



Crashing through the snow

By Dan Hughes
Assistant Editor

Snowmobiling is a touchy subject to most Park Service resource managers. It's not exactly the sort of thing that they want to encourage, but most park superintendents who allow the activity keep it under strict control.

A lot has been said against snowmobiling — it's noisy; it scares the wildlife and scars the plant life; it interferes with the activities of cross-country skiers, and it's dangerous (many accidental deaths have been recorded since the little machines grew in popularity in the '60s).

But, of course, avid snowmobilers see it differently. They think it's a heck of a lot of fun — sort of like driving a sports car over snow and ice and it does provide access to areas otherwise closed in winter. It can be a compatible use of park lands under some circumstances, so it is permitted in several of the winter parks of NPS, under fairly rigid guidelines.

The executive order which applies to snowmobiling (E.O. 11644) was signed by President Nixon in 1972. Its purpose is "to ensure that the use of off-road vehicles on public lands will be controlled and directed so as to protect the resources of those lands, to promote the safety of all users of those lands and to minimize conflicts among the various uses of those lands." The order required each agency to set up regulations within 6 months of its issuance.

NPS off-road-vehicle regulations, both before and after the executive order, left control of snowmobile use pretty much up to the individual superintendents of parks where such activity took place. The superintendent may require registration prior to operation of a snowmobile in the park; he may designate areas and/or routes for snowmobiling, and so forth. Certain regulations regarding snowmobile use are Servicewide: the vehicles must have proper mufflers; they must be equipped with proper headlights and tail-lights; snowplanes must have adequate propeller guards; no racing is allowed; driving while intoxicated is prohibited; and a speed limit of 45 mph is enforced — lower in some parks. In addition, snowmobile drivers must yield the right-of-way to persons not in snowmobiles.

There are no figures kept for combined snowmobile use Servicewide, but some individual parks do keep track of such traffic.

The biggest snowmobile park is, without a doubt, Yellowstone National Park. Yellowstone was one of the first NPS areas "to get into the oversnow business," according to



Acadia NP, Maine.

Chief Ranger Harold Estey. "Snowmobiles are kind of a natural for this part of the country," he said. In Jackson hole, Wyo., near Grand Teton National Park, snowplane and snowmobile use go back to the early post-war period, when such vehicles were used primarily for transportation in the winter. In 1966, with the booming snowmobile industry, Yellowstone decided to allow them, but confined them to the more than 250 miles of unplowed roads. And the use is tremendous. Last year (January through April), the park recorded 21,310 user-days.

Chief Ranger Estey believes that snowmobiling use has leveled off somewhat since the big build-up in the late '60's. "It's not going to increase tremendously. Now there are only nine manufacturers of snow machines, while 2 years ago 30 companies were in the business." The park requires all snowmobilers to register and pay entrance fees. On a busy weekend, says Estey, 1,100 to 1,200 machines may be navigating the unplowed roads between West Yellowstone and Old Faithful.

Through March, the big concessioner-operated snow-coaches (heated and enclosed 12-passenger models with large viewing windows) take tours through the park. A 6-hour trip leaving from West Yellowstone will show the visitor Old Faithful and other points of interest for \$22 (\$11 for children); an all-day trip to Yellowstone's Grand Canyon, including lunch, costs \$31 (\$17 for kids). And even some of the motels around the park rent snowmobiles.

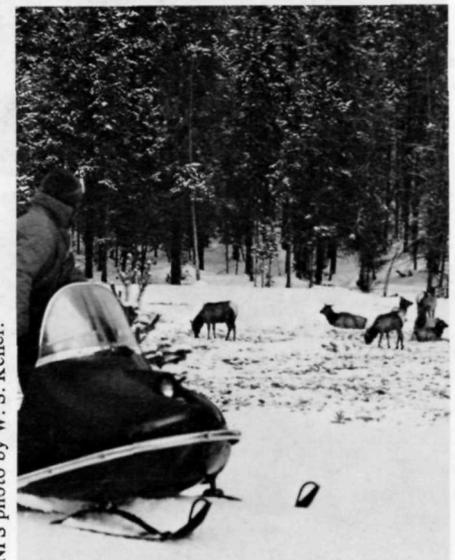
The park has six large tractor-like vehicles that are used for patrol and grooming of the snow trails. In addition, rangers patrol in 28

smaller vehicles, which are used for many things including rescue work and maintenance of out-of-the-way posts.

Yellowstone is about the only park that goes to the trouble of grooming its snowmobile routes for the visitor. The big, wide-track Thiokol machines function as levelers and graders — taking out moguls, rough spots, dips and bumps. The machines roll new snow and even out the peaks and valleys.

To the south, Grand Teton National Park

Snowmobiler viewing elk in Yellowstone NP.



NPS photo by W. S. Keller.

attracts a lot of snowmobile and snowplane traffic. The snowplanes have propellers to power the machines over the terrain.

Chief Ranger Alan Atchison says that there are basically three classes of snowmobile and snowplane users in the park. "One group uses the machines to get out to the lakes (Jackson Lake) for ice fishing; another group utilizes the machines in lieu of automobiles for winter transportation, and another group uses the snowmobile for horsing around."

During the winter of 1975-76, the park issued permits for 1,091 snow machines and recorded 3,780 user-days, up 16 percent from the previous winter. Grand Teton, according to Atchison, is the only park in the Park System allowing snowmobiling in open designated areas, i.e., off roads or trails. The snowplane phenomenon seems unique to this NPS area. Last winter some 70 snowplanes were registered.

Chief Ranger Atchison says that snowmobile and snowplane use is compatible with park use and there is a minimal amount of conflict between motorized users and cross-country skiers.

In the East, the biggest snowmobile park is Acadia National Park, Maine. Last winter, the park recorded 4,387 user-days. The designated snowmobile routes include unplowed roads and carriage paths, built in the 1920s to separate horse-and-buggy traffic from automobiles. Chief Ranger Mac Forsell says that snowmobile use doesn't adversely affect the park's wildlife — the game just stays away from the noisy areas. The park utilizes three machines for patrol purposes — i.e., assisting snowmobilers that get stuck, trouble-shooting, and pursuing snowmobilers who enter the park at unauthorized points.

At Crater Lake National Park, Ore., snowmobiling is limited to 8 miles of unplowed roads from the north entrance to Caldera Rim. All

routes are marked and a self-registration system is in effect. Park rangers patrol on two machines, making sure enthusiastic snowmobilers don't try and go around the lake, where there is a danger of avalanches. On a busy winter weekend, 30 machines might be sliding around the park's snow trails.

At Mount Rainier National Park, Wash., "minor use occurs in four designated areas," according to Acting Superintendent John Parks. About 50 machines a year enter the park, and can run over 7 miles of unplowed roads, the unplowed roads within campgrounds, and about 10 miles of unplowed highways. "We get a lot of early and late winter use," Parks says. "Usually the snow is too wet and not really suited to snowmobiling." Two patrol vehicles are available to park rangers, and they are utilized for transportation and setting elk traps for elk migration studies going on in the park.

"We are definitely not trying to promote snowmobile use here," Parks says, "and we get a lot of complaints from cross-country skiers and other non-motorized park users."

Voyageurs National Park, along the Canadian border in Minnesota, is in the process of preparing an environmental assessment on the designation of routes and areas open to snowmobiling, according to Superintendent Myrl Brooks. Now, there is widespread use on the many lakes and trails in the park. On a busy weekend day, 200-300 machines may enter the park, which consists of more than 219,000 acres, including some 80,000 acres of water. Voyageurs is a new park, and regulations regarding snowmobiling are scheduled to be published in the Federal Register soon.

