats, winch, and counter-balance — everything not essential to the rescue mission. Then he headed up. Woods later recalled the perilous ascent:

"My mouth began to go dry as I came out of 17,000 feet. My climb rate was beginning to deteriorate noticeably. By the time I got to 19,000, the roll rate of the machine was getting very sluggish."

Slowly, cautiously, Woods eased the chopper's skids onto the icy, windswept surface of the mountain. Intent on reaching the victims, he momentarily forgot he was on "the roof" of North America. Woods pulled off this hazardous landing not once, but twice. He later received the Helicopter Association International's Robert E. Trimble Award for 1976 for his efforts.

The only non-Department of Interior group to ever receive the prized Departmental Valor Award is the LeMoore Naval Air Station's five-man search and rescue crew. In 1978, they were called in to reach a climber who was critically injured 4,000 feet above Yosemite Valley. The citation from the Valor Award given by Secretary Cecil Andrus tells the rest:

"The team arrived at 6:25 p.m., made a quick reconnaissance, and planned the rescue. Their decision was to employ a special technique developed at their station. 'Cliff evolution,' the method they employed, requires that a member of the team rappel down a rope from the aircraft to the accident scene, stabilize the accident victim, and attach him to ropes from the helicopter. The rescuer and the rescued are then flown at the end of ropes to a landing area where they are gently let down. The situation at the accident scene was especially dangerous and tricky. To reach the injured man, the aircraft commander had to edge his craft to within five feet of the cliff face and hover for 22 minutes — a harsh test for both man and machine."

Exactly ten years later to the day, two powerful twin-rotored Army Chinooks flew from Talkeetna on a rescue mission to Mt. McKinley. Soon laboring in the thin air at 18,200 feet, one huge, hovering ship extended its rescue hoist 80 feet to an exhausted and frost-bitten climber. On a se-

cond mission nine days later, two more Korean climbers were lifted from the same 18,000-foot high shoulder of America's highest peak. For his efforts in those rescues, Chief Warrant Officer Myron Babcock was named Army Aviator of the Year for 1988. His citation read as follows:

"On both rescue missions, severe winds and white-out conditions from

blowing snow made flying particularly hazardous, forcing Mr. Babcock to make several attempts before he was successful. Pilots with less skill, confidence and dedication would have aborted the mission after the first futile attempts."

Helicopters — and the heroes who fly them — have come a long ways.



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## The Professional Ranger

The objective of this section is to provide all rangers with a general overview of recent developments in our four primary areas of concern — interpretation, emergency services, cultural and natural resource management and resource and visitor protection. If you're aware of an event or development in any of these areas, please get in touch with the person coordinating that section.

### Resource Management

- Communications — Why is it that we so often fail to communicate our resource management message to not just the public but to our own organization? Need I remind you of the Yellowstone fires and the ensuing media and public relations disaster? What about park managers who ignore (or are ignorant of) environmental compliance laws yet at the same time pontificate about the NPS being the stewards of the nation's most precious resources? I wish I knew the answers to these questions, or, better yet, how to turn these things around. I commend to you ANPR member Sue Consolo's article in the latest *The George Wright Forum* (1990, (7):1) entitled "Translating Scientific Information into Park Management at the Operational Level."
- NPS Science Conference — That same issue of the *Forum* includes a detailed agenda for the Sixth Conference on Resource Management in the National Parks and Equivalent Reserves (a.k.a. the NPS Science Conference) coming up in El Paso between November 12th and 17th. The theme of the conference will be threats to the parks. Of particular interest to ANPR members may be the planned organizational meeting of a George Wright Society section for resource management on November 16th. I will keep *Ranger* readers posted since I plan to be there.
- Position classification — The new NPS "Action Plan for Management of the Park Ranger Work Force" calls for the "professionalization" of the ranger ranks by classifying resource management jobs (amongst others) outside of the 025 series. Much of this has already occurred in resource management in recent years (i.e. the 401 series). But who will do the real work, out there in the field or fire cache, away from the telephone and computer which we supervisors commune with?

I quote from the action plan: "If the Service professionalizes the resources management portions of the Ranger work force, it will create a need for a technician corps to provide support and to carry out field projects and activities. These positions will likely be classified in an appropriate technician series, such as Biological Tech (404), Forestry Tech (462), Physical Science

Tech (1311) or other series designations." My reading of these classification standards, however, suggests that these series are designed for timber cruisers, wildlife biologists, lab techs, etc., and don't really address the bulk of our generalist resource management positions at the lower grades. Are we really professionalizing? Or are we compartmentalizing? I would like to publicize in this column successful classification stories of lower-graded generalist resource management positions.

Discussions regarding what a ranger is or is not are often tense in resource management circles. Most resource managers are becoming more specialized at the same time most rangers are doing the same but in other areas. ANPR's definition (on our masthead in every issue of this journal) is broad-based and inclusive, but where was the inclusion of non-025's in the extensive coverage of "endangered rangers" in the last issue? As more and more rangers become specialists, as more and more of us become something other than 025's, the Association's members will need to decide whether we are truly an inclusive organization. If we are, then we need to reach out further and address the needs of resource managers, guides, guards, historians, investigators, maintenance folks, and others; if not, then our membership and support will shrink with the 025 series.

Bob Krumenaker  
Isle Royale

### Emergency Services

- Fitness training — The Maryland Fire and Rescue Institute at the University of Maryland will be presenting a five-day program for certified fitness coordinators geared toward the individuals responsible for the day-to-day management of physical fitness programs. The dates and locations are as follows:

Sept. 17-21, 1990	Washington, D.C.
Oct. 1-5, 1990	Daytona Beach, FL
Feb. 18-22, 1991	Boulder, CO
March 11-15, 1991	Hilton Head, SC
June 3-7, 1991	Lake Tahoe, CA

For more information, call or write Wes Bender at Special Programs, Maryland Fire and Rescue Institute, University of Maryland, College Park, MD 20742 (301) 220-7250.

- SAR training — There will be a training course at Barstow Community College (Barstow, California) from October 5th to 7th on search and rescue in all settings (wilderness to urban) and covering law enforcement, fire, EMS and emergency operations. For more information, contact Tony Martinez at (619) 256-7357.

- Prehospital care — There'll be a prehospital emergency care and crisis intervention conference at the Red Lion Inn in Salt Lake City between November 8th and 10th. For more information, call Dr. Keith Hooker at (801) 377-2250.

- Wilderness first responders course — There will be several offerings of this course over the next few months:

- \* September 28 - October 7, 1990 International Alpine School Eldorado Springs, CO
- \* October 5 - 16, 1990 North Carolina Outward Bound School Morgantown, NC
- \* October 4 - 14, 1990 Crested Butte Fire Department, CO
- \* October 20 - 31, 1990 Hurricane Island Outward Bound School Newry, ME
- \* December 3 - 13, 1990 Boojum Wilderness Institute Leucadia, CA

For further information, call Ed Stern at (703) 352-1349.

- Wilderness EMT course — This course will also be put on several times over the next few months:

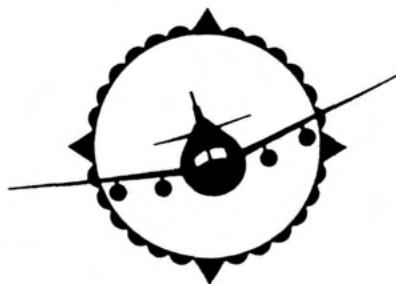
- \* Fall Semester Southwestern College, Chula Vista, CA
- \* September 25 - October 3, 1990 North Carolina Outward Bound School Morgantown, NC
- \* October 15 - 22, 1990 Southern Region EMS, Soldotna, AK
- \* November 26 - December 2, 1990 Hurricane Island Outward Bound School, Newry, ME

Bill Pierce  
Devils Tower

### Interpretation

- "Professionalizing" the Interpretive Work Force — By now, every park should have received a copy of the Director's action plan describing strategies for reclassifying most park ranger series positions under other job series. Under this plan, those currently classified as GS-025 park rangers will not be converted to another series unless they "realize a career and/or pay and benefits advantage from taking the action, or unless they request the action." However, as people pursue their careers in interpretation, the plan's effects will be felt.

Since there is currently no government job series that identifies park interpretation as a professional specialization, those wishing advancement to higher-graded interpretive positions will be applying for jobs in the general biology (401), forestry (460), wildlife biology (486), history (170), archaeology (193) and other series. Front-line interpreters, who provide a wide array of visitor services and educational programs, will be classified as GS-090 park guides, a series which has no promotion potential beyond GS-5. Those wishing promotions to higher-graded "interpretive" specializations will be required to apply for them under series such as those mentioned above.



