

The Association of National Park Rangers



Newsletter

Volume III, Number 1
January 1981

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STATE OF THE ASSOCIATION

By Rick Smith
Everglades

The highlight of my first year as the President of ANPR was the opportunity to deliver the State of the Association address to the membership gathered at the third Ranger Rendezvous at Shenandoah. It was a proud time for us as an organization. We could report a substantial growth in membership. We had also established a solid reputation as people committed to the preservation and protection of our parks and their resources. We had become, in two short years, a responsible forum through which rangers could voice their opinions.

I am deeply honored to have been given another year to serve the ANPR. I now have the privilege of delivering another State of the Association address. Once again, I am talking to many people who have only general knowledge regarding the ANPR. Our commitment to meeting in different areas of the country is designed to spread the ANPR's story as widely as possible. Our goal is to convince all rangers and technicians regardless of discipline, grade, assignment or location, that the ANPR is a medium through which they can communicate, not only among themselves, but also with senior NPS management about issues which concern us all.

Before we look to the specific issues directly related to the ANPR, I think it is worthwhile to review 1980 in a more general sense. As was 1979, this last year was a year of change for those of us in the NPS. Heading the list of change, of course, was the appointment of Russ Dickenson as the 11th Director of the National Park Service. As some of you know, Russ was selected after an unprecedented attempt to seek the advice and counsel of people and groups within and without the NPS. As the President of the ANPR, I represented the Association at one of these meetings. Russ emerged from these meetings as the clear favorite to replace Bill.

Secretary Andrus stated that he felt it necessary to replace Bill Whalen in part because of poor morale among NPS employees. Whether you accept this at face value, this last year has been a time when many of us became seriously concerned about our agency. The NPS, once widely regarded as the good guys, came under public attack for its concessions policies, its land acquisition program, its resources management decisions, and its safety program. While not specifically related to just NPS employees, the public has a much more hostile view of the federal employee. This view is fueled by the assumption the federal spending is directly responsible for the economic problems that the Nation faces. The federal employee is regarded as a person coddled by free parking, liberal retirement benefits, lax supervision and a guaranteed job. The Sagebrush Rebellion takes dead aim at federal land management policies in the areas where the NPS has its major holdings. The first line of defense in any fight against inflation is usually a federal pay cap. It is difficult to maintain one's self esteem in the face of such perceptions.

As employees, we also spent this past year worrying about our apparent inability to control our careers and work environments. The merit promotion plan is widely distrusted.

Too many selections have been made that are perceived to have been preselections with the vacancy announcement simply an administrative procedure to be completed before the appointment could be made. Training seemed to be disjointed and not a method by which skills and abilities could be obtained.



Our work environments were hostages of the personnel freeze and the travel restrictions. These factors seriously reduced the resources with which we do our jobs to the point that we felt we could not successfully protect and interpret park resources. The early-out process cost us nearly 600 employees, many of whom were in critical positions. The gap between the vacancy and the selection of a new person seemed agonizingly long.

We were also concerned about our personal economic status. Many NPS families are now two income. We are not as mobile as we once could afford to be. Many of us live in a home financed at mortgage rates considerably lower than current ones. We cannot move at the whim of the NPS. Those who live in park housing are worried that they will not be able to afford private housing. We were concerned about the rumors that the NPS was going to substantially reduce required occupancy.

We were, moreover, concerned with the direction that the expansion of the System was taking. The process of authorizing new parks had gotten too far ahead of the appropriation process. We were being asked to expand visitor and resources protection and services with little or no increase in dollars or positions. The quality of some of these new areas worried us.

You have listened to Russ Dickenson speak to many of these same issues. I hope you caught his genuine concern for what the employees of the NPS think about the challenges that face us. I hope also that you understand some of the

restrictions under which he operates. Congressional and Departmental mandates often narrow the range of options he can consider. Most importantly, I hope you captured his feeling that it is time for the NPS to rethink many of its basic policies.

This fact alone represents the greatest single opportunity for the ANPR. Motivated by many of the frustrations we have reviewed, our membership has again substantially grown. I am pleased to announce that we have now in excess of 500 current members. This number, plus all of you who have traveled to this Rendezvous, is a signal to Russ and his senior staff that the ANPR is an organization to be consulted on matters that relate to the parks, an organization that he cannot afford to ignore.

To merit his consultation, however, we must act responsibly. The biggest single factor in this regard is to make sure that we act consistently with what we say we believe in. If, for example, we say that as an organization we believe in the wise management of resources, we cannot spend all our time complaining about personnel policies. We must be willing to accept positions of responsibility in regions and WASO. If we want to live where the skiing is better or the diving is better or the air is cleaner, we will be outside one of the important decision making loops. We must develop procedures by which we can assist the Director in responding to the multitude of threats to the values for which the parks were established. We should both be his ally and his conscience in regards to parks.

As an organization, we have taken steps in the past year to exercise this responsibility. Our membership played key roles in the revision of NPS-9. We continue to work with the Office of Personnel Management on the 025-026 study. The physical fitness task force was composed of several of our members. Many of you have been contacted by Nancy Garrett's office regarding the new seasonal evaluation system, the development of standard KSAs for ranger positions, and the proposed changes in our uniform supply system. Our views are becoming widely known and respected.

We have taken several internal steps to increase our effectiveness. We will vote on accepting the constitution at this Rendezvous. We are now incorporated as a non-profit organization in the District of Columbia, the first step in acquiring tax exempt status and lower mailing rates. Our Publications Chairman will announce a firm publishing schedule that will improve communications with our membership. Our mailing and dues lists are now computerized.