At Rocky Mountain National Park, Colo., snowmobiling is limited to the west side of the park. Snowmobiles may enter the park at the Grand Lake entrance and use about 18 miles of the famous Trail Ridge Road, plus additional side trails on the west boundary of the

park, leading into Arapaho National Forest. Last winter, according to West Side District Ranger Jim Liles, 1,211 people entered the park on snow machines, up from 1,175 a year ago. Jim sees snowmobile use stabilizing as far as numbers go. Registration is required, and on a busy winter Saturday or Sunday, 30-40 machines may be using the park snow trails.

At Pictured Rocks National Lakeshore, Mich., Superintendent Robert Burns sees evidence that snowmobiling is "dying out." Although the park recorded 2,000 machines last winter, only 40 snowmobilers turned out for the Grand Island Classic (held near the Park), a snowmobilers "Indianapolis 500," that usually attracts 400 machines. In addition, there have been a number of serious accidents involving snowmobiles in the Michigan Upper Peninsula (fortunately none in the park proper). One girl involved in an accident suffered a broken neck that has paralyzed her and two snowmobilers broke through the ice into Lake Michigan and drowned.

Glacier National Park, Mont., is an example of a park that tried snowmobiling and didn't like it. Snowmobiles were banned from the park in 1975, after it was decided that the noise and possible adverse effects on the park environment weren't worth permitting the machines to intrude on the winter scene.

And Saratoga National Historical Park, N.Y., located in an area where the sport enjoys great popularity, gets little traffic — only 29 machines last year — due to better conditions for snowmobiling in nearby areas. The park does attract 1,100 cross-country skiers annually, according to Chief Ranger Steven Butterworth.

Snowmobiling still remains popular at many park areas but has stabilized and regulations regarding the sport are aimed at protecting the resource values, preserving public health and welfare and minimizing use conflicts. ♠

Rest break at Firehole Falls in Yellowstone NP.



NPS photo by W. S. Keller.

Living-history gunslingers get it together on safety



Trainee Anthony Tommell, Saratoga NHP, N.Y., demonstrates the von Steuben drill at the command of instructor Jack Dugan.



Trainees firing live ammunition from reproduction flintlock muskets. Trainee Curt Stallings Colonial NHP, Va., foreground.

In an effort to implement an official Servicewide Certification and Standards Program for the firing of black powder weapons, NPS held a living history weapons safety course in November. The 2-week course attracted 19 supervisors of park demonstrations who are involved in developing weapons firing programs. The attendees qualified in either artillery or small arms of the flintlock or percussion variety, or both.

The course was the third phase of an action plan developed by the Division of Interpretation and Visitor Services in cooperation with the Divisions of Training and Safety to ensure the safety of weapon firing demonstrations in NPS areas, set training and certification standards for demonstrators, and begin an annual inspection of all guns that are fired in demonstrations.

The new NPS safety policy is designed to provide the control necessary in use of black powder, to eliminate the high potential for accidents and tort claims. "Because of black powder's potential to cause severe mishap, safety

training must be implemented before actual operation," said Fred Tidwell, NPS chief of Safety.

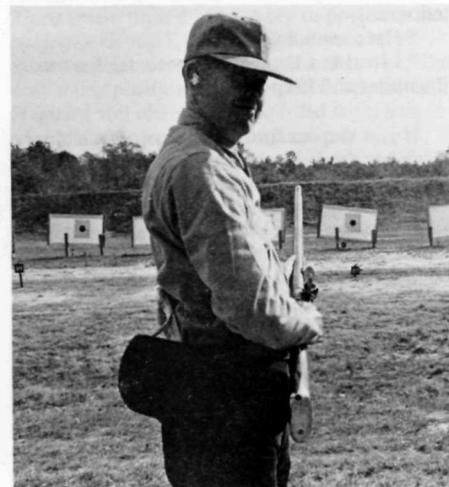
During the first phase of the program, which was begun in August, manuals were developed giving standards for storage and handling of black powder; for maintenance handling, and firing of all guns used in NPS demonstrations; and for the training of demonstrators. The second phase was a one-week workshop in September, which trained regional safety officers and interpretation specialists to perform as official regional NPS inspector/certifiers of historic weapons firing programs. They also reviewed the standards and training requirements that had been prepared earlier, and developed their roles in monitoring and assisting park staffs.

"For the first time in a living history course, interpretation took a back seat to safety," said Course Coordinator Steve Lewis. Of the 49 participants, 19 were from the Southeast Region, which has more national battlefields than any region in the Park System. ♣

First — Instructor Jack Dugan, Ft. Sumter NM, S.C., assists Trainee Doug Sabin, Minute Man NHP, Mass., after a misfire during range firing . . .



Then — Satisfaction! Sabin's shot hits home. (Note ear-protection device.)



What ever happened to that planning for Yosemite?

By Ann Bowman
Public Involvement Coordinator
Yosemite Planning Team

The development of a draft general management plan for Yosemite National Park, begun 2 years ago, is nearing its final stages.

Team Captain John J. Reynolds points out that the planning process has provided opportunities for public involvement from the outset and on a continuing basis.

In the spring of 1975, 48 public workshops were held throughout California and in seven major cities across the country. Using the data collected through the workshops, letters and position papers, the planning team put together a Yosemite planning workbook. The purpose of the workbook was to refine and reduce the ideas which would be considered in the alternatives and to gather additional information for the environmental impact statement.

To complete the workbook, a person, family or organization was asked to put together those ideas and suggestions they wanted to see planned for the park.

Workbooks were sent to everyone who had participated in the workshops or who has requested a copy. An overwhelming demand resulted in over 59,000 workbooks being distri-

buted. Out of those sent out, about 20,700 were completed and returned.

John reports that the results of the workbook showed most participants felt the extreme measures of closing the park to all but foot and horse access or adding further developments and services were not what they wanted.

"On the other hand," John said, "the participants did not want everything to stay the same either. Major interest was in reducing the kinds of commercial services and activities, moving park offices and employee housing outside the park, eliminating automobile congestion problems and continuing to seek ways to see that the park does not become urban in character with more and more buildings and people.

"We wanted the workbook to be a learning experience both for us and for the public," he added, "it certainly was for us and evidently the public thought it was for them too." Some representative comments accompanying the returned books are:

"It is unfortunate that there are not more planning programs like this so that the public can appreciate the difficulties faced by administrators and planners, as well as having a

greater say about the future of various resources."

"It restores my trust in lower-case democracy. Thank you for the chance to speak."

"I had never realized how very complex a situation of running a national park can be."

"You have given bureaucracy a good name in this great effort."

"I would like to take this opportunity to express my appreciation to the rank and file members of the Park Service. They are surely among the world's few remaining altruists."

Because of the extraordinary amount of time and effort people spent, team members are reading every one of the completed workbooks. A random sampling of 5,000 workbooks was subjected to in-depth analyses, from which team members produced three planning alternatives.

The team, park and regional office staffs then fashioned a fourth alternative including their own ideas and portions of the first three. They also added a fifth choice - maintaining the status quo.

John hopes that a draft proposal, alternatives and the draft environmental impact statement will be ready for public review and comment by mid-1977. ♠

Don't get burned!

The most common causes of fires, in order of the toll taken, are: 1-Smoking. 2-Electrical wiring. 3-Heating and cooking equipment. 4-Children with matches. 5-Open flames and sparks. 6-Flammable liquids. 7-Arson. 8-Chimneys and flues. 9-Lightning. 10-Spontaneous ignition.

