

A Little Recognition Goes a Long Way!

The staffs in most agencies and organizations are leaner these days, yet the workload has not decreased. Employees must be more efficient to accomplish their organizations' mandates. Keeping employees motivated and productive is a prime concern for many managers.

An underutilized and often overlooked method of motivating employees and improving their productivity is through an awards system. Behavioral scientists state that the principal factor that helps create highly productive and satisfied workers is recognizing and rewarding effective performance in a way that is meaningful to the employee.

Federal agencies use cash incentives and bonuses to recognize and encourage superior performance. Through the Incentive Awards Program, Honor Awards, Special Achievement, Special Act or Service, Quality Increases and Suggestion Awards are available to Federal employees who have demonstrated performance above that required for the job, or who have submitted suggestions or inventions that improve or contribute to the economy and efficiency of operations, or directly increase the effectiveness of the Government.

Fairfax County, VA

Fairfax County in Virginia presents Unusual Merit Increases to deserving employees. The Fairfax County Park Authority (FCPA) in Annandale, Virginia, recently initiated an energy conservation

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The Fairfax County (VA) Park Authority established its 'Park Power' awards in 1981 to recognize exemplary energy management efforts by staff members. Honored the first year were: the Maintenance Div. for vehicle fleet management; Wakefield Recreation Center and Riverbend Interpretive Center for facilities management; and Louis A. Cable, Assistant Director (second from left) for program support. Pictured with Cable (left to right) are Irvin Paale and Bill Hellwig, district maintenance supervisors; George Sachs, Wakefield Park manager; Lean Nowajchik, naturalist at Riverbend; (kneeling) Bobby Rayce, maintenance division superintendent, and Snap Shifflett, district maintenance supervisor.

Dear Subscribers and Readers of GRIST:

Beginning with this second issue, Spring, 1983, GRIST will be published as a quarterly (4 issues per year) instead of the previous 6 bimonthly issues. Each quarterly issue will consist of 12 pages of time-, cost-, and energy-saving ideas, instead of the previous 8 pages.

This change will continue to provide our subscribers and readers with the same amount of helpful material contributed by experts who have devised easier and less costly methods for getting

their jobs done. It will also bring GRIST into conformity with the quarterlies TRENDS and DESIGN, the other components of the Park Practice Program. Lastly, this change will help reduce mailing costs.

We sincerely appreciate your interest and support over the years and we hope you will continue to share your ideas to benefit the practitioners within the park and recreation community. Support GRIST by sharing an idea!

Editor

Grist

A publication of the Park Practice Program

The Park Practice Program is a cooperative effort of the National Park Service and the National Recreation and Park Association.

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The Park Practice Program includes: *Trends*, a quarterly publication on topics of general interest in park and recreation management and programming; *Grist*, a bimonthly publication on practical solutions to everyday problems in park and recreation operations including energy conservation, cost reduction, safety, maintenance, and designs for small structures; *Design*, a quarterly compendium of plans for park and recreation structures which demonstrate quality design and intelligent use of materials.

Membership in the Park Practice Program includes a subscription to all three publications and a library of back issues arranged in binders with indices, and all publications for the remainder of the calendar year.

The initial membership fee is \$105; annual renewal is \$45. A separate subscription to *Grist* is \$20 initially, and \$12 upon renewal. Subscription applications and fees, and membership inquiries should be sent *only* to: National Recreation and Park Association, 3101 Park Center Drive, Alexandria, VA 22302.

The information presented in any of the publications of the Park Practice Program does not reflect an endorsement by the agencies sponsoring the program or by the editors.

Articles, suggestions, ideas and comments are invited and should be sent to the Park Practice Program, Division of Cooperative Activities, National Park Service, Washington, D.C. 20240.

For Safety's Sake

All ideas and suggestions shared in the pages of *Grist* are presented as guidelines, not final working blueprints. Be sure to check any device or plan you want to adopt for compliance with national, state and local safety codes.

awards recognition program to encourage continuance and momentum in their pilot program of energy conservation.

These "Park Power" awards include four categories: Facilities Management in the county-wide park system; Facilities Management in district parks and historical sites; Vehicle Fleet Management; and Program Support by an individual, division, project/project team, or public education effort. The initiation of this awards program resulted in a significant reduction in electrical and fuel oil consumption, and the FCPA attributes staff awareness as a key to this success.