The rest is up to us. What we make this organization depends upon our commitment to its purposes, our enthusiasm for its goals and our sense of the value of the NPS mission that the ANPR can play in its accomplishment. Keeping our organization together is complicated by distance, diversity of interests and by the high level of activity that exists in all our jobs. We must all be willing to take the extra step necessary to ensure that the ANPR remains an integral factor in the management of our parks. To do less would be an abdication of the principles in which we say we believe.

On a personal note, let me take the opportunity to thank the Executive Committee of the ANPR for the assistance they have given during the past year. I would like to also thank Dave Mihalic, Joan Anzelmo, Dick Newgren and Rick and Mary Hatcher, all of whom worked so hard to make this Rendezvous a reality. And, most of all, I would like to thank all of you here and all the members who could not attend. You have made the dream of an association of rangers and technicians come true. I am grateful for your support and will forever be proud for having been your President for two years.

MESSAGE FROM THE PRESIDENT

by **Mike Finley**
WASO

I would like to take this opportunity to thank all of you for honoring me with the privilege to serve as your next president. The prospect of working with you on issues of importance to the National Park Service and its employees for the next two years is both challenging and personally rewarding.

It appears that the uncertain politics of the 1980s will provide additional and unknown challenges to the NPS. Even prior to the recent presidential elections, the NPS was faced with the stark realities of inflation and a less than adequate budget. As a result, the ANPR will be confronted not only with the normal communication and administrative problems that accompany the establishment and subsequent growth of any organization, but moreover, with the external influences of change brought about by political realities with which we have come to realize so directly and in some cases

immediately affect the ability of the NPS to accomplish its mission.

During the next two years, I hope to draw upon your individual interests and skills so that collectively we may provide constructive alternative solutions to the challenges that will confront the NPS and ANPR. As conscientious employees, we should continue to offer constructive solutions through normal administrative channels. However, the ANPR will provide an additional and alternative avenue of expression that will expedite the identification and solution of problems or will accelerate the implementation of programs within the NPS. In that regard, we shall continue to work with the Directorate on matters of mutual concern. The ANPR will also provide the means by which we may share our concerns with other organizations outside the NPS. The challenges both from without and within will con-

tinue to present themselves and I believe the ANPR will continue to make a difference.

When we think of making a difference, it is appropriate to acknowledge three ANPR members who have made a difference. Butch Farabee, Roger Rudolph and Rick Smith all served as officers during the infancy of the ANPR. Their dedication and personal commitment have set the ANPR on a realistic and exciting course. Thank you — Rick, Butch and Roger — for a job well done.

During the months to come, I will be working with the Vice Presidents and Regional Representatives, and with the various committees on pending ANPR business. To the extent that there are new or substantive developments in ANPR business, they will be published in subsequent Newsletters. In the interim, we shall work toward the continued relevance and growth of the ANPR.

WHAT'S NEW IN...

by **Tim Setnicka**
Biscayne

SCUBA: The NPS diving program will most likely demand that employees required to dive gain Basic Diver status through a nationally recognized organization such as NAUI, etc. In areas where diving is a major component of the operation, Basic Divers can be nominated for Divermaster (Diving Examiner) which will be an NPS course. This training change, as well as NPS — 4, is being redone by a number of NPS divers. Regional Diving Boards would continue in their present role.

EMS: A draft service-wide policy and general guidelines are being developed for emergency medical services activities. There will not be clear, precise comments because of differing area requirements, jurisdictions, local and state laws make this issue a difficult one to simply wave a magic wand over. There will probably not be any further service-wide training courses. Local area support seems to be the key to success for this program.

PHYSICAL FITNESS: It has been determined that the NPS cannot simply adopt another agency's program and make it mandatory. Legal problems block this seemingly simple cure. A task analysis must be done of each job so that specific key elements can be identified. Once key elements are identified, specific tests, measures and programs can be developed. In the interim, guidelines for a voluntary program will be issued as a first step toward a comprehensive, useful and servicewide physical fitness program.

SAR: There will be no service-wide Managing the Search Function training except that which will be conducted by NASAR. A small task force will update the instructor's manual for this course. New publications include a pocket guide for air operations available from NASAR and WILDERNESS SEARCH AND RESCUE available from Eastern Mountain Sports or the Appalachian Mountain Club.



NEW BENEFITS FOR ANPR MEMBERS

Two new programs are currently being developed as benefits to ANPR members.

VACATION HOME EXCHANGE: This program eliminates the need to stay in motels or campgrounds during your vacation. Participants in the program agree that during a specific time period they will trade houses. The rules generally require that all food and beverages be purchased with the exception of the reciprocal use of small amounts of condiments.

To participate in this program contact:

Mike Finley
7223 Bona Vista Court
Springfield, Virginia 22150

Send the following information to Mike — name, address, telephone, and dates you normally take leave.

DISCOUNTS ON RECREATIONAL EQUIPMENT: This program would provide ANPR members with a discount on the purchase of recreational equipment. John Chew will contact suppliers and establish discount purchase programs. The scope of this program has not been determined nor has eligibility for participation in the program. Watch for further details in the ANPR Newsletter. If you have ideas or want to help, contact John Chew at Shendandoah.

UPDATE ON WOMEN'S CONFERENCE

by **Susie Bartlett**
Great Smoky Mountains

Carolyn Murchison, NPS Federal Women's Program Manager, held a meeting in Washington in early November to plan the regional mini-conferences. Regional FWPM's and one other delegate from each region participated.

The purpose of the regional conferences will be to develop plans of action to implement the recommendations from the national conference. At the November meeting, we realized that it was up to us not only to recommend action, but also to suggest how these can be implemented.

Followup assignments were made to continue to track and move forward on last year's recommendations.

Communications
Geographic Mobility
Upward Mobility
Recruitment
Training
Minority Concerns
Women's Directory
WASO and Harpers Ferry Center
Midwest and Alaska
Pacific Northwest and Southwest
Rocky Mountain and Denver Service Center
North Atlantic and Mid Atlantic
West and National Capitol
Southeast

The regional mini-conferences will be held during the first six months of 1981. For further information, contact your regional FWPM.