Planning on a trip soon? Looking for a travel agency that can offer you full services and low rates? Interested in an agency that will return a portion of the commission it receives for arranging your trip to the Association?

Executive Travel of Fort Myers, Florida, has worked out an arrangement with ANPR whereby it will arrange the travel of Association members (and anyone else who supports the organization) and then return 30 percent of the commission it receives to the Association.

Reservations may be made by calling locally in Florida 939-5567 or by calling 1-800-237-6735 in the rest of the United States. Once you've reached them, simply arrange your travel as you would with any other travel agency and *specify the account as "ANPR"*.

What seems to be lacking in this position management plan is any indication that skills and knowledge in the art and science of interpretation will count toward advancement in the field. It is vitally important that NPS interpreters make their views known on management of interpretive positions before the new policies are implemented throughout the Service. Apparently, the plan was formulated without input from interpreters. I believe that interpretation should be recognized by the Service as a profession and that degrees appropriate to the field should be required. A job series for communications specialists is needed to foster a professional cadre of interpreters who are trained and experienced in communications skills. Subject matter expertise and knowledge in the areas identified in the plan may also have relevance to interpretive positions, but they should not be the only degrees accepted for an occupation that is primarily communications oriented. Direct your comments to park management, to *Ranger*, and to your ANPR representative.

- Education task force — The Director's education task force convened in San Francisco and came up with the following conclusions:

- \* Educational efforts in the NPS should be increased;
- \* Existing successful education programs in the Service should be used as mentor programs for other NPS areas;
- \* The most useful curriculums which have been developed are those in which parks have worked together with local schools to achieve common goals;
- \* Cultural and heritage education should carry the same importance as natural and environmental education; and
- \* Parks should not be forced to provide educational experiences beyond the themes for which they were established.

The task force also stated that education in the NPS should not be viewed as a temporary initiative, and that it should be integrated into interpretation, research, natural and cultural resource management.

- George Wright Society — The George Wright Society conference will be held in El Paso, Texas, between November 12th and 17th, just before the National Association of Interpretation (NAI) conference in Charleston, South Carolina (November 26th - 30th). The focus of the George Wright conference will be "Research and Resource Management in the National Parks and Equivalent Reserves." Registration payments are due by October 1st; questions should be directed to Tom Gavin at (415) 556-1866.

- Oral history — Two articles on oral history which are worth reading are featured in a recent issue of the *Cultural Resource Management Bulletin* (Vol. 13, No. 2). One concerns the oral history experiences and lessons learned by Ed Bearss, the Service's

chief historian; the other, by Jim Small of Jimmy Carter NHP, describes the use of video to capture the memories of the President and his wife regarding life in Plains, Georgia.

- Interpreting slavery — Hampton NHS has revised its interpretive themes and objectives to provide a more complete picture of the site. The lives of workers, including slaves, are now more fully recognized as part of the story. Dr. Haywood Farrar, from the University of Maryland, has been spending much of the summer at the site conducting research on the slaves and workers who once lived there.

- Interpretive skills teams — There currently are 91 active interpretive skills team instructors in the NPS. Since the establishment of the program in January, 1983, 87 skills courses have been offered Servicewide. Under the previous method of training, only 10 to 15 courses would have been held at most during that period.

- Notable quote — Here's a notable quote from Director Ridenour: "Interpretation is at the heart of what we do as a Service."

If you'd like to contribute ideas to this section or supply interpretive news of interest, you can contact me at Independence (215-597-7128) or at home (215-732-6312) or write to me at 250 South 13th Street, Apt. 8B, Philadelphia, PA 19107.

Rob Fudge  
Independence

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## Board Member Reports

### President

President Rick Gale, Branch of Fire Management, Boise. Address: 4074 S. Iriondo Way, Boise, ID 83706. Phone: (208) 343-2412 (home) and (208) 334-9541 (work).

Rick's report appears on page three. His address is listed here for your information.

### Western Vice President

Vice President Mack Shaver, Channel Islands. Address: 681 Chinook Drive, Ventura, CA 93001. Phone: (805) 644-8157 (work).

Rendezvous XIV will soon arrive — it may even be behind us by the time you read this. I hope that each of you has given a lot of thought to the nominations for board vacancies. There have been many comments over the last year suggesting the need for new blood on the board; some seem tired of seeing managers — not field rangers — running the Association. Progress was made in this area last year. Many of the new officers are young, serving for the first time, and very active in Association matters. If you want more of that, use the caucus time at the Rendezvous to build support and nominate new people. With the new board structure proposal and an energetic board, the next year should be a great one.

Another ray of hope for improving the lives of rangers: Effective July 5th, rangers through GS-11 in the Los Angeles area — including SAMO and CHIS — have an approved special pay rate similar to those in effect in other major metropolitan areas. Efforts by ANPR led to the requests for these rates and their subsequent approval.

Hope to see you all in Las Vegas.

### Eastern Vice President

Vice President Hal Grovert, Delaware Water Gap. Address: c/o Delaware Water Gap NRA, Bushkill, PA 18324. Phone: (717) 588-2414.

The first finance committee meeting was held in June, with Patti Dienna, Bruce McKeeman, Marcia Blaszak and myself in attendance. I thought it was a very profitable meeting, and am glad to see the committee up and running.

I would suggest that all of you take a good look at the proposed board reorganization that appears on page 26 of this issue of *Ranger*. Having spent four years on the board, I do feel that there is a more efficient and issue-and-action oriented way to do business. This has been a topic of discussion for some time, and we should either reorganize or decide to leave the Association structured as it presently stands.

I recently moved to a new job at Delaware Water Gap and am in a transition stage. Until I get a home phone, I can be reached at the above listed number.

### Secretary/Treasurer

Secretary/Treasurer Pat Tolle, Everglades. Address: P.O. Box 279, Everglades NP, Homestead, FL 33030. Phone: (305) 248-7830 (home) and (305) 247-6211 (work).

### Business Manager

Business Manager Debbie Gorman, Saratoga. Address: P.O. Box 307, Gansevoort, NY 12831. Phone: (518) 793-3140 (work/home).

This year's Rendezvous is nearly upon us, so I would like to take this opportunity for encouragement in two areas.

First, you should realize the energy and time commitments your regional reps make toward ANPR. While your rep is entrusted with decision-making power, she or he is there to represent *you*. Most administrative decisions are made at the Rendezvous. Please take the time to share your opinions with your rep on major issues facing ANPR. Many regions have reps whose terms expire this year. Nominations are made at Rendezvous and you must make your desire known to an attendee prior to the meeting.

My second request comes as a financial note. With the revision of the membership application to accommodate the new dues rates, a space was added for a separate donation to either the ranger museum or ANPR. Many folks add to ANPR's revenue by purchasing raffle tickets, and this is greatly appreciated. This is the only active fund-raising event ANPR asks its members

### Association of National Park Rangers Operating Statement January 1, 1990 Through June 30, 1990

<b>Beginning Balance</b>	..... \$108,492
<b>Receipts</b>	..... \$ 32,445
Management/General/Interest	..... \$3,223
Checking Account	..... \$1,068
Life Account	..... 1,442
Raffle Account	..... 453
Ranger Museum Fund	.... 360
Membership Dues	..... \$17,792
Annual	..... \$9,822
Life	..... 7,970
Contributions	..... \$ 1,071
Donations	..... \$ 35
Executive Travel	..... 484
Ranger Museum Fund	.... 552
Program Service	..... \$ 9,424
Enhanced Annuity	.... \$7,510
MAR Conference	.... \$1,914
Fundraising	..... \$ 835
Super Raffle '89	.... \$40
Super Raffle '90	.... 795

<b>Expenses</b>	..... \$ 28,674
Management/General	..... \$ 9,575
Business Manager	.... \$4,000
Bank Fee	..... 15
Mail Service	..... 100
Legal	..... 345
Postage	..... 1,172
Telephone	..... 193
Supplies	..... 269
Printing	..... 955
Subscription/Books	.... 118
Miscellaneous	..... 250
Travel	..... 1,893
Recruitment/Retention	.. 265
Program Service	..... \$18,389
Ranger	..... \$12,098
Enhanced Annuity	.... 5,390
Rendezvous XIII	..... 146
Rendezvous XVI	.... 340
MAR Conference	.... 415
Fundraising	..... \$710
Super Raffle '90	.... 710

**Ending Balance** ..... \$112,263

to participate in throughout the year. The next time a renewal form comes your way, please consider making a donation to ANPR or the ranger museum fund. If each member made an additional \$5 contribution with their yearly dues, we would generate over \$5,000.