The Park Power Awards consist of a plaque which is presented at an annual awards ceremony before the Fairfax County Park Authority Board.

M-NCPPC

The Maryland-National Capital Park and Planning Commission uses Special Achievement Awards, Chairman's Awards and Service Awards to recognize and motivate its employees. In 1980, 49 of the 1,276 employees that were evaluated received Special Achievement Awards. In 1981, 61 employees received these awards and 33 in 1982. The non-monetary Service Awards are presented for length of service and are given in 5-year increments. These Service Awards also include an employee's choice of a piece of jewelry.

NSPR

The National Society for Park Resources (NSPR), a branch of the National Recreation and Park Association, has a special awards program for GRIST contributors.

All material that is published in GRIST is reviewed annually and three "Best of GRIST" awards are presented each year by NSPR. The presentation is made at the National Recreation and Park Association's annual Congress held in October of each year in various cities across the country. (See "Best of GRIST" awards elsewhere in this issue.)

Many persons feel that having their time-, cost-, or energy-saving ideas or developments published in a GRIST issue is recognition in itself. GRIST is read by thousands of park and recreation employees throughout the United States and in foreign countries as well, and helping someone to make his or her job easier is a rewarding experience.

Many GRIST contributions arrive via the Incentive Awards Programs in various Federal agencies. Managers and supervisors are encouraged to share their employees' ideas and suggestions, as well as their own, with GRIST readers.

Conclusion

Some park and recreation agencies experienced reductions-in-force in recent years, and the number of cash awards has sometimes been reduced or eliminated altogether. Often, the money that might have gone for awards was instead used to fund a position.

However, the presentation of a certificate of achievement or a letter of commendation to recognize an employee's extra efforts or accomplishments costs little, yet decidedly provides benefits to the employee and to the agency's operations through higher employee productivity. A little recognition does go a long way!

Maintenance

it obscures the view of the bottom. It also masks the presence of sunken litter (beverages, etc.) until they can be routinely removed.

A powdered but insoluble nigrosine dye had been used before which, while effective, would in time settle out and thus require frequent re-treatment of the ponds. (Nigrosine dye is an inert material that in the quantities used, is benign.)

Aside from the basic aesthetic considerations, a major reason for the utilization of dyes has been to reduce to a minimum the need for periodic draining and cleaning of the water bodies maintained by NCR. These pond maintenance chores have proven to be very expensive. Pond cleaning often is necessitated by the presence of excessive filamentous algae and trash.

In the Fall of 1982, the lake in Constitution Gardens (Washington, DC) was treated with a combination of two soluble dyes: acid blue #9 and acid black DCJ; 90% black to 10% blue. The actual

amounts used were 18 lbs of acid black and 2 lbs of acid blue. The quantity of water in Constitution Gardens Lake is about 5.5 million gallons with a depth ranging from 18" at the shores to about 30" in central locations.

To implement quick and cost-effective ways to introduce these dyes into the water, the total amount of both dyes was put in the reservoir of a high-pressure pumper truck. Once the dyes were in solution the output nozzle of the pumper truck hose was used to spray the dye over the water body to quickly achieve uniform dyeing of the water.

This mixture provided a dark appearance suggesting considerable depth of the lake water and the amount of blue present was not unlike that associated with large deep-water lakes. While the right ratio of black to blue obviously involves subjective values, it was generally felt that the tested ratio produced the desired aesthetic appearance. As of this writing (February 1983) the dye appears to

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Water Impoundments: Controlling Algal Growth

The National Park Service's National Capital Region (NCR) has been using dyes in a number of small ornamental ponds and reflecting pools for purposes of aesthetics and for controlling certain aquatic growths. By darkening the water the growth of algae in the water is partially arrested because less light reaches into the water. The dyed water proves less inviting to park visitors inclined to wade in such water bodies because



be remaining stable.

It is anticipated that NCR will still want to stock and use the previously-used insoluble nigrosine dyes for use when special circumstances call for temporarily darkening pool waters beyond normal levels for further arresting algal growth or for related therapeutic purposes. Under these conditions the added nigrosine dyes will soon drop out of solution—leaving the basic continuing darkened condition afforded by the soluble acid dyes that were put in earlier.

For further information, contact John Hoke, Division of Resource Management and Visitor Protection, National Park Service (NCR), 1100 Ohio Drive, SW, Washington, DC 20242.