Tips that could save your life:

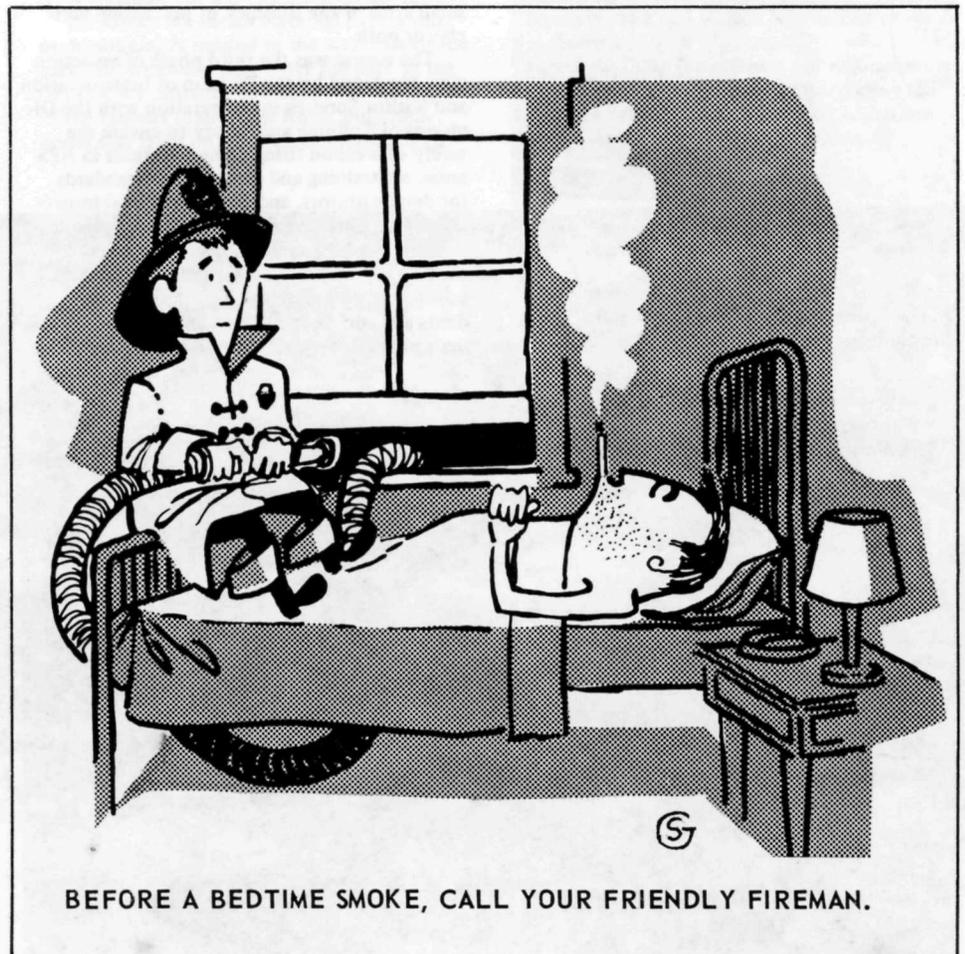
- * Extinguish cigarettes and never leave matches within reach of children.
- * Don't run cords under rugs where they may get damaged.
- * Have electrical work done professionally.
- * Store rags and paints in a cool place in tightly sealed metal containers.
- * Never use flammables for dry-cleaning indoors.
- * Have regular fire drills.
- * Invest in a compact, easy-to-use fire extinguisher and keep handy.

If you suspect fire, feel the top of the door. If it's hot don't open it. Alert the rest of the household, then escape through a window.

If you can't open the window, break it with a chair. Sit on the window ledge with one leg hanging out and wait for help.

The phone number of your fire department should be taped on every telephone. If it isn't, call from a neighbor's house.

If you live in an apartment, use the stairway. Don't take a chance on the elevator. If it falls, you're trapped.



BEFORE A BEDTIME SMOKE, CALL YOUR FRIENDLY FIREMAN.

Ranger grads, cream of the cops



Federal Law Enforcement Training Center Police School No. 70.

The latest class of park rangers to graduate from the police school in Glynco, Ga., have done so well that "they have raised the standards against which all other classes will be measured," said Director P. W. Phillips of the school.

On Nov. 9, the class graduated from the Federal Law Enforcement Training Center Police School with the highest class average in police school history. Out of a possible academic score of 350, the class averaged 331 or 94.6 percent.

For the first time, 22 rangers became Distinguished Graduates when they earned 95 percent or more on all academic work. Park Ranger David Mahalic of Yellowstone National Park became the first out of 2800 park police school graduates to attain a perfect score on all tests.

Nine rangers attained "expert" firearms ratings with Park Technicians Sid Ireland of Yosemite National Park and Pablo Tadeo of Pinnacles National Monument, Calif., earning top honors.

Two rangers distinguished themselves in physical training. Park Rangers Gary Vequist of Fire Island National Seashore, N.Y., surpassed the 5-minute, 30 second standard for the mile run with 5 minutes, 15 seconds. Park Technician John Pokorski of Natchez Trace Parkway, Miss., became the first person in the history of the Center to surpass all physical training standards. The standards were, with John's achievements in parentheses: the 5 minute, 30 second mile run (5 minutes, 18 seconds); 700 sit-ups (770); and 100 push-ups (135).

The National Park Service could not have been better represented.

News for seasonals

By Rosemary Kostovick
Employment Information Assistant.
BEES, WASO

The revised "Seasonal Employment" brochure (with a green cover) is available from the headquarters and regional offices. It discusses the duties, qualifications, and application procedures for various positions. It shows the addresses and geographic areas of the regional offices, where persons must apply. Also available from the regional offices are listings of estimated vacant positions by title, location, and grade.

Most positions, including park ranger, park technician, park aid and laborer, are located in the field. A Standard Form 171, or letter of application, should be sent to the regional offices serving the geographic areas where one wishes to work. For summer employment, apply between January 1 and February 15, 1977. For employment in the fall, winter and spring months of 1977-78, apply between June 1 and July 15.

Generally, one can be considered for only two types of positions in two areas (parks, monuments, etc.) in the entire System. This procedure may vary from region-to-region, depending upon the number, type, and location of the positions. Persons will be informed of any changes when they contact the regional offices. These restrictions do not apply to positions included in Group I, Civil Service Commission Summer Jobs Announcement Number 414. But only a few positions, such as student assistant, lifeguard and clerical, will be filled from lists of eligibles under this announcement.

As in the past, the competition for seasonal positions should be keen. All applicants will receive every consideration, and if not contacted by June 1, they can assume they will not be offered summer jobs.

There is no indispensable man.

—Franklin D. Roosevelt.

Catch-22

Whether or not supervisors have the right to assign employees tasks that are not specifically described in their position descriptions is a question that has plagued both employees and supervisors.

The frequency with which this question is raised indicates that certain basic misconceptions exist regarding the authority of supervisors to make work assignments and the actual function of position descriptions.

It is important to remember that position descriptions *reflect* rather than *prescribe* the duties supervisors and managers assign to employees. Within the scope of their delegated authority supervisors have the right to make work assignments to their subordinates so long as the work assigned is reasonably related to the employees' position and qualifications.

For example, a supervisor may assign a GS-3 stenographer the task of delivering copies of a letter to other offices in the same building even if the employee's position description does not say "delivers copies of letters to other offices."

But it would be unreasonable to assign a GS-3 stenographer the task of solving a complex engineering problem, conducting a financial audit or diagnosing an illness in a patient.

Moreover, an employee's refusal to carry out

a legitimate work assignment may be cause for disciplinary action.

Usually, assigned work is or should be described in the position description, but there are many reasons why it may not be. For example, the unit may have received an unusual or unexpected work project, or one that was not anticipated when the description was initially prepared. Another reason could be that the work is too detailed or performed too rarely to be described.