ANPR is *your* organization. Thanks for your continuing support.

### North Atlantic Regional Rep

Representative Jim Gorman, Saratoga. Address: P.O. Box 307, Gansevoort, NY 12831. Phone: (518) 664-9821 (work) and (518) 793-3140 (home).

### Mid-Atlantic Regional Rep

Representative Brion Fitzgerald, Assateague. Address: 1287 Ocean Pines, Berlin, MD 21811. Phone: (301) 641-7568 (home) and (301) 641-1446 (work).

In my report in the last issue of *Ranger*, I asked for comments on the use of ANPR funds raised at the Eastern area rendezvous to send a lower-graded employee to the Rendezvous in Las Vegas. I've since spoken to Rick Gale and to several past and present regional reps and have come to several conclusions:

- All persons contacted felt the use of ANPR funds for this purpose would be appropriate.
- Some felt that the cut-off for "lower-graded employee" should be GS-5 and below; others felt GS-7 and below would be more appropriate.
- Some felt that the candidate should be selected from seasonal ranks; others felt the pool should include both seasonals and permanents. A third suggestion was that we send both a seasonal and a permanent.
- All persons agreed that the funding should offset travel expenses, but not necessarily cover the entire expense of attending the Rendezvous. The general feeling was that the amount of the supplement should be between \$300 and \$500.
- All persons felt a need to keep the selection process as simple as possible by employing a two- or three- questions application.
- All persons agreed that the idea should be expanded to include sending person(s) from those regions under the Eastern vice president to a Rendezvous in the west, then sending person(s) from regions under the Western vice president east the following year.
- The decision should be put on hold until it can be discussed at the board and/or general business meeting in Las Vegas.

I ask that those MAR members who plan to travel to Las Vegas take some time to talk to members in their areas about ideas and concerns they'd like discussed at the regional or general business meetings. I'd like to hear from as many areas as possible;

if no one from your area plans to attend, please write or call me with your thoughts before October 7th.

### National Capital Regional Rep

Representative Bruce McKeeman, Great Falls. Address: 226 Willow Terrace, Sterling, VA 22170.

### Southeast Regional Rep

Representative Ken Garvin, Chattahoochee. Address: 4494 Patrick Drive, Gainesville, GA 30144. Phone: (404) 591-0379 and (404) 394-8335 (work).

Although some of my time this quarter has been taken up with our move to Chattahoochee, I've attempted to maintain lines of communication. We've added a few more folks as park reps and continue in our ANPR recruitment efforts. ANPR needs your individual support; sign up a friend.

Concerns continue to come in concerning the professionalization of the 025 series as discussed in the position paper distributed by the Director. By the time this issue of *Ranger* comes out, park reps will have received a copy of this document. If you have not had the opportunity to comment on or review this document, contact your park rep or contact me at the above address. The majority of rangers I've spoken with agree with the need to professionalize the "ranger work force." The document presented leaves many questions unanswered, however, regarding 20-year retirement benefits and the ease of switching from one professional series to another. Obtain a copy of this document, review it carefully, and send me your concerns.

The upcoming Rendezvous in Las Vegas offers the opportunity to meet old friends and to welcome new faces as we review our past accomplishments and plan our organization's future. Commitment is the only way we can ensure that something we care about is accomplished or continues in the future. As those who have provided that commitment over the past year step down as members of the board and staff of the Association, we need your commitment to continue the purposes of ANPR. Get involved! Provide that commitment!

### Midwest Regional Rep

Representative Bob Krumenaker, Isle Royale. Address: P.O. Box 534, Houghton, MI 49931. Phone: (906) 482-9210 (home) and (906) 482-0986 (work).

I don't plan to seek re-election as regional rep, since I fully expect (hope?) to be booted to some other park or region before the next two years are up. The job has been rewarding and I encourage you to think about it. I'll provide my successor with all correspondence, lists, and information I've acquired in these two years and help in any way I can. We have a good network of 19 park reps built up to help you get started. Call me if you want some encouragement or

are thinking about it. I'll be at the Rendezvous and will put your name in nomination at the business meeting.

### Rocky Mountain Regional Rep

Representative Dan Moses, Dinosaur. Address: P.O. Box 96, Jensen, UT 84035. Phone: (801) 781-0826 (home) and (801) 789-2115 (work).

I hope that this issue of *Ranger* reaches you before the Rendezvous. There are several items of concern which I would like to address there. I believe that there's still a gap in the information exchange among the board, the regional reps and the membership, and I'd like to discuss any ideas you might have as to how to get ANPR news out to the membership. After serving as a regional rep for approximately a year and a half, I still feel that the information exchange within ANPR is not as good as it should be. I'd also like to discuss the effectiveness of regional newsletters. If you are going to be in Las Vegas, I'd like you to be prepared to provide some input into the discussion on these concerns and any other matters which you'd like to discuss. We have regional caucuses scheduled early during the Rendezvous for discussion of regional concerns.

The summer issue of *Ranger* on the "endangered ranger," I'm sure, touched a warm place in the heart of many of us. This was an extremely informative issue, which addressed many of the issues facing the NPS ranger today. I'd like to hear from you on any other issues which you feel greatly affect the ranger profession. One growing concern I've heard voiced by some members concerns the current state of the Service's merit promotion system and vacancy announcement selection process. Since the NPS is setting up a committee to look at the merit promotion system, this might be a good time for ANPR to present a position paper on our concerns to the committee.

This fall brings to a close my current term as regional rep. Nominations will be made at the Rendezvous for the upcoming two-year term. I would like to continue serving as Rocky Mountain regional rep with your continued support.

### Southwest Regional Rep

Representative Cindy Ott-Jones, El Malpais. Address: 604 Gunnison Avenue, Grants, NM 87020. Phone: (505) 287-5011 and (505) 285-4641.

Did everyone read Roberta D'Amico's article in the summer *Ranger* concerning the Williamsburg rendezvous? I am encouraged and certainly want to hear everyone's opinion on a similar gathering in the Southwest. Perhaps we could combine with Rocky Mountain or Western regions. I'd especially like to hear from you folks who do not make it to the yearly Rendezvous for one reason or another. Maybe a more "local" setting would be more convenient.

## Rendezvous XIV

Depending on when this issue of *Ranger* went into the mails, the Rendezvous is either about to kick off, is now underway, or had just ended. If the former, now's the time to make your arrangements to attend. The Rendezvous will occur between October 7th and the 12th at the Showboat Hotel and Casino in Las Vegas. All the information you'll need can be found in the spring and summer issues of *Ranger*. The number to call at the Showboat to make reservations is 1-800-826-2800; please remember, though, that rooms are only being held for ANPR members until September 7th, and that it's first-come, first-served thereafter. Pre-registration for the Rendezvous must be completed and submitted before September 21st. The pre-registration form appears in the summer issue.

If you have any other questions about the Rendezvous, call Jeff Ohlfs at 501-321-9785.

We'll discuss a possible local rendezvous and a "March for Parks" at the regional caucus in Las Vegas. Other topics will include elections (for a new president and secretary/treasurer, among others), the revised board structure proposal, and the "Towards 1993" goals.

### West Regional Rep

Representative Dan Mason, Sequoia. Address: Ash Mountain, Box 63, Three Rivers, CA 93271. Phone: (209) 565-3647 (home) and (209) 565-3341 ext. 711 (work).

As a result of reading past issues of *Ranger*, I have learned that a number of other regional areas are just starting to establish formal ANPR park representative systems. As noted in the summer issue, I'm also trying to start such a program for parks in Western region. Since this effort is in its infancy, I'm still looking for additional input and direction from anyone who's willing to share their experiences and/or ideas on how to make this system work from the outset.

My recruiting efforts at SEKI have continued. I've held a second recruiting workshop and only time will tell if it was a success. I've learned from the two workshops I've conducted and from talking to others that many of our field rangers, both permanent and seasonal, know very little about ANPR. Many of them also stated that they'd never been approached by anyone to join. If that is indeed the case, then we as members must correct the problem. It behooves each of us to get involved and spread the word about ANPR.

If you should have any information, concerns, ideas and/or comments that you'd like shared in future issues, please let me know.



### Pacific Northwest Regional Rep

Representative Barbara Maynes, Olympic. Address: 1620 W. 5th Street, Port Angeles, WA 98362.

Most of my "ANPR time" this spring and summer has been devoted to the new recruitment brochure and the summer seasonal hiring survey. With both of these projects finished, I've been able to be more focused on activities in the region.