Tree Vandalism

Protecting the trees at the Sims Mesa Site of Navajo Lake State Park in New Mexico is an often difficult task. Despite the signs posted throughout the area asking visitors to refrain from cutting or tearing off branches from the pinon and juniper trees, vandalism continued. When a person was caught tearing off the green tree branches, a citation was written up and sent to the local magistrate judge.

Park Manager Richard C. Brooks and the judge recently came up with another way to deal with the vandals. The guilty defendant is asked to buy an evergreen tree, from 4-5' tall, and bring the tree to the park, along with a receipt stating where the tree was purchased. This method has made people more aware of the damage they have caused by tearing or burning the green trees and they are literally "paying" for their damage.

Bolt Puller for Picnic Tables



Picnic tables throughout the Michigan State Parks are taken apart each year to be refinished or to have broken and damaged boards replaced. Park maintenance personnel had to pull the bolts that hold the boards to the base. This was mostly accomplished by using a wrecking bar.

This operation had always been difficult and time-consuming because it required using at least two different size blocks under the bar to get the bolt all the way out. It was difficult to get the bar to grip the bolt or to get the bolts out without bending them.

Ronald McMurray, Manager of Tawas Point State Park (MI) knew there had to be an easier method of pulling the bolts. He devised

this bolt puller which takes much of the work out of this task. The puller removes the bolts without bending them (which saves money) and reduces the time involved by as much as 75%.

The puller was made from material already on hand so there was no cost involved. The channel iron used was 5" but could be 2" or 3" and work just as well. A piece of oak was put under the steel plate to prevent damage to the table. It is designed to pull 5" bolts but could be modified to pull longer bolts if necessary.

A shallow depression was made in the middle of the loop that hooks under the bolt head with a large drill bit to prevent the bolt from slipping out.

Grab-Stick

Picking up litter strewn about an area is a time-consuming task. Concept Engineering, Inc. has devised the Grab-Stick which helps make this task easier and faster to perform.



The Grab-Stick has a wide range of pick-up jaw opening with easy finger tip power control. It picks up tiny objects as well as large, i.e., matches, cigarette butts, bottles, cans, etc. It's rust-proof and works well under water or in wet weather. It's also sturdy but weighs only 12 ounces, and can be used by many handicapped persons.

For further information, contact Concept Engineering, Inc., P.O. Box 6506, Santa Rosa, CA 95406.

Locating Electrical or Mechanical Failures

Locating an electrical or mechanical failure can often be a time-consuming task, especially at the Gateway Arch of the Jefferson National Expansion Memorial Site in Missouri. When a failure did occur, a visual inspection of relays and limit switches, located anywhere from the lower load zone to the observation deck, or on the trams of the Arch, had to be undertaken before the failure could be localized.

Maintenance Mechanic William E. Dohrn suggested that neon indicator lamps be installed in various control and safety circuits on each tram to indicate or localize electrical and mechanical failures. These indicators were placed in the following circuits: (1) tail sheave limit, comp. ropes; (2) tail sheave

limit, governor ropes; and (3) capsule safety circuits.

Dohrn points out that the indicators are not meant to replace the technical skills of good trouble-shooting practices. With the first and third indicators installed, trouble-shooting time could be reduced by half or more. This would allow a mechanic to spend more time concentrating on the areas where the actual trouble exists. To a tram passenger, this could mean the difference between a terrifying experience of being trapped on the tram, or a slight inconvenience if the tram stopped for only a few minutes.

This project involved approximately \$60 worth of materials and 36 man-hours of time, and can be used in other situations as well.

Dohrn received a \$145 National Park Service incentive award for his suggestion.



Fire Extinguishers

Fire extinguishers require two hands to be put into operation—pulling pins, reading directions, etc. This presents only minor problems when there is adequate light. However, serious difficulties can occur when the extinguisher has to be used in darkness or when electrical power cannot or should not be used.

Park Rangers Stanley R. Robins of Acadia National Park (ME) and Roger Rudolph, now stationed at Crater Lake National Park (OR) suggested providing certain extinguishers with a light source, particularly those in park residences, and in park emergency equipment. Resident extinguishers

should have a glow-in-the-dark patch for easy location. A chemical lightstick can be taped onto the flexible hose and when needed, the lightstick is bent, illuminating the extinguisher and surroundings. Even if not used on a fire, the extinguisher could be used to light the way to safety.