A position description is usually considered adequate if it describes the major duties and responsibilities and is presented in sufficient detail so that a trained position classifier can classify it to the proper series, title, and grade.

Generally this means that the work is described well enough so that the qualification requirements of the job are apparent to a person familiar with the occupation. The position description need not describe minor duties performed for a small percent of the employee's time, incidental duties, or those not performed on a regular or recurring basis.

("Reprinted from "Lassen Rumbings"
Lassen Volcanic National Park, Calif.)

Youth rebuild historic race at Hopewell

By Roger C. Lawn
Camp Director
Hopewell Furnace Youth Conservation
Corps Camp, Pa.

Today Hopewell Village National Historic Site, Pa., is peaceful. There are no visitors wandering among the buildings, but only a light blanket of slowly falling snow quietly transforming the village into a still winter scene. This setting contrasts markedly with the activity of last summer: numerous visitors, an interpretive living history program, and Hopewell Village's first Youth Conservation Corps Camp.

The Hopewell Furnace YCC combined the goals of accomplishing needed conservation work in the Village, providing jobs for local teenagers, and helping them develop an understanding and appreciation for this Nation's natural environment and heritage. The 16 Pennsylvania youths who worked at the camp biked or drove to the park each morning, ready to start work by 8:00 a.m. After a short tailgate safety session, everyone donned his hard hat, grabbed lunch and work gloves, and set off for the morning work site. This summer an early morning visitor to the park might have seen three work groups, each led by its work leader, walking down the entrance road toward either the east race, the Environmental Study Area, or another project location.

Rehabilitation of a portion of the east race, the original manmade waterway to the Hopewell Furnace waterwheel, was the major work project tackled by the youngsters. They literally tore into 600 feet of grapevines, honeysuckle, saplings, and poison ivy to expose the tumbling down stone retaining wall. Work leaders stressed safety at every opportunity: in both the use of tools and in facing natural hazards. Funding for the camp was approved so late in the season that there was not time to develop a comprehensive safety program for the use of power tools. Everyone used hand tools only, and even so this often proved to be an enrollee's first experience in using such tools. Corps members also learned how to deal with natural hazards like poison ivy and poisonous snakes; quite a new experience for some of the inner-city youngsters who attended the camp.

Willing hands began to rebuild over 300 feet of the dry-set stone retaining wall even before the raceway was completely cleared. Tutored by the Village maintenance staff in the difficult trade of dry-setting a stone wall, the enrollees soon became adept at laying a stable stone wall. The rehabilitated raceway is now readily visible to the visiting public and the deterioration of the historic feature is, at least for the present, arrested. The completed project is marked by a sign, designed by the workers themselves, informing park visitors that the raceway was rehabilitated by the 1976 Hopewell Furnace Youth Conservation Corps. This will surely be a source of pride for these young men and women when they graduate into adult society.

It wasn't all hard physical work for the



YCCers installing a trail register they had designed and built.

youngsters participating in the camp. They devoted a fourth of their time to the environmental awareness program. These Corpsmembers who were interested had the opportunity to participate in the Village living history program. Two of them continued in the program as volunteers after the closing of camp.

Each work leader presented specific information about some aspect of the environment relating directly to southeastern Pennsylvania. Enrollees examined the life cycle of the Monarch butterfly — larva, pupa, and adult — during work leader Elmer Dengler's discussions of them and their migration patterns. David Henry, the Environmental Education instructor, led field trips to places selected for their unique educational opportunities. The most popular trip was to Middle Creek Wildlife Management Area. There Dave conducted a nature walk reviewing many facets of forest management practices. Enrollees also observed thousands of wild Canadian geese and discussed the pros and cons of controlled hunting.

For the young workers, environmental education integrated within each work project proved the most beneficial and popular aspect of the environmental awareness program. At the east race they saw how nature reclaimed man's work, providing a home for a small community of animals. Deer paths and frost-heave contributed to the earlier deterioration of the stone retaining wall. Here, as at all project sites, enrollees were encouraged to ask questions about what they observed in the surrounding environs.

The 1976 Hopewell Furnace YCC camp was of considerable benefit to Hopewell Village

Portion of the completed race.



NHS. The youngsters accomplished work that otherwise could not have been done within the park's budget. In addition to rehabilitating the east race, they cleared all the park's hiking trails, including some extensive erosion control on one deeply eroded hillside. Corps members creosoted an old pavilion in the Environmental Study Area, cleared and marked sections of the park boundary, cleaned historical vehicles and structures, and designed, built, and installed three trail registers. Local newspapers allotted substantial coverage to the camp, providing Hopewell Village NHS with additional publicity and enhancing community awareness of the services provided by the park. The boys and girls participating in the program learned about the environment and had the experience of performing some hard manual labor. They were encouraged to join in initiating and planning work projects, not just blindly follow orders. The camp brought enrollees from different backgrounds together, giving them the opportunity to learn about themselves and each other and preparing them to accept the responsibility of maintaining and managing our natural resources. As work leader Bill Brooks wrote, "The people in my group who willingly participated in the camp are left with the knowledge that they gained a wider respect for the environment and an insight into group interaction."



Race, before and after rehabilitation.



Trail work in the Environmental Study Area.

Creosoting exterior of the pavilion in the Environmental Study Area.



Some of the staff and YCC participants pictured are: Marcia O'Hagan, Phyllis Hartz, John Rothwell, Greg Jones, Larry Leidy, Amy Miller, Tammie Wenrich, Elmer Dengler, Frank Yanicheck, Kevin Painter, John Butt, Bill Brooks, Helena Starkey, Barry Starr, David Henry, and Randy Hoffman.

NPS/Navajo ranger exchange



Fred White.

Fred White, 21, the first Indian to participate in the Intergovernmental Personnel Exchange Agreement (IPA), recently began his first week with NPS at Sunset Crater National Monument, Ariz. White, a Navajo, will take

part in a basic intake/ranger/interpretive program that will prepare him for the position of chief ranger of the Navajo Nation Ranger Division.

White was born and raised on the Navajo Reservation in Ganado, Ariz. He attended junior and senior high school in Rehoboth, N. Mex., and studied biology at Calvin College in Grand Rapids, Mich., and the University of Arizona in Tucson. He hopes to earn a degree in biology shortly.

"I feel fortunate to have been selected. We have only 15 rangers on our Reservation. Resources need to be developed. The ranger system needs to be upgraded. Public relations need to be improved. I hope to help develop many of these things based on much of what I learn from the National Park Service when I return." NPS expects to gain many insights con-

cerning Navajo culture from White as well.

Fred and his wife, Annabelle, and their year-and-a-half-old son, Kevin, reside on the Sunset Crater NM grounds.

Curator's cure-all

One of the most useful books ever published by the National Park Service, *Manual for Museums*, by Ralph H. Lewis, is now available for sale by the Superintendent of Documents.

The book, a special project of the Museum Services Division, provides curatorial standards and serves as a reference for museum workers both within and outside the Service. It was edited and designed by the Professional Publications Division.

Mr. Lewis, a museum curator and administrator with over 40 years of experience in the Service, spent the last several years writing the text, an outgrowth of an earlier volume entitled *Field Manual for Museums*, by Ned J. Burns.

In a foreword to the book, Director Everhardt notes that Mr. Lewis brings the literature of good museum practice up to date, and states that "it is clear from the book's contents that it will become a standard reference for all museum workers, and will be especially valuable to the student who wishes to pursue a museum career."

Art Allen, chief of the Museum Services Division, explained that all museums and park areas will receive copies of the book in the near future.