By now, you've received (and returned?) the questionnaire I mailed out. If you haven't already filled it out, please do so! I need *your* input in order to represent your interests and concerns. If you'd rather pass on your thoughts verbally, my phone numbers are shown above. And, of course, the best way to pass on your view is to do it in person at the Rendezvous. I look forward to hearing from you and seeing you in Las Vegas.

### Alaska Regional Rep

Representative Mary "Jeff" Karraker, Yukon-Charley. Address: c/o Yukon-Charley Rivers NP, P.O. Box 64, Eagle, AK 99738. Phone: (907) 547-2233 (work).

As we head toward fall (we've already had our first frost in Eagle), we need to be thinking about the election of a new Alaska representative. We have one and a half members who are interested in the job at this point. Working with the board and our supportive cadre of park and regional reps has been a pleasure, and I would recommend the job to anyone. I'll be calling the parks to look for last minute nominees before I go to Las Vegas.

Speaking of Las Vegas, I hope that a few more of our northerly troops will try to attend. It would be a pleasure to hold a caucus made up of regional attendees and not

have to sit in on another region's caucus. I haven't received much correspondence about issues that need to be discussed. I hope each of you will take a few minutes to write a note about the interests you would like to have us discuss. The new organization proposal could have a profound effect on ANPR. Review the proposal in the summer issue of *Ranger* and give me some feedback.

The two mini-rendezvous were real successes, with everyone contributing to lively discussions. I hope we will be able to have another in December during the interpretive meetings and before I end my tour of duty. I also hope that the new rep will have one in connection with the LE refresher.

I hope to see many of you in October. Jump on those raffle tickets and get them sold. I still would like to have some raffle items from Alaska — books, T-shirts, crafts, art, or anything else you can donate or go together on. Send them to me or directly to the raffle chairman.

## Seasonal Hiring Survey: Summer 1990

Barb Maynes  
Olympic

Each fall, ANPR compiles a survey of the number of seasonal employees hired in the parks during the previous summer in order to give applicants an idea of where they have the best chance of being hired the following summer. This summer's survey had a reasonably healthy response, with 176 parks completing and returning the questionnaires. The following table provides the information obtained for the 1990 summer season.

As was done last year, information on biological technician positions was requested. Although these jobs are not 025 park ranger positions, they are often good ways to gain experience in resources management and field work. People interested in biotech positions should contact each park directly for instructions on the correct way to apply.

Parks that are shown as having hired from "certs" fill their positions by issuing local vacancy announcements, rather than hiring from the seasonal registers put out by the Seasonal Hiring Unit in Washington, D.C. People interested in working in parks that hire from local announcements should contact those parks for specific application information.

"New" means employees hired new to that park in 1990; "total" means total hires for a given category for 1990. A dash indicates that the park provided no information for that category.

The "Enough Applicants" column shows each park's response to the question "Did you receive an adequate number of applicants this summer?" 45% of the 176 parks that answered the survey answered "no" to this question. This percentage is up from the 40% inadequate rating in 1989, although this difference may be partly due to the slightly different assortment of parks that responded this year. Several of the "inadequate" responses refer primarily to law enforcement applicants, as is shown in the "notes" column, but a large number of parks indicated that their overall number of applicants was too low.

### Footnotes for Hiring Survey

- <sup>1</sup> Not enough law enforcement applicants.
- <sup>2</sup> Only one interpreter hired from seasonal register.
- <sup>3</sup> Law enforcement done by permanent employee with seven month furlough.
- <sup>4</sup> Law enforcement rangers hired from special certificate; "generals" hired locally.

- <sup>5</sup> Biotechnicians hired from local certificates.
- <sup>6</sup> Three, one-year temporary positions added this year.
- <sup>7</sup> Biotechnicians hired from applicant supply file.
- <sup>8</sup> One interpreter hired from local certificate.
- <sup>9</sup> Not enough law enforcement applicants.
- <sup>10</sup> Not enough law enforcement applicants.
- <sup>11</sup> Not enough law enforcement applicants.
- <sup>12</sup> Not enough law enforcement applicants.
- <sup>13</sup> All jobs converted to temporaries, not to exceed one year.
- <sup>14</sup> Not enough interpretive or law enforcement rangers. Twenty positions are temporary.
- <sup>15</sup> Half of hires made under local announcement.
- <sup>16</sup> All employees are temporaries, not to exceed one year.
- <sup>17</sup> Three from WASO certificate; three from park certificate.
- <sup>18</sup> No seasonals hired.
- <sup>19</sup> All hired from local announcements.
- <sup>20</sup> Staff cutback from five law enforcement rangers and four interpreters to current level.
- <sup>21</sup> Not enough law enforcement or biotechnician applicants. Park certificate used.
- <sup>22</sup> Numbers include both Skagit and Stehekin.
- <sup>23</sup> Only one interpretive ranger was a seasonal hire.
- <sup>24</sup> Law enforcement positions were from OPM register.
- <sup>25</sup> All hiring was from local announcements.
- <sup>26</sup> No law enforcement rangers were hired because there were no qualified applicants.
- <sup>27</sup> Also hired a temporary museum technician.
- <sup>28</sup> Inadequate number of applicants, particularly for law enforcement positions.
- <sup>29</sup> Not enough law enforcement applicants.
- <sup>30</sup> Two interpretive rangers hired from local announcement.
- <sup>31</sup> There were a total of 130 rehires in all options.
- <sup>32</sup> Not enough law enforcement applicants.
- <sup>33</sup> Employees are temporary, part-time.
- <sup>34</sup> Biotechnicians were hired from local certificate.
- <sup>35</sup> Not enough law enforcement applicants.
- <sup>36</sup> Local certificate used for new interpretive rangers.
- <sup>37</sup> New interpretive rangers were hired from local certificate.
- <sup>38</sup> One law enforcement ranger and one interpretive ranger hired from local certificate.
- <sup>39</sup> Both interpretive rangers are in temporary positions.
- <sup>40</sup> Some rangers were hired from local announcement.
- <sup>41</sup> No seasonals were hired.
- <sup>42</sup> Not enough applicants in law enforcement and interpretation.
- <sup>43</sup> No seasonal positions.
- <sup>44</sup> Hiring is done through Gila National Forest.
- <sup>45</sup> Not enough law enforcement applicants.
- <sup>46</sup> Three lifeguards hired via local announcement.
- <sup>47</sup> No registers received; hiring done locally.
- <sup>48</sup> Law enforcement rangers hired from local certificate; need more such applicants.
- <sup>49</sup> Hiring was separate from Chiricahua this year.
- <sup>50</sup> No seasonals hired.
- <sup>51</sup> Not enough law enforcement applicants.
- <sup>52</sup> Most hiring is done from winter register.
- <sup>53</sup> Seven rangers hired from local announcement.
- <sup>54</sup> Received a marginal number of applicants.
- <sup>55</sup> New interpretive rangers hired from local certificate.
- <sup>56</sup> Not enough law enforcement applicants.