President Mike Finley
Vice President, East Elaine D'Amico
Vice President, West Tony Bonanno
Secretary-Treasurer Dan Gold
Past President Rick Smith

WASO
Salem Maritime
Zion
Cumberland Gap
Everglades

Regional Representatives

North Atlantic	Stan Robbins	Acadia
Mid Atlantic	Sue Hackett	Fort Necessity
National Capitol	Dick Ring	George Washington Parkway
Southeast	Bob Gibbs	Everglades
Midwest	Kurt Topham	Indian Dunes
Rocky Mountain	Dave Mihalic	Yellowstone
Southwest	Bruce Collins	Hot Springs
Western	Jim Tuck	Cabrillo
Pacific Northwest	Dan Sholly	Crater Lake
Alaska	Bob Cunningham	Mount McKinley
E O Coordinator	Ginny Rousseau	Great Smoky Mountains
Rendezvous Coordinator	Cliff Chetwin	Pinnacles
Rendezvous Programs	Ken Hulick	Chattahoochee
Editor, ANPR Newsletter	Rick Gale	Santa Monica Mountains
Publications Advisor	T.J. Priehs	Grand Canyon NHA

ANPR — Who Can Join? Association of National Park Rangers

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

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

ANPR Forum

Mike Finley
President, ANPR

Dear Mike:

Congratulations on your being elected as President of the Association of National Park Rangers. Our organization has always felt close to yours since we share the same community of interest. Since knowing you as exchange Ranger to the California State Park System, I feel especially confident that our mutual understanding will bring our organizations even closer together.

On March 5 through 8, 1981, CSPRA will have its annual convention in Ventura, California. You are certainly invited to attend. We will send a registration packet as soon as one is available.

Best wishes for a successful term of office.

Denzil Verardo,
President, California State Park Rangers Association

Mr. William Whalen
Superintendent, Golden Gate

Dear Bill:

As the new President of National Park Rangers, it gives me great pleasure to inform you of a resolution unanimously adopted by the members present at the Fourth Ranger Rendezvous. In view of the support and encouragement you gave to the ANPR during its first years, the members have elected you an Honorary member of the ANPR. This is only the second time that we have taken such an action and it is our most significant way of saying thank you for your assistance.

I have enclosed a membership card. We hope you will exercise your right to attend the next Rendezvous scheduled for October, 1981, in the Lake Tahoe vicinity.

Thank you again, Bill.

Mike Finley
President, ANPR

Rick Smith, ANPR

Dear Rick:

Thanks for getting me involved in the Association of National Park Rangers. I was very much impressed with the program and speakers at the Ranger Rendezvous. It is quite a compliment to the organization to have many of our key personnel speak. The many Rangers and Technicians certainly should be commended for their participation at their own expense.

I am looking forward to the next Ranger Rendezvous.

JoAnn Kyral
Superintendent, Fort Smith

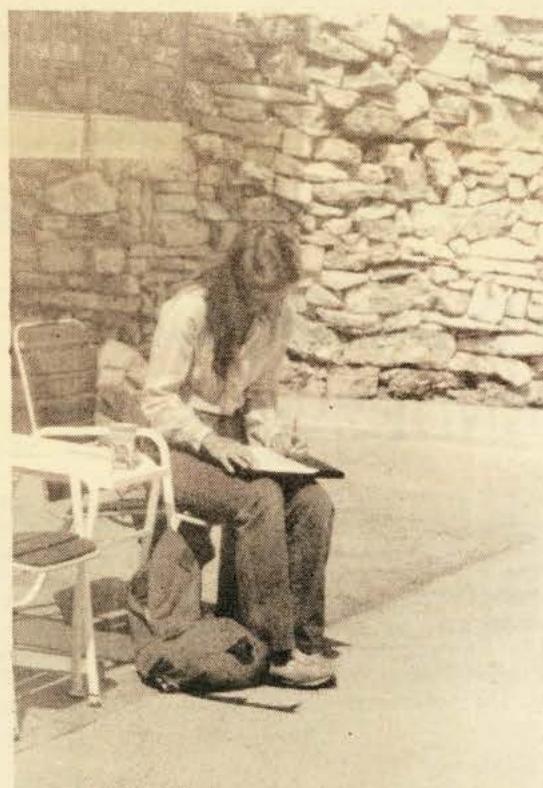
Editor, ANPR Newsletter:

During the last Rendezvous, I observed two incidents during the workshop portion of our meeting that gave me cause to be concerned.

During two different presentations, I watched as guest speakers were continually interrupted by individuals that wanted to voice their opinion about the topic under discussion. The workshop quickly turned into a bitch session and the speaker was unable to finish the presentation. I realize the topics are very important to all of us. At the same time, I think it is very important to remember that one of the reasons the ANPR was established was to work in a positive manner to help higher management. I do not think this can be accomplished when we interrupt a speaker who has travelled a long distance to attend our meeting and is trying to explain the situation from the standpoint of higher management. Managers are listening to the suggestions and solutions that the ANPR is proposing. Because management is listening the ANPR is beginning to get feedback. I think that it is good there is a two way discussion. The problems that the ANPR are addressing do not have quick and easy solutions and we cannot be of much help when we turn workshops into complaining sessions.

I would hope that each of us will arrive at Lake Tahoe with the thought in mind that we will listen first and try to reach a workable solution and save the complaining for some other time.

Bryan Swift
Park Ranger, Yosemite



Fellow Rangers:

The position of the Association of National Park Rangers is to decry the current NPS educational requirements for resource management positions. Apparently you consider management of historic resources to have low priority. By your recruitment standards, it would be impossible for someone without natural science training to manage a natural area, but it would be probable that someone with no background in history would manage a historic area.