Extinguishers in patrol and fire vehicles should have a two-cell flashlight taped to the hose. Park personnel using the extinguisher would use the light to best advantage when responding to fires.

Robins and Rudolph shared a \$25 National Park Service incentive award for this suggestion.



Multi-Use Signs

Whenever a special event, problem or hazard existed at the Chickamauga and Chattanooga National Military Park (GA-TN), the park personnel undertook a constant and repetitious patrol to alert and/or inform the numerous park visitors of the specific event, problem or hazard.

Park Technician Jerry H. Davis eliminated this time-consuming task by suggesting that six 14" x 21" interchangeable and multi-use placards or signs be constructed and placed in key locations for the park visitors' information and protection. Being portable, the signs may be removed when the special event has ended or the hazard has been alleviated. Being interchangeable and thus, multi-functional, the signs may be used to fit a variety of purposes and situations, thus reducing the need and expense of constructing "one-purpose signs." Also, the signs free park protection personnel, especially during busy periods, for other work and concomitantly reduce gasoline consumption which results in energy savings.

Davis received a \$50 National Park Service incentive award for his suggestion.

Indoor Multipurpose Floor Coverings

The Department of Recreation and Park Administration of Clemson University produces *Extension Reports*, a publication designed to assist South Carolina leisure service directors in solving long-term problems, purchasing equipment or supplies, managing a leisure agency or simply giving the reader additional resources to keep him or her informed on a variety of issues.

Report No. 6, *Indoor Multipurpose Floor Coverings*, was prepared by Assistant Professor Brian J. Mihalik and Graduate Assistant Lewis Green. This 12-page report examines 14 different types of floor coverings primarily used in indoor facilities.

While the report does not make any recommendations regarding one product over another, the provision of the product's description, advantages, disadvantages, maintenance requirements, local users, supplier, and technical data help readers make the selection of an indoor floor covering best suited to their needs.

The floor coverings reviewed are:

- Dex-O-Tex I & II
- Tartan
- Chemathane
- Granwood
- Chemturf
- Sport-Tred
- Robbins Lock-Tite and Strip-Tite
- Robbins Permacushio
- Robbins Ironbound
- Robbins Cincinnati Portables
- Linoleum
- Carpet

Copies of this report are available from:

Brian J. Mihalik, Assistant Professor, Recreation and Park Administration
263 Lehotsky Hall
Clemson University
Clemson, SC 29631
Telephone: 803-656-2231

Cost is 72¢ which includes postage.

Pedal Boat

This new Pedal Boat provides what may be the safest water sport available, in a boat that's virtually impossible to swamp or tip.

Outfitted with positive foam flotation in twin hulls, the combination has created a recreational craft with stable buoyancy and the ability to safely carry four passengers.

The Pedal Boat is propelled by a double set of pedals, simultaneously operated by two passengers, which easily turn the direct-drive paddlewheel. Even a

child can provide the necessary leg-power for forward or reverse momentum.

Built for durability, the Model 120 is constructed of corrosion-resistant marine fiberglass, and the first fiberglass layer on the twin hulls is hand-laid, for a consistent finish and even thickness throughout. The steering tiller and pedal cranks are chrome-plated, and the steel paddle wheel, rudder, and connecting hardware are all cadmium-plated.

The Pedal Boat features four bucket seats, slip-proof vinyl decks, mooring eyes fore and aft,

hull-drain plugs, self-bailing pedal wells, side hand rails, and a rear seat center hand rail. The boat also comes in a Deluxe version that offers vinyl-texture seats, four recessed beverage holders, and a below-deck lockable storage compartment.

This model optionally features fore and aft chrome-plated swim rails, vinyl fold-down canopy, and a canvas storage cover. The Model 120 is available in four non-fading colors: white, yellow, orange, or blue.

From Ayr-Way Industries, Inc., PO Box 426, Kendallville, IN 46755.



Emergency

Emergency Lighting

Park Ranger William F. Van Cott of Carlsbad Caverns National Park in New Mexico came up with an idea to help provide a safer environment for visitors and park employees.

Although the visitor center had an emergency generator to provide light in case of power outages in the building, it takes quite a few minutes before the generator can be put on the line to restore power to the visitor center lighting system. Van Cott was concerned about a law which requires spontaneous emergency lighting being available for power outages in buildings used by the public.

He suggested adding battery operated emergency lights in the visitor center lobby, restrooms and the stairway to the observation tower. These battery operated lights will provide immediate emergency lighting for the visiting public and will also protect the government from possible tort claims.