Park	Interpretation		Law Enforcement		General		Biotechnician		Enough Applicants?
	New	Total	New	Total	New	Total	New	Total	
<b>ALASKA</b>									
Denali NP	7	16	5	12	23	32	3	7	Y
Gates of the Arctic NP	0	0	0	0	1	2	3	3	Y
Glacier Bay NP <sup>1</sup>	10	18	1	5	0	1	3	4	N
Katmai NP	1	3	1	6	0	0	1	2	Y
Kenai Fjords NP <sup>2</sup>	3	3	3	3	0	0	2	2	Y
Klondike Goldrush NHP (Skagway) <sup>3</sup>	3	4	0	0	2	3	0	0	Y
NW Alaska Areas <sup>4</sup>	0	0	2	3	3	4	1	1	Y
Sitka NHP	2	4	0	1	0	2	0	0	N
Wrangell-St. Elias NP & Pres.	1	1	1	3	0	0	3	7	Y
Yukon-Charley Rivers NP <sup>5</sup>	2	3	1	1	2	2	1	3	N
<b>MID-ATLANTIC</b>									
Allegheny Portage/Johnstown NM <sup>6</sup>	6	9	1	2	0	0	0	0	Y
Antietam NBP	2	4	0	0	1	1	0	0	N
Appomattox Courthouse NHP	1	5	0	0	0	0	0	0	Y
Assateague Island NS	5	9	3	4	4	12	0	0	N
Booker T. Washington NM	2	3	0	0	0	0	0	0	Y
Delaware Water Gap NRA <sup>7</sup>	7	17	2	6	3	5	4	4	N
Gettysburg NMP/Eisenhower NHS	0	11	0	2	0	0	0	0	Y
Hopewell Furnace NHS	3	6	0	0	1	1	0	0	Y
Manassas NBP	2	3	0	0	0	0	0	0	N
Richmond NBP/Maggie Walker NHS	2	5	1	1	0	1	0	0	Y
Shenandoah NP <sup>8</sup>	15	27	2	11	18	29	0	0	Y
Upper Delaware NSRR	6	12	6	6	2	2	0	0	N
Valley Forge NHP	2	10	0	1	0	0	0	0	N
<b>MIDWEST</b>									
Apostle Islands NL <sup>9</sup>	5	9	3	5	0	0	1	1	N
Effigy Mounds NM	4	4	0	0	1	3	0	0	N
Fort Larned NHS	0	4	0	0	0	0	0	0	N
Fort Scott NHS	0	4	0	0	0	0	0	0	Y
Herbert Hoover NHS	0	5	0	0	0	0	0	0	Y
Homestead NM	1	2	0	0	1	1	0	0	Y
Jefferson NEM	5	8	0	0	0	0	0	0	Y
Mound City Group NM	1	3	0	0	0	0	0	0	N
Ozark NSR <sup>10</sup>	4	11	5	10	2	2	0	0	N
Perry's Victory & Int'l Peace Mem.	6	8	1	1	0	0	0	0	N
Pictured Rocks NL <sup>11</sup>	3	5	2	2	0	1	0	0	N
Pipestone NM	0	0	0	0	2	3	0	1	N
St. Croix NSR <sup>12</sup>	0	4	1	3	0	0	0	0	Y
Voyageurs NP	2	4	0	1	0	0	0	1	Y
William Howard Taft NHS	1	2	0	0	0	0	0	0	Y
Wilson's Creek NB	0	5	0	0	0	0	0	0	Y
<b>NORTH ATLANTIC</b>									
Adams NHS	4	9	0	0	0	0	0	0	Y
Boston NHS	16	36	2	4	0	0	0	0	Y
Cape Cod NS	4	13	6	23	9	19	1	1	Y
Edison NHS <sup>13</sup>	3	6	0	0	0	0	0	0	N
Fire Island NS <sup>14</sup>	3	8	3	6	2	10	0	1	Y
Gateway NRA <sup>15</sup>	5	9	10	11	23	49	0	0	Y
Martin Van Buren NHS	0	6	0	0	0	0	0	0	Y
Olmstead/Kennedy/Longfellow NHS	7	11	0	0	0	0	0	0	N
Roosevelt/Vanderbilt NHS	3	4	0	1	0	0	0	0	N
Sagamore Hill NHS <sup>16</sup>	3	3	0	0	0	0	0	0	Y
Saint-Gaudens NHS	2	3	0	0	0	0	0	0	N
Saugus Iron Works NHS	0	3	0	0	0	0	0	0	Y
Women's Rights NHP <sup>17</sup>	6	6	0	0	0	0	0	0	N
<b>NATIONAL CAPITAL</b>									
Catoctin Mountain Park <sup>18</sup>	0	0	0	0	0	0	0	0	Y
Greenbelt Park	0	0	0	0	4	5	0	0	Y
Prince William Forest Park <sup>19</sup>	3	3	1	1	1	1	0	0	N
<b>PACIFIC NORTHWEST</b>									
Coulee Dam NRA	3	6	3	9	1	1	0	0	N
Craters of the Moon NM <sup>20</sup>	0	1	0	1	2	4	0	0	N

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Park	Interpretation		Law Enforcement		General		Biotechnician		Enough Applicants?
	New	Total	New	Total	New	Total	New	Total	
<b>Fort Clatsop NM</b>	4	8	0	0	0	0	0	0	N
<b>Fort Vancouver NHS</b>	2	3	0	0	2	2	0	0	Y
<b>John Day Fossil Beds NM</b>	2	3	0	0	0	1	0	0	N
<b>Klondike Gold Rush NHP (Seattle)</b>	0	1	0	0	0	1	0	0	Y
<b>Mount Rainier NP<sup>21</sup></b>	8	21	4	16	16	36	11	14	N
<b>Nez Perce NHP</b>	2	4	0	0	0	0	0	0	Y
<b>North Cascades NP<sup>22</sup></b>	11	17	5	9	12	25	0	0	Y
<b>Olympic NP</b>	7	20	6	17	16	40	13	17	N
<b>Oregon Caves NM</b>	2	2	0	0	1	1	0	0	NN
<b>San Juan Island NHP</b>	0	0	0	0	0	1	0	0	NN
<b>Whitman Mission NHS</b>	1	2	0	0	0	0	0	0	N
<b>ROCKY MOUNTAIN</b>									
<b>Badlands NP</b>	3	8	0	3	3	11	0	0	Y
<b>Big Hole NB<sup>23</sup></b>	3	3	0	0	0	0	0	0	YY
<b>Bighorn Canyon NRA</b>	2	3	1	2	0	2	1	2	NY
<b>Black Canyon of the Gunnison NM<sup>24</sup></b>	3	3	2	2	6	7	0	0	YY
<b>Bryce Canyon NP</b>	4	7	0	4	3	6	1	3	YY
<b>Canyonlands NP<sup>25</sup></b>	6	12	4	15	5	8	6	9	YY
<b>Capitol Reef NP</b>	2	3	0	1	1	2	0	0	Y
<b>Cedar Breaks NM<sup>26</sup></b>	3	3	0	0	3	3	0	0	NY
<b>Colorado NM<sup>27</sup></b>	0	4	2	2	5	8	0	0	Y
<b>Curecanti NRA<sup>28</sup></b>	0	3	2	3	6	7	1	1	NN
<b>Devils Tower NM</b>	2	4	2	3	4	6	0	0	NN
<b>Florissant Fossil Beds NM</b>	2	6	0	0	0	1	0	1	NN
<b>Fort Laramie NHS</b>	0	4	0	1	2	5	0	0	YY
<b>Fort Union Trading Post NHS</b>	0	1	0	0	0	0	0	0	YY
<b>Fossil Butte NM</b>	1	2	0	0	1	1	0	0	YY
<b>Glacier NP</b>	14	31	8	25	14	53	4	8	YY
<b>Glen Canyon NRA<sup>29</sup></b>	7	13	10	14	7	10	4	4	NN
<b>Golden Spike NHS</b>	0	4	0	0	0	0	0	0	NY
<b>Grand Teton NP</b>	5	17	8	24	17	59	5	5	YY
<b>Grant-Kohrs Ranch NHS/Big Hole NB</b>	3	6	0	0	0	0	0	0	Y
<b>Great Sand Dunes NM</b>	1	3	1	3	1	3	0	0	NN
<b>Jewel Cave NM</b>	9	17	1	1	0	1	3	3	NY
<b>Mount Rushmore NM<sup>30</sup></b>	1	8	1	3	2	7	0	0	Y
<b>Rocky Mountain NP</b>	13	43	9	26	25	70	3	5	YY
<b>T. Roosevelt NP/Knife River NHS</b>	6	11	1	2	4	8	0	0	Y
<b>Timpanogos Cave NM</b>	6	15	0	1	1	2	2	2	YY
<b>Yellowstone NP<sup>31</sup></b>	11	—	18	—	15	—	—	—	Y
<b>SOUTHEAST</b>									
<b>Abraham Lincoln Birthplace NHS</b>	0	2	0	0	0	0	0	0	Y
<b>Andersonville NHS</b>	1	1	0	0	1	1	0	0	N
<b>Andrew Johnson NHS</b>	0	0	0	0	0	0	0	0	—
<b>Big South Fork NR/NRA</b>	4	7	2	2	0	0	0	0	NN
<b>Cape Hatteras NS<sup>32</sup></b>	8	15	7	12	11	21	0	0	YY
<b>Cape Lookout NS</b>	1	3	0	0	0	1	0	0	YY
<b>Carl Sandburg Home NHS</b>	1	5	0	0	1	1	0	0	YY
<b>Castillo De San Marcos NM</b>	4	9	0	0	0	0	0	0	NY
<b>Chickamauga &amp; Chattanooga NMP</b>	1	4	0	0	0	0	0	0	Y
<b>Congaree Swamp NM</b>	0	0	0	0	0	0	0	0	YY
<b>Cowpens NB<sup>33</sup></b>	0	0	0	0	0	4	0	0	YY
<b>Cumberland Gap NHP<sup>34</sup></b>	1	5	0	3	0	2	1	1	YY
<b>Cumberland Island NS</b>	1	3	1	1	0	0	0	0	YY
<b>De Soto NM</b>	3	4	0	0	0	0	0	0	YY
<b>EVER/BISC/BICY/FOJE</b>	3	3	0	0	2	2	—	—	NN
<b>Fort Caroline NM/Timucuan NP<sup>36</sup></b>	2	4	0	0	0	0	0	0	NN
<b>Fort Frederica NM<sup>37</sup></b>	2	4	0	0	0	0	0	0	NN
<b>Fort Matanzas NM</b>	0	0	0	0	1	1	0	0	YY
<b>Fort Sumter NM</b>	2	3	0	0	0	0	0	0	YY
<b>Guilford Courthouse NMP</b>	1	1	0	0	0	0	0	0	YY
<b>Gulf Islands NS (Both Units)</b>	2	5	0	3	3	5	1	1	NN
<b>Horseshoe Bend NMP</b>	1	1	0	0	0	0	0	0	NN
<b>Kennesaw Mountain NHP</b>	1	1	1	1	0	0	0	0	Y
<b>Kings Mountain NMP</b>	1	2	0	0	0	0	0	0	YY
<b>Mammoth Cave NP</b>	18	62	2	2	2	2	0	0	YY
<b>Moores Creek NB</b>	0	1	0	0	0	0	0	0	Y