The position of ANPR may be the result of an oversight rather than an intent to disparage historic resource management. Such an oversight is still symptomatic of the misunderstanding which threatens not only the physical resource but the relationships of professionals within the Service. As a professional Ranger, I wonder just whom your association represents.

Carol Slaughter
Historian, Fort Donelson

Ms. Carol Slaughter
Historian, Fort Donelson
Dear Ms. Slaughter:

Thank you for your letter to the Association of National Park Rangers regarding our proposed educational requirements for resources management. You are absolutely correct in observing that we would like to see people with natural science backgrounds involved in the management of natural resources.

You are also correct in pointing out that our position paper does not adequately address the management of the Service's cultural resources. The ANPR was founded by people who had worked primarily in the natural areas of the System. We admit to a certain insensitivity toward our historical areas. We are working hard to not only become more sensitive but to also bring more Rangers and Technicians from historical areas into the Association. Cultural resources management would then have a constituency within the organization that would constantly remind us of the critical importance of this facet of our mission.

Thank you again for bringing this matter to our attention. We promise to do better. Will you help us?

Rick Smith
Past President, ANPR

WHAT DO YOU THINK?

Your opinions and ideas on the following will assist the ANPR to be responsive to your needs. Please give us your thoughts on:

(A) How do you think the ANPR can better communicate with you as an individual member?

(B) What issues — problems — concerns should the ANPR focus on during the coming year?

(C) What are you willing to do as an individual member to advance the goals and accomplishments of the ANPR?

Please send your comments to Jim Brady at the Albright Training Center.

RANGER RENDEZVOUS FIVE — 1981

Cliff Chetwin, Rendezvous Coordinator, is putting together an outstanding package for the fifth annual Ranger Rendezvous. This Rendezvous is tentatively scheduled for October 18 through 22, 1981, at the Squaw Valley Lodge, Squaw Valley, California, on the west side of Lake Tahoe. This was the site of the 1960 Winter Olympics. Squaw Valley Lodge is approximately one hour by vehicle from the Reno, Nevada, airport, and will accommodate up to 350 people. Two Forest Service campgrounds are located within five miles of the lodge.

As we go to press, Cliff has not yet received firm prices, but his preliminary estimates are extremely reasonable and range from a full room and board package to a total pay as you go operation.

Designers & Planners

Meet in Vail

By Ken Raithel
Denver Service Center

On November 18, 1980, 20 NPS designers and planners met in Vail, Colorado, for a gathering. Their purpose was very similar to the original Rendezvous of the ANPR; in fact it happened with the encouragement of Rick Smith and Rick Gale.

The group spent three days together mixing a social agenda with discussions about the role of designers and planners in the National Park Service. Folks from offices throughout

the system attended, sharing more than 15 years of past experiences together and high hopes for the future. The outcome was a lot of fun and a commitment to reach out to other NPS professionals, especially their friends and associates who live within and manage the parks themselves.

The next gathering is being planned for Naytahwaush, Minnesota. Its purpose will be to organize a little better and maintain the spirit of the first gathering.

Ranger Rendezvous IV

DICKENSON KEYNOTES RENDEZVOUS FOUR

NPS Director Russ Dickenson keynoted the ANPR Ranger Rendezvous held in the Ozarks in October 1980.

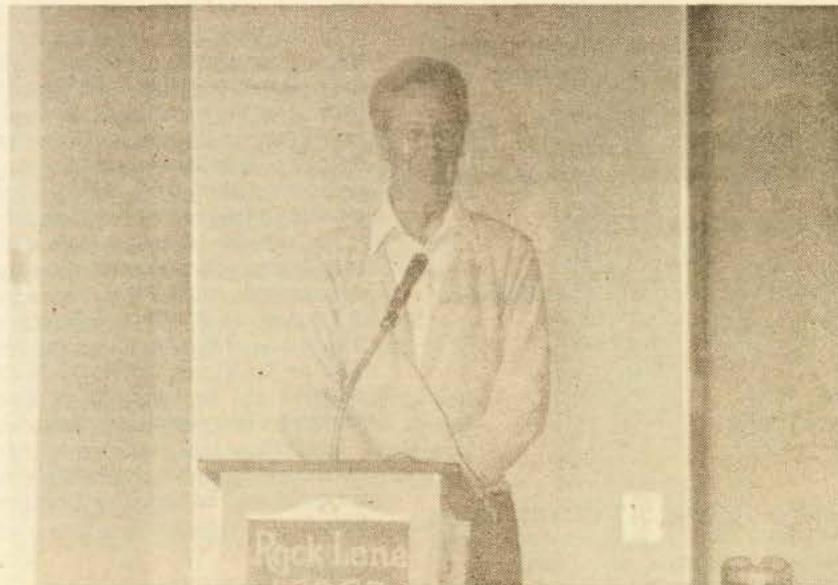
Russ began his remarks with a general history of development and the National Parks. Noting that early NPS areas were established to prevent commercial exploitation, he indicated that we all must be cognizant of the external pressures on parks today; that parks are an attractive resource entity being looked to for external exploitation.

A second developmental concern, Russ commented, is internal. That concern is one of overuse and over development within the parks themselves. Russ indicated that the NPS must make a strong statement regarding the unlimited use of NPS areas. In this regard, he cited the articulation of the principle contained in the Yosemite General Management Plan and stated that we need to break away from the repetitive planning process of all things for all areas.

Russ then spoke to the Ranger image and professionalism. Ranger image, he said, is based upon friendly assistance and courtesy and has to be a positive approach. The key is to foster and promote that image by interchange with the park visitor.