SWR gets new maintenance chief

John M. Parks, assistant superintendent and chief of Operations at Mount Rainier National Park, Wash., since 1971, has been named chief of Maintenance for the Southwest Region.

Parks assumed his new post early this month, replacing Curt Townsend who recently transferred to the Denver Service Center.

A 20-year-veteran of NPS, Parks, 39, began as a civil engineer for the Western Office of Design and Construction in San Francisco. While there he had field assignments at Sequoia National Park and Yosemite National Park in California, Yellowstone, Mesa Verde National Park, Colo., and Custer Battlefield National Monument, Mont.

In 1963 John became park engineer at Flaming Gorge, Utah, and in 1965 was named assistant chief of Maintenance at Grand Canyon National Park.



John M. Parks

Parks, a native of Berkeley, Calif., holds a degree in engineering from the University of California. He is married to the former Ann Thomason of Anaheim, Calif., and they have three children, Dan, 14, Jenny, 12, and Tom, 10.

Forty-fourth honor awards convocation held

Music by the United States Air Force Band filled the air in the large Interior Department auditorium as several hundred employees and guests gathered for the 44th Honor Awards Convocation on the afternoon of Dec. 7. Then to a hushed crowd, the Joint Armed Forces Color Detail presented the colors, Camille Elias of the Secretary's Office sang the National Anthem, and the invocation was given. Following some brief remarks, Secretary Kleppe presented 74 awards — the ceremony lasting more than an hour.

Park Service people granted the Distinguished Service Award were Glen T. Bean, Imogene B. LaCovey, Granville B. Liles, William J. Murtagh, William B. Robertson, Jr., Joseph C. Rumburg, Jr., and Albert Schroeder. The award is given for an outstanding contribution to science, outstanding skill or ability in the performance of duty, an eminent career, or an outstanding or exceptional contribution to public service.

There were two Park Service Valor Awards of the seven granted. James E. McOwien, a maintenance supervisor at Golden Gate National Recreation Area, Calif., was honored for "courageous action involving a high degree of personal risk, which resulted in saving a life."

A Unit Citation for Valor was awarded to

29 employees of Rocky Mountain National Park for "exceptional skill, stamina, and courage demonstrated during rescue and assistance operations during the Big Thompson flood of July 21, Aug. 1." NPS personnel were involved in directing air operations, ground searches, medical assistance, body recoveries and security operations.

Conservation Service Awards were presented to 22 private citizens or groups. Of these, 20 went to those associated with the Park Service. They were: Independence Hall Association, L. W. Lane, Jr., John I. Nicol, Senator Alan Bible, Representative Julia Butler Hansen, Ada Louise Huxtable, W. Robert Williams, Carlisle H. Humelsine, Thomas Lawson McCall, James Marston Fitch, Charles E. Peterson, Harley J. McKee, Carl Feiss, Frederick Johnson, John O. Brew and Emil W. Haury. Receiving awards in absentia were Piero Gazzola, Harold James Plenderleith, Ronald F. Lee (posthumous) and Michio Oi.

Immediately after the Convocation, NPS held a reception to give everyone an opportunity to congratulate our awardees. Director Everhardt and Deputy Director Briggles personally congratulated each of those honored.

(See pictures on p. 12.)

A tough bunch of supers

Looks like the photographer interrupted a wild western poker game to get mug shots of this tough-looking bunch. Superintendents attending a Colorado zone meeting in Durango, Colo., are: (1 to r) front row — Dick Strait, RMRO; Lynn Thompson, regional director; Denny Huffman, Great Sand Dunes National Monument; second row — Joe Kastellec, Black Canyon of the Gunnison National Monument; Jack Williams, Florissant Fossil Beds National Monument; Ron Switzer, Mesa Verde National Park; Al Wilcox, Hovenweep National Monument; top row — Pat Patterson, Bent's Old Fort National Historic Site; Jim Liles, Shadow Mountain National Recreation Area; Ed Menning, Rocky Mountain Park; Bob Benton, Colorado National Monument; Glen Bean, deputy regional director, RMR; and Bernie Packare, Curecanti National Recreation Area.



Scientists, managers hold hands

The First Conference on Scientific Research in national parks drew nearly 700 scientists and park managers to New Orleans Nov. 9-12, to consider more than 321 papers in seven scientific disciplines.

Co-sponsored by NPS and the American Institute of Biological Sciences, the conference was keynoted by Assistant Secretary Nathaniel P. Reed and Director Gary Everhardt. The Director called for a determined weaving of science and management into "one strong strand." He cited a new disposition on the public's part to haul park problems into the courts, and observed that "we managers need the information that only science can afford."

Conferees spent the next 5 days formally examining park research and informally exploring the integration of science and management objectives.

All 321 papers presented in New Orleans will be published in the Spring, according to Drs. Robert M. Linn and George Sprugel, Jr., former NPS chief scientists who co-chaired the Conference. The park research papers fall into seven categories — terrestrial biology, aquatic biology, geology, meteorology, sociology, anthropology and information sciences. The keynote addresses and welcoming remarks by NPS Chief Scientist Theodore W. Sudia and AIBS Director Richard Trumbull will be included in the published Proceedings.

Hope was expressed by Dr. Sudia that the success of the 1976 Conference will result in the gathering becoming a biennial event.

Garcia goes west

Luis E. Garcia-Curbelo has been named superintendent of Appomattox Court House National Historical Park, Va. He began his new assignment in December.

Garcia, 49, succeeds H. Gilbert Lusk, who recently became the first NPS superintendent of Valley Forge National Historical Park, Pa.

A native of Santurce, Puerto Rico, Garcia comes to his new post from Statue of Liberty National Monument, N.Y.-N.J., where he was superintendent since 1974. He began his NPS career in 1965 as a construction and maintenance representative at San Juan National Historic Site, Puerto Rico. In 1970, he transferred to the Navajo Lands Group in Farmington, N. Mex., as a maintenance specialist.

Garcia earned a Bachelor of Science degree in civil engineering from the Agricultural and Mechanical College in Mayaguez, Puerto Rico in 1948. He took further studies in business administration at the University of Puerto Rico. A veteran of the U.S. Army, he attended the Army's Engineer Officer Candidate School at Ft. Belvoir, Va., and received an honorable discharge from the Army in 1962.

As manager of the Statue of Liberty Monument, Garcia was responsible for the day-to-day operation of Liberty Island, site of the Statue of Liberty, and Ellis Island, which opened to the public in the spring of 1976.

Garcia and his wife, the former Lourdes I. Rodriguez, are parents of four children, Luis E., 14; Lourdes I., 12; Eduardo, 9; and Laureen Marie, 7.

Lassen has new hamburger man



Koeberer family.

John Koeberer, 32, family man and father of two, is one of the Park Service's newest concessioners in his position of president of Lassen Guest Services. His company operates Manzanita Camper Services, Dradesbad Guest Ranch and the Lassen Park Ski Area, all in Lassen Volcanic National Park, Calif.

And he's no stranger to Lassen or serving the public. During summers while still in college, he worked on the park's blister rust control project and as a truck driver for the park's road and trail crew. After college, he went to work for the Bureau of Outdoor Recreation in San Francisco and married Pam Williams.

Pam is a NPS "brat" twice over. Her father, Tom Williams, now deceased, was on the maintenance staff at Lassen for years. Her mother, "Mickey," served as the park's personnel officer until her retirement. After a year in "Bagdad by the Bay," John and Pam nixed city life and returned to Lassen and helped Pam's grandparents manage the Childs Meadows Resort in the summer of 1967. That fall they returned to the city so Pam could complete her nursing studies and John cooked hamburgers at a fast-food joint for two winters.