A \$25 National Park Service incentive award was presented to Van Cott for his suggestion.



Recycling

Recycling Used Oil

The National Park Service's Rocky Mountain National Park auto shop staff used to dump the used oil from the 157 licensed vehicles into barrels and store it outside, where a small portion was used by the Roads operation.

Heavy Mobile Equipment Mechanic Guy S. Harrison suggested saving all the engine oil when scheduled maintenance was done until they had approximately 55 gallons. They then filtered the oil through two 5-micron filters and dumped it back into the underground holding tank. This process improved the quality of the fuel and eliminated the need to purchase an extra 55 gallons of fuel at approximately 85¢ per gallon. (The filtered oil can be safely mixed into the fuel oil at a rate of up to 20%.)

The equipment used was:

- two filter canisters at \$63 each
- two filter elements at \$6.19 each
- one pump capable of creating enough pressure to overcome the two 5-micron filters—locally acquired—expense low.
- one 55-gallon barrel
- one pressure hose capable of holding approximately 200 lbs. pressure
- one low pressure hose to transfer oil to fuel tank.

Harrison's idea was implemented in March 1980 for a one-year trial period. It is still being used, however, and Harrison hopes to purchase a regular blender that will blend the fuel and oil together better to keep it in suspension.

A \$200 National Park Service incentive award was presented to Harrison for his suggestion.

Manual for Recycling Used Oil

The American Petroleum Institute (API) has published a manual that offers details for the collection and recycling of used motor oil aimed at the Do-It-Yourselfer (DIY) who drains and changes his or her own automobile oil. DIYs generate some 190 million gallons per year of used oil, according to API, and most of that is being disposed of in an environmentally unsatisfactory manner.

Used oil has high energy value and should be recycled. It can be re-refined into good lubricating oil, or used as a feedstock in the manufacture of other products. Additionally, it can be reclaimed or reprocessed to clean fuel oil or blended with heavy fuel oil and burned safely.

API's booklet, "Recycle Used Motor Oil," includes a clear presentation of the strategy needed for a successful collection and recycling program, tricks of the trade in establishing a community education program, and a discussion of collection and incentive techniques for implementing a used oil recycling program.

For a copy of this booklet, write to the American Petroleum Institute, Marketing Department, 2101 L Street, NW, Washington, DC 20037. Price: 35¢ per copy (quantity discounts available).



Visitors Considered

Photo Display

Thomas W. Lucke, Chief of the Environmental Coordination Division in the National Park Service's Southwest Region (Santa Fe, New Mexico) suggested displaying photographs of each of the Southwest Region's Regional Directors in the lobby of the main NPS office building to better inform employees and visitors to the building of those persons who were responsible for the day-to-day operations and management of the NPS units within the Southwest Region. Beside the photographs would be a brief biography of the individual to include each Regional Director's main contributions to the region.



Lucke's suggestion is a way to honor and commemorate the present and former Regional Directors who have guided and influenced the Southwest Region over the years. It also will help to inspire young employees and develop an esprit de corps among the staff—here are individuals that they know, recognize and can emulate.

Further, since many Regional Directors have close ties to the Southwest area, the display would serve as a reminder of the long and involved history of the Southwest and the National Park Service.

A "Certificate for the Contribution of a Beneficial Suggestion" was presented to Lucke in September 1982.

Information Sharing for Interpreters

Park Technician Douglas A. Buehler of Carlsbad Caverns National Park (NM) realized that much valuable information was being lost each year when the seasonal interpreters' appointments were up and they left the park. All of the experiences they had and the individual interpretive techniques they developed to provide quality interpretive services to the visiting public were gone since many seasons did not return to these positions the following year.

Recognizing that new full-time and seasonal interpreters could well benefit from this source of information, Buehler suggested that a special "Seasonal Interpretive Technique Sheet" be developed and presented to each seasonal interpreter on the last day of

employment. The employee would be given sufficient on-duty time to fill out the sheet which asks for the interpretive techniques the employee developed and used that were most successful. These worksheets would be reviewed by a permanent staff member during the off-season, placed in a naturalist activity workbook and be made available to new interpreters as part of their training program.

Through Buehler's suggestion, seasonal interpreters could derive a sense of involvement in the park's interpretive program by contributing their special interpretive techniques for the benefit of the visitors and the staff as well.