Turning to professionalism, Russ indicated that the concept of a Park Ranger as a generalist was important to retain. A Ranger, he stated, should understand all the broad duties and superimpose specialization as needed for the situation at hand. Further, Russ noted that professionalism is more a matter of attitude rather than of education.

Becoming specific, Director Dickenson discussed resources management, interpretation and law enforcement. He said that the NPS must identify how best to accomplish resources management and should re-examine how it is (and is not) being done today. He viewed the Resources Management Specialist as the technical advisor to the Park Ranger in accomplishing resources management programs.



As for interpretation, Russ said that we should place greater emphasis and priority on expert subject matter classification. This will mean a hard look at classification standards for interpreters as well as finding a means to identify and recognize good interpretation. The results of this, he said, should be in matching specific disciplines to specific jobs.

The Director stated that law enforcement was fundamental to the NPS mission but that there were differing degrees

of law enforcement needs and demands. The program, he said, must be tailored to each particular area.

Concluding, Director Dickenson strongly stated that the NPS must have the support of an aroused citizenry to continue the existence of the National Park System. We must, he said, make a statement of stewardship, of conservation and wise use, to the American public. Russ concluded by charging us that the basis for all our jobs is the protection of natural and cultural resources.

RESOLUTIONS ADOPTED BY ANPR AT THE FOURTH RENDEZVOUS

RESOLVED; The Association of National Park Rangers requests that the National Park Service restate and define the NPS nepotism policy and that the NPS apply that policy uniformly throughout the system.

RESOLVED; That the Association of National Park Rangers believes that the practice of resources management should continue to be, as it has been in the past, an integral part of a Park Ranger's professional duties. Where necessary, specific skills training should be provided to Park

Rangers performing resources management. The Association also believes that professional competence in managing park resources must become as important an NPS goal as visitor protection is today.

RESOLVED; That the Association of National Park Rangers has a serious concern for and interest in the review of classification standards being conducted by the Office of Personnel Management. Therefore, this Association desires that it be consulted concerning this study and that designated

representatives be allowed to comment and provide assistance during the preparation and review of any draft documents concerning the classification of the GS-025/026 series.

RESOLVED; That social functions of the annual ANPR Ranger Rendezvous be funded solely by revenues generated through registration and specific participatory fees and not from any monies obtained from the payment of membership dues.

ROLE OF THE ANPR REGIONAL REPRESENTATIVE

The ANPR Executive Committee approved the following role for Regional Representatives.

(1) Regional Representatives should have a complete list of the NPS areas in their regions and a current list of ANPR members within their region.

(2) Regional Representatives should develop and cultivate at least one contact within each park in their region. These contacts would serve as emissaries for active on-site recruit-

ment of new members and to answer most general ANPR related concerns and questions at the park level.

(3) Regional Representatives should develop contacts with as many regional office people as possible. These should include not only the protection people, but folks in personnel, interpretation and administration as well.

(4) Regional Representatives should be available for draft-

ing responses for the Vice Presidents and President upon request and be prepared to directly handle general ANPR inquiries.

(5) Regional Representatives should be available to provide some assistance in the development of each Rendezvous.

(6) Regional Representatives should attempt to contact non-current ANPR members and encourage them to keep their membership up to date.

MINUTES OF THE BUSINESS MEETING

President Smith chaired the fourth annual ANPR business meeting.

RENDEZVOUS FINANCIAL DISCUSSION: Treasurer Rudolph informed that the fourth Rendezvous would be in the red. Dave Mihalic added that the registration fee charged was not sufficient to cover expenses, especially since only 100 plus participants registered. He added that originally a \$15.00 registration fee was to have been charged but that only \$10.00 was ultimately charged. Jeff Karraker suggested that some members might like to begin paying on a life membership to defray expenses. Elaine D'Amico suggested a retroactive registration assessment of \$5.00. There was consensus to pass the hat for donations which resulted in an additional \$404.00 revenue. President Smith appointed Craig Johnson to chair a committee to examine payment schedules for life memberships.

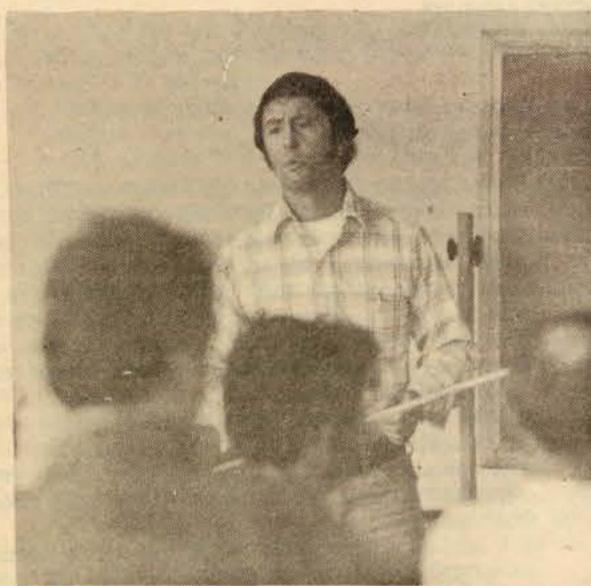
CONSTITUTION AND BY-LAW RATIFICATION: President Smith stated that the proposed ANPR constitution was based on NASAR and that the constitution as proposed had been published in the Newsletter for review and comment. Further, the constitution is the basis to obtain tax exempt status and was non-controversial. Bob Gibbs moved for ratification with Dick Newgren seconding. There was some discussion about membership categories as listed in the proposed constitution. The constitution as written was adopted by voice vote. President Smith then entertained a motion to accept the by-laws. It was offered, seconded and adopted to voice vote.

ELECTION OF REGIONAL REPRESENTATIVES: Cliff Chetwin was recognized and discussed the election of regional representatives as required under the by-laws. He stated that ballot elections were time consuming and costly and recommended that the regional representatives be volunteers appointed by the President at each Rendezvous to serve at the President's pleasure. It was so moved and seconded to amend the by-laws accordingly and passed by voice vote.