Once again they returned to Lassen and John landed a job with the Lassen National Park Company — cooking hamburgers! By the winter of 1970-71, John was managing ski area operations.

In 1973, they left Lassen once again to work at a resort in the Lake Tahoe area, but John got promoted right back to a city job — this time in Los Angeles. No thanks, he said.

Lassen beckoned. GSI, the temporary concessioner for the park, hired John as its general manager.

The gamble paid off. John and Pam were selected as the concessioners for Lassen Volcanic in August. They have a 5-year contract now.

John thinks of his management style as one of the basics: emphasis on cleanliness, friendly employees and attention to visitors' needs and desires. All of the Koeberers' employees wear "We're Glad You're Here" buttons, and according to Park Superintendent Bill Stephenson, "The attitude of John, Pam and all the concession employees emulates what those buttons say."

John expresses his feelings about being a concessioner this way . . . "I honestly feel very fortunate that I have been given this opportunity to do business in one of nature's truly magnificent settings and deal with people who are obviously happy to be visiting one of their national parks."



Letters

To the Editor:

You cannot begin to imagine the amazement and enthusiasm that was generated by the DVIS (Departmental Vacancy Information System) list. People were saying, "I can finally put in for a position which really interests me." Then the bubble burst a few weeks later when the GS-025 series was lifted from the list. It is unfortunate that the administrators in WASO decided that the list was incompatible with the computerized BEE System. The future of most NPS employees will now continue to be cloaked in the mysterious ways of the computer.

Skip Prange
Park Ranger, Lake Mead NRA
Ariz.-Nev.

Dear Mr. Prange:

The Service uses a skills inventory system to locate candidates for vacancies occurring at grades GS-9 and above throughout the Service. At the heart of this system is a very simple visual scanner that merely identifies candidates who have the skills necessary to perform satisfactorily in any given vacancy.

As an example, if the superintendent of Lake Mead were to request a certificate to replace a GS-9 sub-district ranger at Boulder Beach, he might want this person to have skills in traffic control, firearms handling, emergency medical care, boat operations and search and/or rescue organization. An evaluator from a field installation on detail to the Branch of Employee Evaluation would screen the skills inventory system for employees who have indicated on their Form 10-183b that they have these skills. They are located by their BEE number and their folders are reviewed for awards, training, education, career goals and limitations of health, school or housing considerations. Particular attention is given to the supervisor's and reviewer's comments on career goals and potential for advancement. The field evaluator discusses, in a panel session, his conclusions with the other field evaluators and permanent staff members to arrive at the best qualified candidates. It is a long and detailed process that takes several days, and by no stretch of the imagination resembles a computerized system.

The incompatibility between DVIS and the skills system was two-fold. First, there are more than an adequate number of candidates in the skills system to fill all but some of the very specialized positions within the Service. Second, the majority of the applicants responding to DVIS did not meet the qualifications requested by the selecting official. Consequently these applicants rarely were those considered best qualified when measured against other candidates that did have these skills.

The Branch of Employee Evaluation brings in from the field — on 4-week details — personnel to evaluate and prepare certificates of eligibles. It is hoped that these detailees will carry back to the parks the word on how the system works.

Mary C. Bradley
Chief, Branch of Employee
Evaluation and Staffing, WASO

To the Editor:

Susan Barker's Letter (November, 1976) is appalling. Why? Because she may represent many maintenance personnel throughout the Service and she writes of a sad truth. My hope is that the "invisible division" of Maintenance is only invisible to a few

We're in this together - no matter how isolated our specialization makes us, the parks survive and thrive *only* when we all do our share. We must do even *more* than our share. . . .

"Division" doesn't need to mean insult, derision, or even mere tolerance. It can and must mean separate, yet working together. . . .

Susan, you're wrong about the visitor. Maybe *you* have received some looks you'd rather forget as you carried your broom into an outhouse. Others have, too. But most visitors are amazed at how clean everything is kept, how great the roads are, and how helpful the maintenance staff is. The results of your work are visible even when you've quit for the day. If we hear compliments about such things, it's our job to make sure you know of them so you don't end up with another thankless day.

Here again, we must draw from each other. Passing along compliments should be second nature to all of us; without them, we all feel left out and tend to forget why we're here.

Yes, you're Maintenance. And without you, our parks *would* be declared "disaster areas." You're very high on the priority list. We recognize your special worth, we see the inconsistencies which hurt you, and we care.

Neysa M. Dickey
Clerk-Typist
RMRO

Ranger/naturalist Herma Albertson - Yellowstone NP (1929).



To the Editor:

I know the uniformed employees are glad to see that the Uniform Allowance has been raised to \$400 for both male and female employees. Do you remember when female employees re-

ceived less uniform allowance than did male employees? Women started to ask why. We have to buy this expensive uniform, we have replacement costs, why should we receive less? It was not an easy battle, it took many memorandums and meetings and some shouting too, but eventually the Park Service listened and the uniform allowance was made equal.

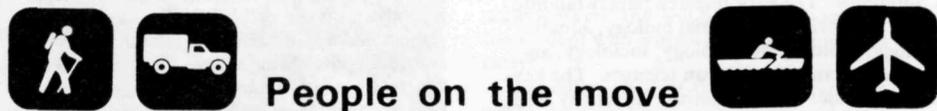
Women do have a voice in the National Park Service but we have to make ourselves heard. If we get too complacent with the way things are going, we are going to start whispering again and this can't happen. Things are going pretty well - women are taking their place in management, but they didn't get there easily and we still have a long way to go. We have no women in the management decisionmaking positions in the regional offices; we have only 10 women park managers and one woman assistant superintendent, preparing to take over a major park area. These are some of the areas where we must work for change.

We urge women to keep their voices up. If things start to slide, if it looks like the Park Service is taking a step backward, then speak up. The National Park Service has benefitted tremendously by incorporating more women into the management field, they are doing an outstanding job. There are more women out there ready for the chance to show what they can do.

Nancy Hemmenway, secretary,
Office of Assistant Director,
Development, WASO

Note from the Editor:

We regret that more up-to-date information is not available for publishing PEOPLE ON THE MOVE. DIPS provides us with the print-out, and we believe this is the best procedure for getting accurate information about personnel changes.



New faces

- BAKER, John E., III, Contract Specialist, Harpers Ferry Center
- BRISCOE, Clara Mae, Computer Technician, Branch Transportation, NCP
- CONRAD, Eleanor C., Park Tech, Booker T. Washington NM
- COOK, Daniel P., Maintenance Worker, Virgin Islands NP
- DEWING, Donald L., Laborer, Cabrillo NM
- FOSTER, Richard W., Electrical Worker, Ozark NSR
- FULLER, Glenn R., Park Ranger, Grand Canyon NP
- GAINS, Carolyn J., Librarian, Park Operations, SERO
- GEISER, Richard C., Architect, Historic Preservation Div, DSC
- HANNEMANN, Edward H., Clerk-Typist, Fort Vancouver NHS
- HARMS, Denise L., Clerk-Typist, Yellowstone NP
- HENDRICKS, Austin B., Maintenance Worker, Virgin Islands NP
- JOHNSON, Deborah E., Sec., Professional Services, NCP
- KENNEDY, Monica M., Janitor, Theodore Roosevelt NMP
- LATTA, Dennis J., Park Tech, Lincoln Boyhood NM
- McPEEK, Loye Jane L., Clerk-Typist, Great Smoky Mountains NP
- NIDEVER, Edward W., Realty Spec, Planning & Assistance, SERO
- PITCHFORD, Blanche E., Clerk-Typist, Dinosaur NM
- PROVENZANO, Richard, Maintenance Worker, Gateway NRA
- SATTERLEE, Thomas A., Laborer, Whiskeytown NRA