A \$25.00 National Park Service incentive award was presented to Buehler for his suggestion.

SEASONAL INTERPRETIVE TECHNIQUE SHEET

NAME:

CREW:

DATE:

The purpose of this sheet is to document your suggestions of what interpretive activities have worked successfully for you this season. Your suggestions will be carefully reviewed and a naturalist activity notebook will be developed from the suggestions. This notebook will help new seasonal and permanent employees at the beginning of their employment. It will also be a way to establish on-going documentation of successful interpretive techniques as they specifically apply to the interpretive program at Carlsbad Caverns National Park.

Describe three interpretive techniques that you thought were especially effective this past season. They can be concerned with any area of interpretation you have been involved with. For example: Bat Flight, Nature Walk, Top-of-the-Cross Talks, New Cave, special activities, or any others you might think of. Please make the descriptions as brief and to the point as possible.

- 1.
- 2.
- 3.

Mrs. Gertrude F. McBride, clerk/typist with the National Park Service's Midwest Regional Office in Omaha, NE, has made her job a little easier and more efficient by eliminating a log-in process.

Requests for Personnel Actions (SF-52's) were being logged in by pay periods on an alphabetical list. The log consisted of 1 or 2 pages for each of the 26 letters of the alphabet and each pay period had approximately 48 pages. The log-in process was time-consuming and research was often required when

the SF-52 was missing pertinent information.

Mrs. McBride suggested reminding the field areas to send in the required 3 copies of each SF-52 they submitted. She placed the third copy of the SF-52 in a 3-ring binder by pay period and in alphabetical order. This step eliminated the need to log each SF-52 in on a log sheet and it provides a complete record of each case for review when needed.

Mrs. McBride was presented a \$63 National Park Service incentive award for her suggestion.

Correcting Exams with Computers

Correcting examinations given at the Federal Law Enforcement Training Center in Brunswick, GA, was a time-consuming project, taking one instructor approximately 4-5 minutes to correct each exam paper.

Police Officer/Instructor Joseph Donald Maimone suggested using the center's computer to accomplish this task. Each exam can now be corrected in 15 seconds or less by the computer. In addition, the computer system is able to show how many students missed any one question and in what percentage they fall according to score with the total class.

The computer would further assist the staff and instructors in determining the validity of any questions as to whether the material was covered or not. This additional information provided by the computer (which can be computed in 15-20 minutes depending on the class size) would enable the individual instructors to review the class lesson plans more quickly and make necessary adjustments as required at a glance. Also, this computer information would assist the entire training staff in recording class averages, educational progress as to future class material and the development of lesson and lecture material. Lastly, the material would assist management in determining how the class standings are developing, what areas of study the classes as a whole are weak or strong in, and help guide studies in those particular areas.

Maimone received a \$25 National Park Service incentive award for his suggestion.



Streamlining Backcountry Camping Registration

The only map that existed in the Grand Teton National Park visitor center was a large topographic map on the desk in the permits office. A visitor seeking a copy of backcountry camping zones had to obtain a park map and draw the zones on the map himself. This created a "traffic jam" in the small permits office or created tie-ups at the main information desk.

Mrs. Blair R. Hoyle, Seasonal Park Technician/Dispatcher, suggested printing some tear-off "locator maps" or a special park folder with an overlay showing these zones. Potential backcountry users could obtain these by mail when planning their trips. Those that arrive at the visitor center could obtain a copy at the front information desk (or the permits desk) and plan their trip before entering the permits office.

Also, each morning a copy of the map could be marked with information concerning the camping areas most likely to be available and left at the front desk. This information could be quickly provided to any visitor wishing a backcountry permit. A copy could also be posted on the outside bulletin board in front of the visitor center and marked each day with those zones filled for the following day.

Mrs. Hoyle's suggestion reduces the correspondence with potential backcountry users who are not familiar with the Grand Teton NP registration system. It would enable potential backpackers to plan their own trips, rather than relying on the permits personnel to do so, and it would help eliminate congestion at the permits office and information desk.

A \$25 National Park Service incentive award was presented to Mrs. Hoyle for her suggestion.