LETTER FROM LAKE MEAD RANGER ASSOCIATION: President Smith read a letter from the Lake Mead Ranger Association requesting affiliation with the ANPR. Smith observed that the ANPR and NASAR had swapped memberships. Some concern was expressed regarding the benefits to be derived from affiliations. Rick Gale stated that the constitution as adopted provided for an associate membership (non-voting) for organizations and added that we should comply with our newly adopted constitution. Discussion ended.

PUBLICATIONS REPORT: Rick Gale reported that the Newsletter has not been published on a regular schedule, but that the Executive Committee had approved a tri-annual publishing schedule. Gale also made a plea for black and white photographs for publication and threatened to publish nothing but Grand Canyon scenes if he did not receive some pictures. He also stated that the Newsletter would begin a Forum section and encouraged all members to use that space. Gale reiterated that postage for the Newsletter was our major concern and that returned, incorrectly addressed Newsletters often required additional postage. There was some discussion about a change of address form to be published in each issue. A motion was offered and seconded to establish a subscription rate for libraries for the Newsletter, but was defeated by voice vote.

RANGER RENDEZVOUS FIVE SITE: Cliff Chetwin stated that the committee for Ranger Rendezvous Five had adopted as a primary guideline the need to maintain the special atmosphere that rural sites afforded, however, he stated that this was becoming more difficult as attendance increased. He also pointed out that many resort-convention centers were now booking several years in advance. He recommended that the ANPR begin to plan its meetings several years in advance and that the Rendezvous continue to be held in October. Pat Toops suggested that the funding for the next Rendezvous be tied down by requiring a non-refundable deposit with each reservation. Chetwin



then proposed the Lake Tahoe area as the site for the next Rendezvous. This was agreed to by voice vote as was a tentative decision to hold the 1982 Rendezvous on the Gulf Coast. A motion to make Cliff Chetwin the permanent chairman for coordinating the 1981 Rendezvous was offered, seconded and passed. Chetwin requested that members interested in helping contact him.

RESOURCES MANAGEMENT AND THE PARK RANGER: John Good was recognized and stated that he was concerned about a perceived movement to divest Rangers of their resources management responsibilities. He added that this had just been done at Hawaii Volcanoes, where a Chief Ranger had recently been reclassified as a Chief of Visitor Protection. Good added that he seriously doubted whether Park Rangers could retain any sort of professional status from OPM without resources management as an integral portion of their duties.

LETTER OF APPRECIATION TO BILL WHALEN: Tim Setnicka moved to direct the President to send a letter of appreciation to former Director Bill Whalen expressing the Association's thanks for his support and direction during our formative years and inviting him to the Fifth Ranger Rendezvous. The motion was unanimously passed by voice vote.

WOMEN'S COMMITTEE REPORT: Elaine D'Amico stated that the committee was concerned about the lack of uniformity with which many NPS regions were applying nepotism regulations and policies, particularly as they affect the employment of spouses. She also said that the National Women's

Conference was being replaced by regional conferences. A motion directing the President to send an ANPR representative was tendered and passed. Ginny Rousseau, Great Smoky Mountains, was appointed as the ANPR Equal Opportunity Representative and the President was directed to so notify the WASO Office of Equal Opportunity.

INSURANCE FOR SEASONALS: There was discussion about the possibility of ANPR sponsoring insurance for NPS seasonals. Mike Tolleson, Virgin Islands, was directed to continue the efforts he began last year. Ken Harrison suggested that ANPR coordinate its efforts with other associations, such as the Employees and Alumni Association, which was known to be looking into the matter. President Smith suggested we pursue the matter ourselves and offer the best possible program.

PAYMENT OF LIFE MEMBERSHIPS: Craig Johnson recommended that ANPR accept payment for life membership on an installment basis for a period not to exceed one year. It was decided that this could be done under the by-laws and that arrangements could be developed by the Secretary-Treasurer.

PRESIDENTIAL GAVEL: A motion was offered and passed to procure a Rick Smith Gavel to be used at each subsequent Rendezvous.

ELECTION OF OFFICERS: President Smith opened the floor for nominations for the office of President. Mike Finley, Rick Gale and Dave Mihalic were nominated. Dan Gold was the only nominee for the office of Secretary-Treasurer. The election was conducted by John Chew with written ballots. Mike Finley was elected President and Dan Gold Secretary-Treasurer. Both are two year terms.

OTHER ACTIONS: Walt Dabney reminded the membership that there was an NPS task force revising Title 36, CFR and requested that individuals having input contact him.

Roger Rudolph suggested that the office of Secretary-Treasurer be split into separate functions. Since the constitution contains specific procedures for making such a change, President Smith recommended that these procedures be followed and finalized at the 1981 Rendezvous.

Don Larch moved that a budget for fiscal year 1982 be prepared and presented to the membership at the 1981 Rendezvous. The motion was passed by voice vote.

Walt Dabney suggested that ANPR business meetings be shortened and conducted at the beginning of each Rendezvous so that recreational pursuits could be properly attended. There was general agreement.

Jim Brady was appointed to investigate ways and means that the ANPR might raise additional monies to fund official programs.

Cliff Chetwin was directed to consider an auction of donated items brought by participants to the Fifth Ranger Rendezvous for the purpose of raising funding for social aspects of the Rendezvous.

Ken Hulick moved that the theme of the 1981 Ranger Rendezvous be "Natural and Cultural Resources Management." The motion was unanimously adopted by voice vote.