Park	Interpretation		Law Enforcement		General		Biotechnician		Enough Applicants?
	New	Total	New	Total	New	Total	New	Total	
Obed WSR <sup>38</sup>	1	2	1	1	0	0	0	0	N
Ocmulgee NM <sup>39</sup>	2	2	0	0	0	0	0	0	Y
Stones River NB	0	1	0	0	0	0	0	0	N
Tuskegee Institute NHS	2	3	0	0	0	0	0	0	Y
Vicksburg NMP	0	4	0	0	3	7	0	0	Y
Virgin Islands NP <sup>40</sup>	2	2	2	2	2	2	2	2	Y
<b>SOUTHWEST</b>									
Amistad NRA	0	0	3	3	0	0	0	0	N
Arkansas Post NM <sup>41</sup>	0	0	0	0	0	0	0	0	—
Aztec Ruins NM	0	1	0	0	0	0	0	0	Y
Big Thicket NP	1	1	4	4	0	1	0	0	N
Buffalo NR	4	8	3	5	0	1	0	1	N
Canyon De Chelly NM	2	5	1	2	0	1	0	0	Y
Carlsbad Caverns NP	6	23	0	0	3	3	0	0	Y
Chaco Culture NHP	2	3	0	0	1	2	0	0	Y
Chickasaw NRA <sup>42</sup>	0	3	0	4	0	4	0	0	N
El Morro NM	0	0	0	0	2	2	0	0	0
Fort Davis NHS	1	3	0	0	0	0	0	0	0
Fort Smith NHS <sup>43</sup>	0	0	0	0	0	0	0	0	—
Fort Union NM	2	2	0	0	0	0	0	0	Y
Gila Cliff Dwellings NM <sup>44</sup>	4	5	0	0	0	0	0	0	N
Guadalupe Mountains NP <sup>45</sup>	0	2	1	1	4	6	0	0	N
Hot Springs NP	1	1	0	0	0	0	0	0	Y
Hubbell Trading Post NHS	0	2	0	0	0	0	0	0	N
Jean Lafitte NHP	3	4	0	0	0	0	1	1	N
Lake Meredith NRA/Alibates NM	0	1	1	4	1	5	0	0	0
Lyndon B. Johnson NHS	2	7	0	0	0	0	0	0	Y
Navajo NM	0	0	0	0	3	5	0	0	Y
Padre Island NS <sup>46</sup>	3	3	0	1	3	3	0	0	N
Pea Ridge NMP	1	1	0	0	0	0	0	0	Y
Pecos NM	0	1	0	0	0	0	0	0	Y
White Sands NM	2	3	1	2	0	0	0	0	N
<b>WEST</b>									
Cabrillo NM	4	6	0	0	2	4	0	0	N
Casa Grande Ruins NM <sup>47</sup>	1	1	0	0	0	0	0	0	N
Channel Islands NP	6	8	3	3	0	0	2	2	N
Coronado NM <sup>48</sup>	1	1	1	1	0	0	0	0	N
Fort Bowie NHS <sup>49</sup>	1	1	0	0	0	0	0	0	—
Golden Gate NRA	6	9	4	4	5	6	4	4	N
Great Basin NP	9	14	1	2	3	3	0	0	Y
John Muir NHS <sup>50</sup>	0	0	0	0	0	0	0	0	—
Kaloko-Honokohau NHP	0	1	0	0	0	0	0	0	Y
Lassen Volcanic NP <sup>51</sup>	1	10	4	8	6	16	4	5	N
Lava Beds NM	2	3	1	1	4	10	1	0	N
Montezuma Castle NM/Tuzigoot NM	4	8	0	0	0	0	0	0	Y
Muir Woods NM	1	1	1	1	0	0	0	0	N
Pinnacles NM <sup>52</sup>	0	0	0	0	2	2	0	0	Y
Pu'Uhonua O Honaunau NHP	0	0	0	0	0	4	0	0	Y
Saguaro NM	2	2	2	3	8	8	2	2	N
Santa Monica Mountains NRA <sup>53</sup>	1	1	6	6	0	1	2	2	N
Sequoia/Kings NP <sup>54</sup>	18	33	8	17	25	77	11	20	N
Tonto NM	1	3	0	0	0	0	0	0	N
Tumacacori NM <sup>55</sup>	1	2	0	0	0	0	0	0	Y
Yosemite NP <sup>56</sup>	12	21	9	26	28	53	2	6	N

## Committee Reports

### Finance

Chair: Patti Dienna, MARO. Address: 143 S. Third Street, Philadelphia, PA 19106. Phone: (215) 597-6850 (work) and (215) 296-8334 (home).

The committee had its first meeting on June 30th at Fort McHenry. The following suggestions were discussed:

- change from a calendar year (January to December) to a fiscal year (October to September) budget;
- have committee members receive the quarterly reports;
- send the detailed budget report to ANPR officers and provide a summary format to the rest of the board and to Rendezvous attendees; and
- have the committee present at the board meeting during this year's Rendezvous when Debbie discusses the budget.

This committee has an advisory function, and we will be working closely with the business manager throughout the budget year. A meeting has been scheduled in Washington, D.C., on August 18th to review the annual budget and discuss it with Debbie prior to the Rendezvous. This will provide the committee with a clear understanding of the budget process and give us further opportunity to discuss the results of our June 30th meeting.

### Recruitment

Chair: Scot McElveen, Pictured Rocks. Address: P.O. Box 395, Grand Marais, MI 49839. Phone: (906) 494-2669 (work).

I'm actively seeking ideas on recruiting new members and retaining current members. Please send your thoughts to me.

Bill Halainen has made arrangements to send copies of *Ranger* to all seasonal law enforcement training schools, FLETC, Albright and Mather. This may help increase ANPR's exposure to potential members. If you know of other schools/sessions/locations that we might send copies of *Ranger*, please let me know. I would also like each regional rep to appoint an ANPR member to speak on behalf of ANPR to groups of potential members, such as students at seasonal law enforcement training schools.

Debbie Gorman will be sending me lists of memberships that have not been renewed. I will be attempting to contact each former member by mail and/or by phone to find out the reason why they are dissatisfied with ANPR. If you have complaints or questions about ANPR, please send them to me.

### Rendezvous Site Selection

Chair: Dennis Burnett, Cape Cod. Address: Cape Cod National Seashore, South Wellfleet, MA 02663. Phone: (508) 349-1754 (home) and (508) 349-3785 (work).

The site selection committee has narrowed its search for a Rendezvous location in the Pacific Northwest for 1992 to Spokane, Washington. The committee is also looking at sites on Cape Cod for the Rendezvous in 1993.

### Twenty-Year Retirement

Chair: Mark Harvey, Lincoln Boyhood. Address: P.O. Box 51, Lincoln City, IN 47552. Phone: (812) 937-4541 (work, Friday - Tuesday) and (812) 937-2841 (home).

On July 24th, Craig James of the law firm Skinner, Fawcett and Mauk provided this update on ANPR v. OPM, the Association's litigation regarding 20-year retirement:

"In mid-June, attorneys representing ANPR and OPM met with U.S. District Judge Nancy H. Johnson in a 'status conference' to discuss further proceedings in the case. At that time, Judge Johnson ordered both sides to file, by August 10, motions for summary judgement. She also ordered each side to file, by September 10, a cross-motion in reply to the other side's motion for summary judgement.

"While it is possible that, based upon the information contained in the motions and cross-motions, Judge Johnson will make a summary

judgement ruling, it is more probable that she will schedule the case for argument before her in the U.S. District Court (District of Columbia). The actual date for argument would be dependent upon the court's trial calendar, but would probably be set for sometime this fall."