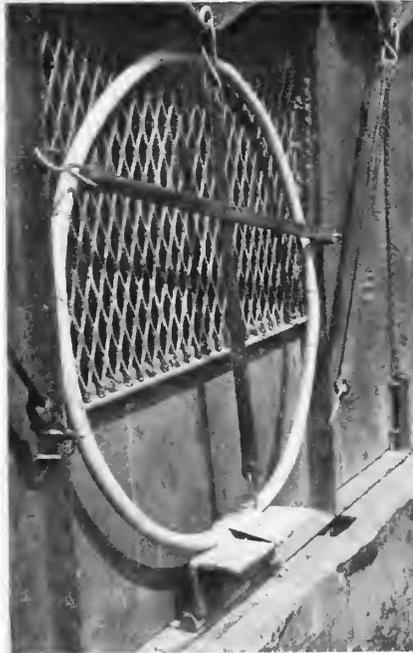
NSPR "Best of Grist" Awards

Each year the National Society for Park Resources (NSPR) presents 3 awards for the best contributions to GRIST. These certificates and cash awards are conferred at the NSPR banquet held each year at the National Recreation and Park Association Congress. The winners for the July 1981-June 1982 period are:

First Place Award (\$75)

"Save Labor and Plastic Bags"
by James H. Harter

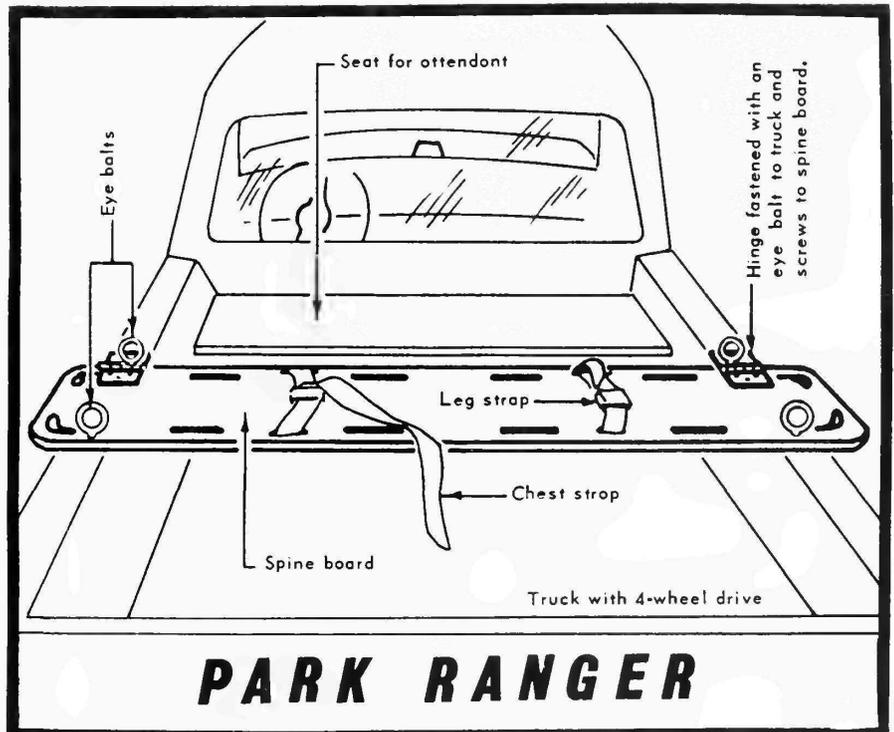
Harter, park manager of Michigan's J.W. Wells State Park, developed a simple hoop to attach to the back of a truck. This hoop holds a plastic bag-lined wire trash container which facilitates trash pickup, saving manhours and plastic bags. Harter's article appeared in the Sep/Oct 1981 issue of GRIST.



Second Place Award (\$50)