Ranger Rendezvous IV Workshops

SEASONAL RECRUITMENT

by Bill Dwyer
Acadia

This workshop discussed the affirmative action program for NPS seasonal employment which was developed last year. The program was instituted to increase the numbers of highly qualified minorities who apply for seasonal employment. Briefly, what was done was to identify highly qualified and potentially interested minority students throughout Memphis State University. A two hour session was held to initiate the students about the NPS, seasonal employment opportunities, what the work is like, what the expectations are and what it is like being a seasonal. Applications were provided to interested students and the more important rating elements were discussed. Meanwhile, arrangements were made to have NPS people come to Memphis to talk with the students, review their applications and suggest to which area the student ought to apply.

The results of the program were very encouraging. Sixteen applicants (most of them minority) were hired in six NPS areas and all performed quite well. Many received Highly Recommended evaluations and all of the students want to return to NPS work next season.



NPS — 9 REVISIONS

By Walt Dabney
Grand Teton

Some people attending this workshop had not seen official copies of the revised NPS-9. There was some question as to whether the policy was now in effect. Al Veitl, Chief, Division of Ranger Activities, WASO, assured everyone that the revisions were approved and in effect throughout the National Park System.

Numerous technical revisions still remain to be completed. Included in these are a revised policy on returning WASO issued weapons and making the type of aerosol tear gas devices a park option.

025 — 026 CLASSIFICATION

by Dick Martin
Yosemite

The workshop on the 025-026 classification project addressed ANPR's long standing interest in the issue. A review of field area response to three major questions was discussed.

Should Ranger jobs take into account field-related technical-skills (FRTS) for selection and promotion? The answer was unanimously yes, but with decreasing emphasis as the grade level increases.

To what extent are present selections and promotions based upon FRTS? The answer was that they weigh heavily at practically all grade levels.

Do you feel the 025 series should be reclassified to improve consideration of FRTS? The vast majority said yes.

Then followed a discussion of what professionalism means; a great deal of concern was expressed regarding grade levels, i.e., why is the Border Patrol, BATF, etc., journeyman level at GS-11 and GS-12 and the NPS 025s at the GS-09 level.

Persons having additional thoughts or concerns should contact Dick Martin at Yosemite.

RENDEZVOUS FOUR

MY FIRST RANGER RENDEZVOUS

by Nancy Cushing
Cedar Breaks

The impression I had of my first Ranger Rendezvous was one of excitement. It was easy to see that here was an organization that sincerely wanted to improve communication between the decision makers and field personnel. The ANPR is an active organization listening and responding to all levels of the field. To do this effectively, we need everyone's input into decisions, for each of us is not as smart as all of us.

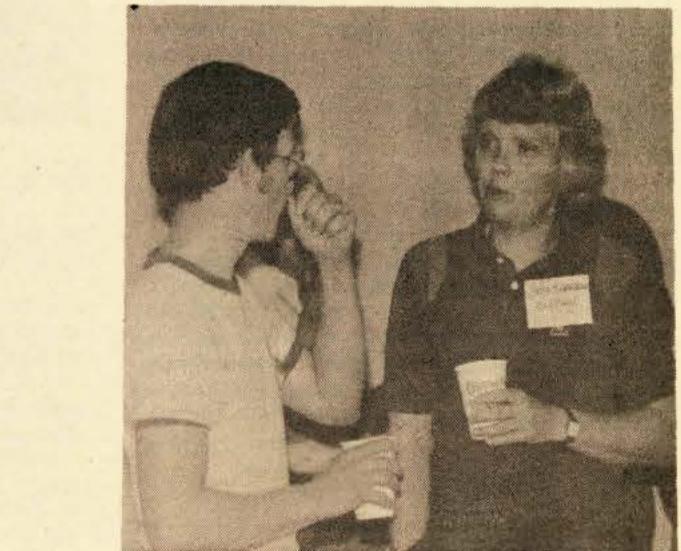
It was a big step in our support when Director Dickenson, Regional Director Dunning and many Superintendents participated. We are even becoming recognized by outside interest groups such as the National Parks and Conservation Association, NPS Employee and Alumni Association and local colleges. ANPR members came from as far away as Acadia, Everglades and Cabrillo. With the diverse representation of historians, administrators, rangers, seasonals and permanents in attendance, there is a dedication and belief that the ANPR is worthwhile and will make a difference.

What was accomplished at this Rendezvous? There was an update on the status of the 025-026 classification series and the seasonal appraisal process. There was an exchange of ideas and concerns. We all had a clearer insight into the merit promotion and reassignment program. The list of seminars goes on. There were numerous people who work in Washington who answered many questions. These resource people were extremely valuable and there is good reason to believe that our concerns will be brought back to WASO.

Not only was business accomplished but many welcomes and laughter flowed all week long. This is a time to meet many people who share your insights, career goals, your concerns and enthusiasms. We are a vital support system for one another.

I left the Rendezvous feeling that many ideas were exchanged and heard. Communication is the key to solving problems and contributing new ideas. You can only get the true flavor and impact of the strength of the ANPR when you yourself participate directly.

Why not make next year's Ranger Rendezvous your first?