- SAUNDERS, Mary Z., Clerk-Steno, Cape Cod NS
- SCOTT, Robert J., Admin Clerk, Sleeping Bear Dunes NL
- SMITH, Cynthia J., Supv Park Ranger, Div Interpretation & Resource Mgmt, NCP
- THEN, Charles A., Maintenance Worker, Gettysburg NMP
- WEAVER, William Edward, Engineering Geologist, Redwood NP
- WEBSTER, Michael B., Park Tech, Independence NHP
- WELLS, Antoinette E., Clerk-Typist, Div Maintenance, NCP
- CALAWAY, Dennis L., Accounting Tech, Administration, RMRO
- CATHERINE, Harry G., Realty Specialist, Planning & Assist, SERO
- CHRISTIANSEN, Donald A., Sewage Disposal Plant Operator, Glacier Bay NM
- COMERFORD, Patricia A., Park Tech, Roads & Trails Section, NCP
- CONNELLY, Rose M., Clerk, Administration, RMRO
- COTTER, Paul K., Appraiser, Land Acquisition, NARO
- CRECELIUS, Dorothy S., Administrative Clerk, Curecanti Recreation Area
- CROCKER, Joseph Pepper, Civil Engineer, Assist Mgr NCP Team, DSC
- DODSON, John G., Carpenter, Harpers Ferry NHP
- GUYER, Ryan L., Electrical Engineering Tech, Professional Services, NCP
- HALVERSON, George, Heavy Mobile Equipment Mechanic, Crater Lake NP
- HARRISON, Guy S., Heavy Mobile Equipment Mechanic, Rocky Mountain NP

HARVARD, Dale A., Maintenance Worker, North Cascades NP
 HAUN, M. Lanette, Sec, Grand Teton NP
 HOLMES, Mary K., Park Ranger, Boston NHP
 KING, Debra H., Clerk-Typist, Kennedy Center Support Group
 MALONE, Gary M., Laborer, Lake Mead NRA
 MARSHALL, Richard R., Civil Engineer, Assist Mgr W/PN Regions Team, DSC
 McCARTHY, Constance E., Clerk-Typist, Sagamore Hill NHS
 McGINNIS, Ronald L., Maintenance Worker, Yellowstone NP
 MELIA, Ruth C., Personnel Clerk, Administration, NARO
 OTT, George R., Realty Officer, Operations, MWRO
 PACE, Beverly J., Clerk-Typist, Interagency Archeological Services, Atlanta
 ROGERS, Donald L., Park Tech, Mammoth Cave NP
 SCHROEDER, Clyde L., Architect, Historic Preservation Div, DSC
 SIPOS, Joseph W., Electrical Engineer, Assist Mgr W/PN Regions Team, DSC
 SWEENEY, Beatrice M., File Clerk, Big Cypress Land Acquisition Office, SERO
 VARGO, Patricia A., Data Transcriber, Finance Div, PNRO
 WATKINS, Anna Whitfield, Engineering Tech, Graphic Services Div, DSC

New places

AIKENS, Martha B., Park Ranger, Everglades NP, to Supv Park Ranger, Everglades NP
 BASNIGHT, MacFOREST, Park Tech, Hatteras Island, to Maintenance Worker, Hatteras Island
 BORGSTEDE, Robert, Realty Spec, Cooperative Activities, MARO, to Supv Realty Spec, Land Acquisition Div, WASO
 CONTOR, Roger J., Park Mgr, Rocky Mountain NP, to Assist to the Director, Alaska Planning, WASO
 FINK, William O., Park Ranger, Hawaii Volcanoes NP, to Same, Homestead NM
 HOUGHAM, Richard W., Supv Park Ranger, Bluffs District, Blue Ridge Pkwy, to Park Ranger Bighorn Canyon NRA
 HUTCHESON, Joel W., Maintenance Foreman, Fort Sumter NM, to Facility Mgr, Cumberland Island NS
 LOVEJOY, Henry C., Maintenance Man, Whiskeytown NRA, to Carpenter, Death Valley NM
 MARR, Galen R., Supv Park Ranger, Petrified Forest NP, to Same, Everglades NP
 NEAL, Johnny D., Park Ranger, Mount Ranier NP, to Supv Park Ranger, Everglades NP
 SHIRAKAWA, Teresa T., Voucher Examiner, Finance, WRO, to Park Tech, Pinnacles NM
 STOLZ, Peter, Park Tech, Prince William Forest Park, to Same, Shiloh NMP
 TANN, Ella L., Payroll Clerk, Transportation, NCP, to Payroll Tech, Finance, WASO
 VONSTEEN, Yvonne, Admin Clerk, NCP-East, to Sec, Youth Activities Div, WASO
 WHITE, Kenneth E., Realty Spec, Sleeping Bear Dunes Land Acquisition Office, to Realty Officer, Voyageurs Land Acquisition Office
 BERES, Penny J., Park Tech, Lake Mead NRA
 BLANKENSHIP, Ronald L., Private, Special Operations Force, NCP
 BLASSINGAME, Margaret M., Sec, Assist Mgr MA/NA Regions Team, DSC

BROWN, Lisa H., Clerk-Steno, Blue Ridge Pkwy
 DAVIS, Fredrena C., Sec, Programming & Budget, WRO
 DEMARTINI, Celia A., Clerk-Typist, Finance, WRO
 HUBBERT, Vincent D., Supv Park Tech, Independence NHP
 HUDSON, Catherine L., Park Tech, Tonto NM
 JARRETT, Sandra H., Clerk-Steno, Canyonlands NP
 JIBLIOTTI, James S., Clerk, Alaska Area Office
 JONES, Shirley R., Janitor, Transportation, NCP
 MATLOCK, Regina E., Dips Clerk, Yosemite NP
 McDONALD, James H. Jr., Signmaker, Rocky Mountain NP
 PRYOR, James C., Maintenance Mechanic Foreman, Area I, NCP
 RAUSCH, Robert O., Sec, Interag Archeological Services, San Francisco
 SCHOELLHORN, Ardelle J., Voucher Examiner, Finance, PNRO
 SCHATZ, Florence, General Accounting Clerk, Everglades NP
 WAYT, Trina L., Park Tech, Mesa Verde NP
 YEARY, Deborah A., Sec, Dinosaur NM

BROWN, James L., Park Mgr, Sagamore Hill NHS, to Same, Longfellow NHS
 BROWN, William L. III, Supv Staff Curator, HFC, to Staff Curator, Div Reference Services, HFC
 GRIFFIN, James M., Park Ranger, Gateway NRA, to Supv Park Ranger, Shenandoah NP
 GUNN, William H., Maintenance Worker, Olympic NP, to Maintenance Mechanic, Petrified Forest NP
 HOCKMAN, Robert E., Facility Mgr, Chamizal NM, to Same, Virgin Islands NP
 HOUCK, Jason R., Park Ranger, Great Smokey Mountains NP, to Supv Park Ranger, Mammoth Cave NP
 LOWIN, Donna K., Admin Clerk, Fort Union NM, to Admin Tech, Midwest Archeological Center
 MAHONEY, Betty L., Supply Clerk, Virgin Islands NP, to Admin Clerk, Moores Creek NMP
 MARCHINGTON, Joanne B., Sec, Yellowstone NP, to Clerk-Steno, Glacier NP
 PIMPELL, Bertha M., Sec, Surveys Div, DSC, to Same, Professional Support Div, DSC
 RAY, James E., Supv Park Ranger, Blue Ridge Pkwy, to Same, Virgin Islands NP