The pursuit of this case has not been inexpensive. It's important to know that the cost has been borne entirely by those ANPR members who are affected by the 20-year retirement issue, through donations or purchases of 20-year retirement packages. None of ANPR's general revenue has been spent on the Association's litigation.

As of June 30th, ANPR had received \$40,712 toward 20-year retirement litigation expenses. Of that amount, \$36,323 has been spent or obligated. That leaves a balance of \$4,389 cash on hand. An additional \$5,779 has been pledged but remains unpaid. Since future expenses will probably exceed the cash balance, it is vital that those persons who made a pledge follow through with their contributions.

A successful outcome of this case will benefit many NPS employees, some of whom are ANPR members and some of whom aren't, some of whom have contributed to its support and some of whom haven't. If you stand to benefit from the Association's litigation and have not yet contri-

### Enhanced Annuity Retirement: An Important Notice

All ANPR members who recently filed for individual coverage for enhanced annuity retirement benefits need to carefully consider the following information:

The regulation governing enhanced annuity retirement, 5 CFR 831.909(e), currently mandates that: "After September 30, 1989, coverage in a position or credit for service will not be granted for a period greater than one year prior to the date that the request from an individual is received by the employing agency, the agency where past service was performed, or OPM."

Simply stated, that means that each and every individual who filed for enhanced annuity retirement prior to September 30, 1989, and who is in the same position or in any other position which has not been designated as a covered position for terms of enhanced annuity retirement, must file a request for individual coverage for the period 9-30-89 through 9-30-90. This must be received by the serving personnel office no later than 9-30-90. Failure to do so may well jeopardize the individual's claim for continued coverage, resulting in a break in service from covered duties and invalidating subsequent requests for coverage.

This same process must be used in

subsequent years until the position the individual occupies is designated as a covered position or until the individual completes 20 years of covered service. *The important point is that the servicing office must receive each subsequent filing no later than one year from the previous year's filing.* Clearly, this suggests that it is in each individual's best interest to keep carefully documented records of all filings and receipts of filings.

ANPR suggests that the filing for the period 9-30-89 through 9-30-90 be a stand-alone filing. This means a new narrative for the period in question, including backup documentation of training and experience records, personnel actions, position descriptions (if applicable) and affidavits. *In other words, this filing should be as complete as that for any other documented position previously filed.*

ANPR recognizes that this is an onerous task, but it is also a necessary one to ensure each individual's continued request for enhanced annuity retirement benefits coverage. In this regard, ANPR has urged the National Park Service to expeditiously recommend positions qualifying for coverage, as contrasted with individual applications for coverage.

buted, *do it today*. We still need your support. Send your check made payable to ANPR, to ANPR Business Manager Debbie Gorman at P.O. Box 307, Gansevoort, NY 12831.

### **Seasonal Interests**

Chair: Bill Dwyer, Memphis State University/Acadia. Address: 2717 Flowering Tree, Bartlett, TN 38134.

Barbara Maynes, PNR regional rep, composed the following in response to changes made in the new seasonal application form, and is working with Bill Dwyer and Rick Gale on an ANPR position concerning the form. The issue will be discussed at the Rendezvous:

This year's seasonal applications (for winter '90/'91 and summer '91) present a bit of a shock. As many of you already know, there is now a completely new application form that's designed for use with a scanner, like SAT answer sheets. Since these scanners can only read things written with #2 lead pencils, the *entire* application must be filled out with pencil. The scanners cannot read xerox copies, so you need to fill out an *original* application for each park you apply to. This is obviously not a good situation, but I think it's one that we can change, although not this summer.

I spent a long time talking with Mary Jackson, the Assistant Chief of Personnel in the Washington Office (WASO) and the person in charge of the Seasonal Hiring Unit. The dilemma is that WASO wants scannable forms for ease, speed and accuracy *but* that scannable forms can't be taken apart, typed, inked or xeroxed. Specifically:

- The contractor who is doing the scanning has said that *all portions* of the applications must be done in pencil or you stand the chance of the computer not being able to correctly read your application and giving you credit for everything. Even if the page you're working on doesn't have the little scannable circles on it, using ink is still a problem because it might bleed through and render the other side of the page unscannable. So the contractor and WASO are recommending that *everything* be done in pencil. This includes the experience blocks, the section on training and the special qualifications and skills.
- The contractor also said that the application booklets should *not* be taken apart or have any extra sheets added to them or again the scanner will not be able to read your application.

In the course of our discussion, I also spent a lot of time voicing my concerns. I tried to give Mary some impressions based on my 15 seasons as a seasonal and on my role as a supervisor trying to pick the most qualified person out of the 45 people who scored 100's. This is what I told her:

- From my perception of the seasonal's viewpoint, submitting original pencil-written applications is an unreasonably large burden in terms of time and effort. Two originals for the summer is too much and up to 14 applications for winter positions could take a week! She agreed with this point and did say that they were already working on that problem with the contractor.

- There need to be larger spaces allotted for describing work experience, special skills and training. In addition, there need to be more experience blocks. Right now there's space for only 10 jobs. The current application doesn't provide nearly enough space for accurate and complete descriptions of qualifications. Under these conditions, the seasonal suffers as well as the hiring official who's trying to pick *the* most qualified person from a list of 45 100's.
- I suggested that they look into modifying the form so that certain sections be "scannable", but that the experience, training and special skills sections be separate, typed and reproducible.

These applications are with us for this winter's and next summer's hiring (periods). One way to perhaps get around one of its faults and better show what experience you really do have is to find out who does the hiring for the jobs you're interested in. Then send your "normal" type-written experience blocks and special skills and training sections directly to that person with a cover letter. Obviously this presents even more work, but at least you'll be able to really show who you are and what qualifications you have. And it will make supervisors' hiring decisions easier too. This is admittedly not a great solution, but it might help.

And keep in mind that these written sections have *no effect* on your numerical rating on the register. Your score is completely determined by the numbers you fill in for the list of 55 different skills, the "quarter hours completed" and similar scannable categories. The written sections are used by supervisors to pick the best from the field of 100's.

This does seem like another case where employee concerns have been sacrificed for the benefit of the organization. There have been too many such cases already, especially for seasonals. The good thing about my talk with Mary Jackson, however, was that she was very open to all of my concerns and suggestions. In fact, she said that she's "looking forward to comments from the field" and she asked me to put my comments in writing for her. She realizes that the current scenario is a bad one and wants to know what "the field" is thinking.

So, I am going to send my written suggestions to WASO and I urge any of you who have comments and ideas to do the same. I'm also going to send copies of my letter to the president of ANPR and to the

chairperson of the association's Seasonal Interest Committee. The situation cannot be allowed to continue as it is — and I do think we can have an impact on it if enough of us voice our concerns in thoughtful and positive ways.

### **75th Anniversary**

Chair: Roberta D'Amico, MARO. Address: 143 S. Third Street, Philadelphia, PA 19106. Phone: (215) 597-3679 (work) or (609) 429-4268 (home).

An ad hoc committee met in August to discuss ANPR's involvement with the Diamond Anniversary celebration. A number of great ideas were pared down to three major elements which could feasibly be accomplished by ANPR by October of 1991:

- Develop a poster to commemorate the anniversary;
- Follow-up on the motion to support "March for the Parks" from Rendezvous XIII;
- Develop publicity ideas under the auspices of ANPR which focus on the park ranger and the NPS employee.

These three ideas have the potential to grow exponentially.

The idea of developing a poster has been received with a lot of excitement and a variety of responses. The core concept is to print a short excerpt from the text of the Organic Act in a design which will emphasize the employees of the NPS. Seeking artistic consultation, I've made preliminary contact with the New School (a school of art and design in New York City) and the Society of Scribes and Illuminators (professional calligraphers).

Since the upcoming Rendezvous is the deadline for ANPR's activities in respect to the 75th, we should have more detailed information on all three projects in future issues of *Ranger*.

### **Training**

Chair: Laurie Coughlan, Eisenhower/Gettysburg. Address: P.O. Box 3342, Gettysburg, PA 17325. Phone: (717) 334-0716 (home) and (717) 334-1124 (work).

### **Sales**

Chair: Tessy Shirakawa, Alaska Regional Office. Address: 2525 Gambell Street, Anchorage, AK 99503.

### **Housing**

Chair: Tom Cherry, Cuyahoga. Address: 449 Wyoga Lake Boulevard, Stow, OH 44224. Phone: (216) 929-4995 (home) and (216) 657-2793.

### **Dual Careers**

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

Co-chair: Rick Jones, El Malpais. Address: 604 Gunnison Avenue, Grants, NM 87020.