IMPRESSIONS OF RENDEZVOUS FOUR

by Bruce Collins
Hot Springs

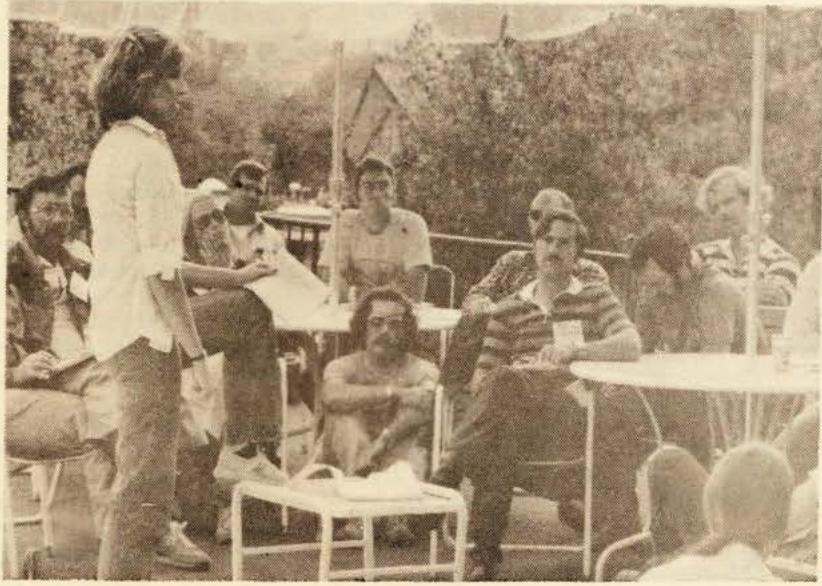
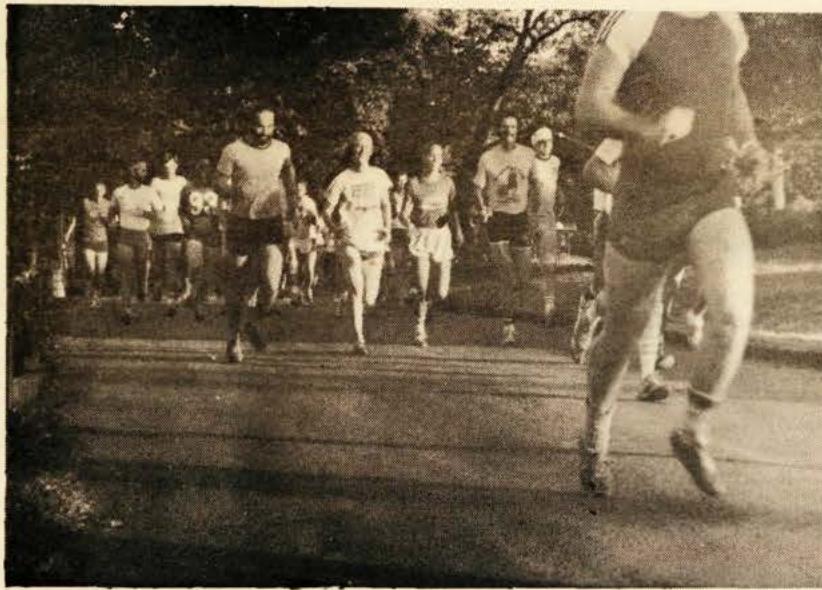
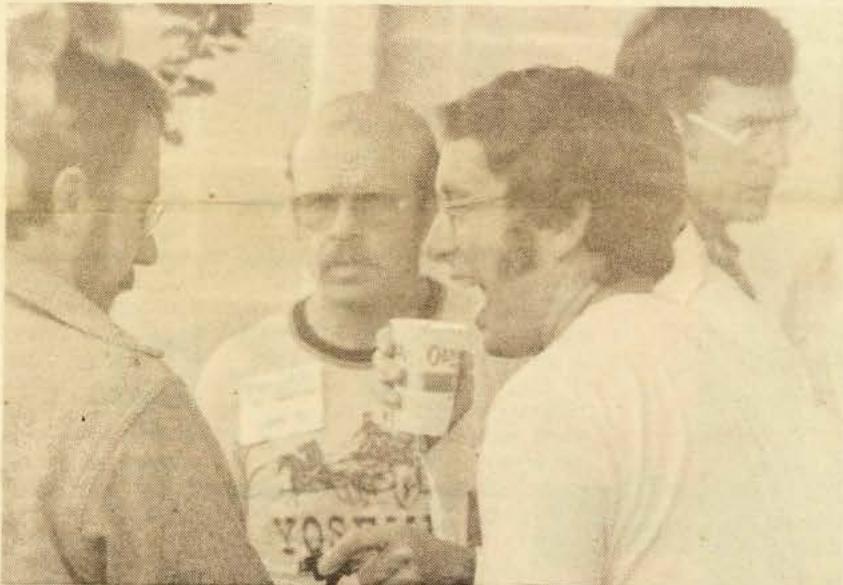
In the fall of 1977, I was fortunate (or unfortunate) enough to attend portions of the first Ranger Rendezvous in Jackson, Wyoming. That group was a bunch of crazies, verbalizing endlessly, interjected with vast quantities of adjectives — but somehow even more booze. In short, a lot of socializing among old and new friends. An idealism permeated the group about resolving certain problems within the NPS. Little organization, lots of chatter, genuine interest and concern, lots of heart and dedication to resolve those concerns within the NPS were exhibited by this group. At this time I was little more than a curious, but friendly onlooker, wondering: "Does this crew really believe something can be accomplished through a Ranger organization?" It was not a new idea.

Today — more than then — I admire that group of tipsy, aware, concerned and conscientious Rangers. Four short years later I have the answer to my question. Things have been accomplished through the ANPR and I feel confident

more will be accomplished in the future.

The Association of National Park Rangers has grown from a small group of primarily western park oriented Rangers to over 500 members, from virtually all sections of the country. Members from Maine, Florida, California, Oregon and all locations in between attended this 1980 Rendezvous.

There is every indication that the ANPR has had and will continue to have meaningful input into issues within the Service. This is evidenced by the presence of Director Dickinson, Destry Jarvis of the National Parks and Conservation Association, as well as other individuals of responsibility and leadership from within and outside the Service. That, along with the growing membership, strengths of individual members and the esprit de corps exhibited are all indications that the ANPR has and will continue to have clout in the issues it pursues. But even more important is the credibility and the manner with which the Association uses that clout. The Association is fortunate to have sensible, dedicated, articulate members committed to resolving issues which are important to us. I am proud to be a member of the ANPR.



The Association of National Park Rangers



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