SANDERS, Dale D., Supply Tech, Assoc Reg Dir Admin, RMRO, to General Supply Spec, Administration, MWRO
 TACKITT, Ricky C., Laborer, Montezuma Castle NM, to Maintenance Worker, Tonto NM
 WINTERS, Stephen L., Maintenance Worker Big Hole NB, to Heating Equipm't Mechanic, Grand Canyon NP

Out of the traces

BITTICK, Betsy A., Accounting Tech, Administration, RMRO
 BLOUNT, Willie M., Private, U.S. Park Police
 BOND, Marjorie A., Purchasing Agent, Glacier NP
 BUTLER, Kathy E., Correspondence Clerk, Labor Relations Branch, WASO
 CALLIS, Patrick E., Computer Spec, Data Systems Div, WASO
 DALEY, Robert E., Motor Vehicle Operator, Golden Gate NRA
 ENDICOTT, Charles E., Inventory Mgmt Spec, Glacier NP
 FARIS, Rebecca L., Budget and Fiscal Assistant, Grand Canyon NP
 HEYDINGER, Earl J., Park Ranger, Hopewell Village NHS
 HOOD, Chester O., Maintenance Worker Foreman, Fort Laramie NHS
 JOHNSON, Lafayette D. Jr., Operating Accountant, Administration, SERO
 LISSY, Lee W., Park Tech, De Soto NM
 MAHONEY, E. Maxine, Admin Tech, Manassas NBP
 NEFF, Neil R., Mail & File Clerk, Grand Canyon NP
 PIPKIN, Laurez, Maintenance Worker, Nathe Trace Pkwy
 ROGERS, Robert W., Supv Park Ranger, Isle Royale NP
 ROSA, Donna J., Accounting Tech, Finance, PNRO
 SMITH, Joe A., Engineering Equipment Operator, Sequoia NP
 SULLIVAN, Roy C., Park Ranger, Shenandoah NP
 TOLLIVER, William M., Tractor Operator, Vicksburg NMP
 VALENTINE, Jerome, Janitor, National Mall, NCP
 WILLIAMS, Constance B., Clerk, Hatteras Island



U.S. Department of the Interior
 Secretary Thomas S. Kleppe



National Park Service
 Director Gary Everhardt
 Deputy Director William J. Briggie

Thomas H. Wilson
 Acting Chief,
 Communications

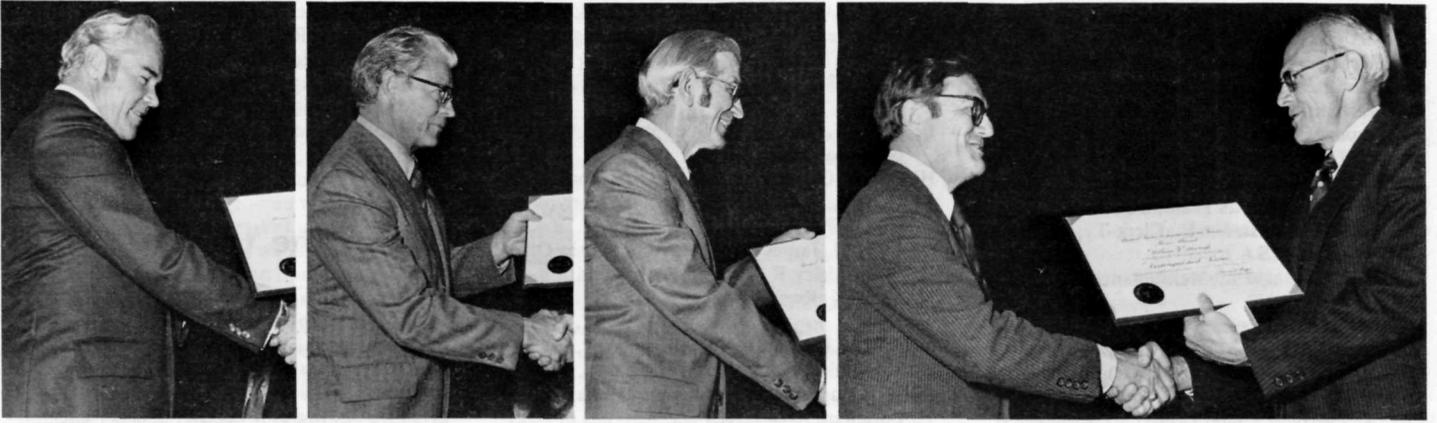
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 Publications and Public Inquiries

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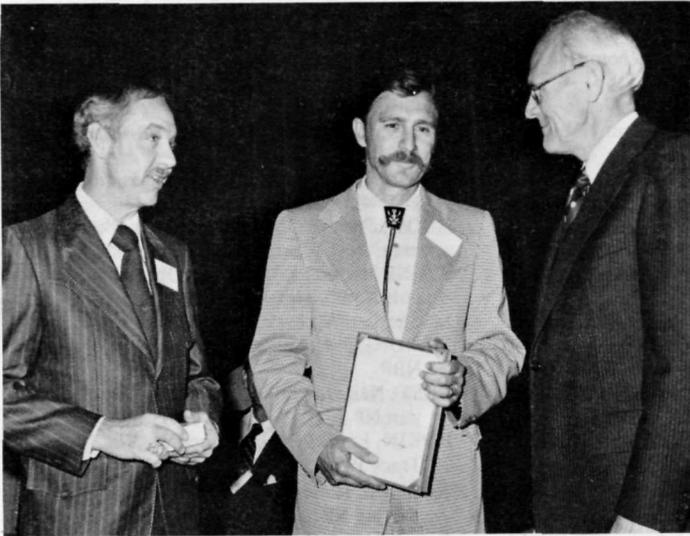
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Award highlights (See story on p. 8.)



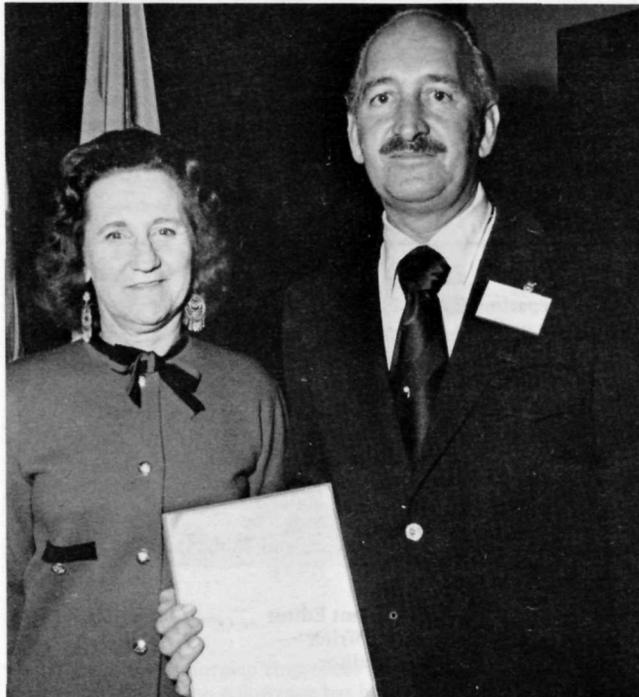
Joseph C. Rumburg, Jr., Glen T. Bean, Granville B. Liles, William J. Murtagh and Thomas S. Kleppe.



Orville Thomas and George Wagner accept Valor Award for Rocky Mountain NP.



Lawrence W. Lane, Mrs. Briggie, Mrs. Lane, and William J. Briggie.



Mrs. McOwien and James E. McOwien.



Imogene B. LaCovey, Gary Everhardt, and Julia Butler Hansen.