## Towards 1993

Two proposals have been submitted for member consideration which concern ANPR goals established by the membership at the Rendezvous in Snowbird in 1988 as part of the Association's "Towards 1993" workplan. These proposals follow; any comments on them or other proposals will appear under this heading in future issues.

### Pairing Project

*Goal: "Develop a program whereby an established member could be paired with a new member to provide the member with direction, guidance and support."*

The following objectives could be met by establishing a "pairing" or "mentor" system:

- Pair new members with active members;
- Make new members feel welcomed to and part of ANPR;
- Provide each new member with a contact person who can explain the role of ANPR, answer questions about the organization's function, and encourage the new member to get actively involved in ANPR;
- Provide the new member with a seasoned contact who could provide support and guidance to them during their NPS career.

We suggest that candidates for "mentors" should be active members and that they must:

- volunteer to participate in the program;
- have attended a Rendezvous or have held an ANPR office;
- agree to contact the person(s) they're paired with at least four times a year;
- be willing to coach, advise and support the new member(s), providing such assistance as advice on completing SF-171's, making career moves, etc.

We also suggest that seasonal members of ANPR be paired with new seasonal members, and that attempts be made by the pairing committee to match pairs within geographic areas.

As a way of getting started, we could solicit participation by active members and new members by including a registration form in all membership renewal letters mailed to members and information packets mailed to new members. A one-time mailing of registration forms could be made to life members. Registration forms could also be made available in each issue of *Ranger*.

Quarterly, the executive secretary would forward names and addresses of new members and active members who are interested in the program to the pairing committee. Once names are received, a data base would be prepared. After receiving the names and addresses of new members, the pairing committee would select an appropriate pair and notify both members.

Marilyn Hause-Loftus  
Independence

Jeff Ohlfs  
Hot Springs

### International Contacts

*Goal: "Continue to establish contacts and nurture good will with rangers and park systems throughout the world."*

Several members with international experience have suggested ways to accomplish this goal:

- Conduct research to determine what other countries have national park systems and determine if these systems employ rangers or people in positions equivalent to rangers who might have professional associations. Among the sources for information would be the International Affairs Division of WASO, the Peace Corps' Office of Training and Program Support, Bill Halainen, NPCA, and *International Game Warden* magazine.
- Exchange professional publications with those associations.
- Have a member apply for an Albright Fund grant to specifically try to meet with officials of these organizations to discuss ways of cooperating with them in our common goal of improving environmental protection and preservation worldwide.
- Establish training programs with rangers from other countries. The training MOU which currently exists between Mexico and the U.S. could serve as an example of what ANPR might develop. ANPR could also work to support International Affairs' training programs logically and/or financially.
- Develop cooperative arrangements with other countries' ranger training centers.
- Meet one of our other goals, which states that ANPR will "invite a representative from another country's park system to attend a Rendezvous during the next five years and provide assistance if necessary."
- Arrange a cross-cultural ranger exchange and pay for the plane fare(s) where exchanges include the immediate family members and use of their unoccupied residence.
- Sponsor a foreign ranger for three months in a park as a VIP. International Affairs will pay \$25 per day, seven days a week; the U.S. Information Service has student work permits to stipend pay.
- Affiliate with *International Game Warden*.
- Establish a means to announce foreign assignments that are hard to fill and make sure all Association members have sent a skills development application to International Affairs.

Jeff Ohlfs  
Hot Springs

### NOTICE

There will be a discussion of the proposal to reorganize the Board of Directors at the business meeting at the Rendezvous in Las Vegas, and you should be prepared to provide your thoughts and comments.

The proposal calls for the creation of three vice presidents — one for professional issues, one for special concerns, and one for information and representation. The objective, as noted in Rick Gale's comments in his "President's Message" in this issue, is to provide the president with both direct support and proven expertise on issues.

Here are the "position descriptions" for the three vice presidents:

• Vice President, Information and Representation — Two-year position, elected from the membership at large. Vice President can be from any region. Serves as the principal contact between the president and the regional reps also oversees work groups dealing with ANPR-related activities.

• Vice President, Special Concerns — Two-year position, elected from the membership at large. Vice president can be from any region. Primarily responsible for coordinating special membership concerns. Establishes, advises and works with short-term and long-term work groups on issues such as housing, retirement, seasonal concerns, dual careers, etc.

• Vice President, Professional Issues — Two-year position, elected from the membership at large. Vice President can be from any region. Establishes, advises and works with individual experts and work groups in professional areas, including interpretation, emergency services, law enforcement and resource management.

All three will be voting members on the board. A side benefit of such a reorganization is that vice presidents will no longer be tied to either the East or West, thereby eliminating the problem of the fairly frequent turnovers which occur when a vice president moves across the Mississippi.

Four positions — editor of *Ranger*, business manager, secretary and sales coordinator — will remain as staff positions directly under the president.

## Expiring?

A not uncommon problem experienced by members of ANPR is that of inadvertently (at least we hope its inadvertent) allowing memberships to lapse. Considering the amount of mail most of us receive and the number of distractions we have in our lives, that's not surprising. But the remedy is easy. All you have to do is look at the MAILING LABEL on the back cover of this magazine.

See the four-digit number with the slash in the middle just above your name? That tells you the year and month when your membership is due to run out. The number and letters beside that (i.e. 1-MEM) tell you what membership category you're in. So all you have to do is turn the issue over NOW and look and see if your number is about to come up...

Getting close? How about renewing now, while you're thinking about it?

### Letters continued

— should apply for the Group 6 examination. All 025's are covered by that category."

One must presume that the tests are developed to find the best applications for the different occupations listed.

It is hard for me to believe that the National Park Service has agreed to fill all national park ranger vacancies hired through the ACWA exam under only one of the categories when two clearly apply. The message for prospective and current employees is disturbing.

The National Park Service should quickly correct the error and allow either Group 2 or Group 6 to be options for selecting officials, depending on the focus of the specific position.

Jim Tuck  
Fort Smith

### All in the Family continued

#### Departures

Randi McPheron — from GS-5 park ranger (interpretation), Wupatki, to environmental education teacher, Coconino County, Arizona.

#### Missing Persons

We've lost touch with the following members. The addresses given are the last ones we have on file. If you know where they are, please have them contact Debbie Gorman or this magazine:

Toni Ruth	Big Bend, TX
Melinda Moses	Seattle, WA
Al Voner	Thurmont, MD
Jon Paynter	Grand Junction, CO
Paul Jensen	Hinsdale, IL
Alan Barton	Seattle, WA
Rob Wallace	Washington, D.C.

## Association of National Park Rangers

**Important:** Please specify     New Membership     Renewal

Date: \_\_\_\_\_

Name (last, first, MI): \_\_\_\_\_

Title: \_\_\_\_\_

Box or Street: \_\_\_\_\_

Division: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

NPS Employees: Park four-letter code (i.e., YELL) \_\_\_\_\_

Region: (i.e., RMR; WASO use NCR) \_\_\_\_\_

#### Important Notice

In order for ANPR to be an effective, member-oriented organization, we need to be able to provide park and regional representatives with lists of members in their areas. It is, therefore, vital that you enter the park and regional four-letter codes before submitting your application.

Category	Type of Membership (Check one)	
	Individual	Joint
Active (all NPS employees) Permanent	<input type="checkbox"/> \$ 30.00	<input type="checkbox"/> \$ 40.00
Seasonal	<input type="checkbox"/> \$ 20.00	<input type="checkbox"/> \$ 27.00
Retired	<input type="checkbox"/> \$ 20.00	<input type="checkbox"/> \$ 27.00

Life (open to all individuals)\*

Active (NPS employees)	<input type="checkbox"/> \$375.00	<input type="checkbox"/> \$500.00
Associate	<input type="checkbox"/> \$375.00	<input type="checkbox"/> \$500.00

Associate (individuals other than NPS employees)

Regular	<input type="checkbox"/> \$ 30.00
Student	<input type="checkbox"/> \$ 20.00

Supporting (individuals and organizations)

\$100.00

Contributing (individuals and organizations)

\$500.00

Subscriptions: 2 copies of each issue available

\$ 30.00

only to organizations

To help even more, I am enclosing an extra contribution:  \$10     \$25     \$50     \$100     Other

Voluntary contribution to the Ranger Museum: \_\_\_\_\_

\*Life payments may be made in five installments of \$75.00 individual, or \$100.00 joint, each within a 12 month period.

#### Administrative Use

Date: \_\_\_\_\_

Rec'd \$ \_\_\_\_\_ Check # \_\_\_\_\_

By: \_\_\_\_\_



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