"4-W Spine Board"
by Craig Carpenter

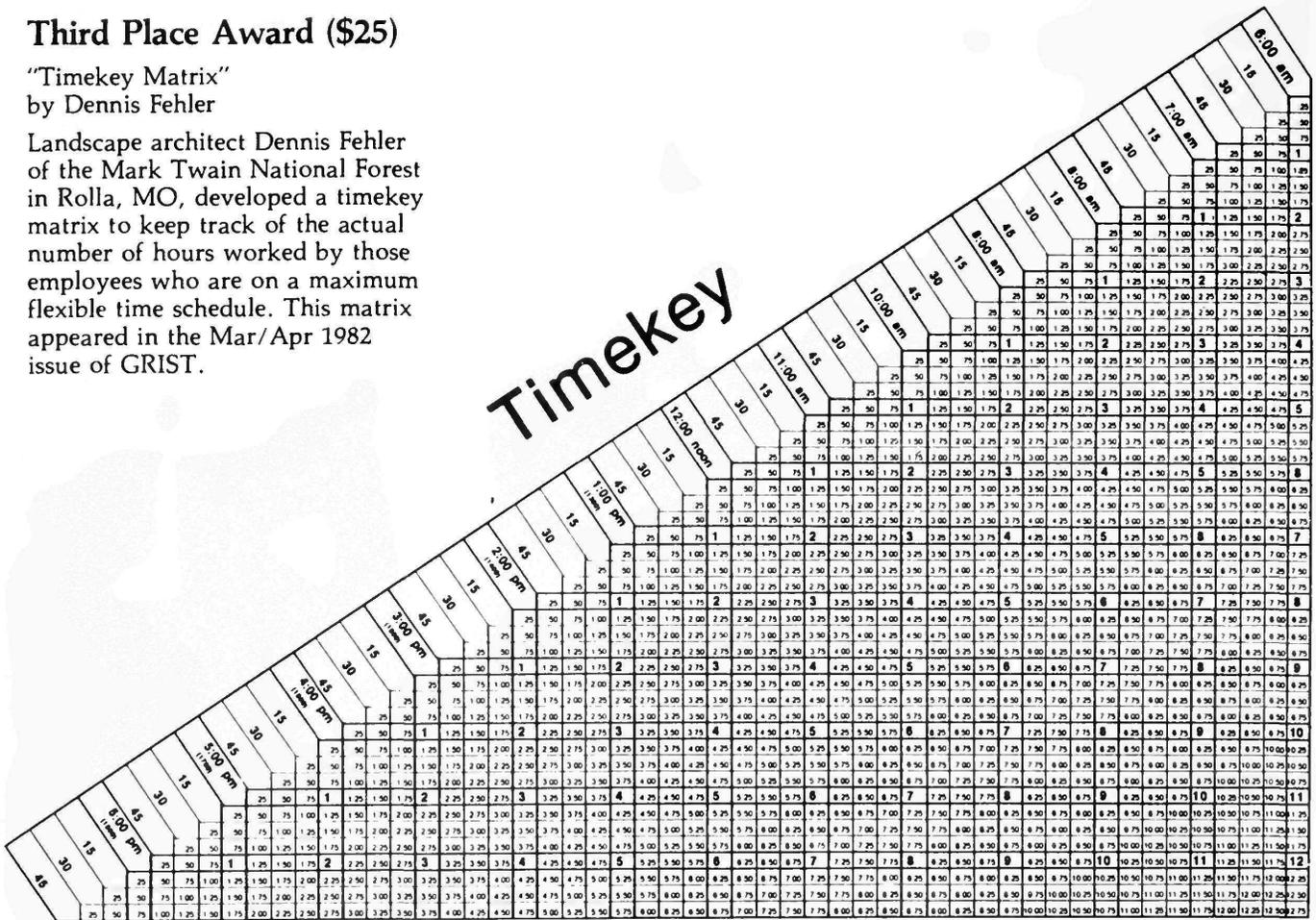
Safety Technician Carpenter (Cascades Young Adult Conservation Corps Center, Sedro Woolley, WA) adapted and improved upon an idea which appeared in an earlier issue of GRIST. When transporting an injured person in a 4-wheel drive vehicle, Carpenter suggested using a hinged spine board to enable the victim to be turned on his or her side in case of vomiting. This idea also appeared in the Sep/Oct 1981 issue of GRIST.



Third Place Award (\$25)

"Timekey Matrix"
by Dennis Fehler

Landscape architect Dennis Fehler of the Mark Twain National Forest in Rolla, MO, developed a timekey matrix to keep track of the actual number of hours worked by those employees who are on a maximum flexible time schedule. This matrix appeared in the Mar/Apr 1982 issue of GRIST.



USE OF TIMEKEY MATRIX: To find the hours worked, select the start time, then follow down the vertical column of figures until the appropriate horizontal row (stop time) is found. This intersection indicates hours and hundredths of hours. (e.g. 2.75 = 2 hrs. & 45 mins. or 2¾ hrs.)

Bob Espeseth, President of the National Society for Park Resources, and Bill Forrey, immediate past president, announced the "Best of Grist" Awards at the NSPR banquet in Louisville (KY), in October 1982. They also mentioned that the amounts for next year's awards will be increased to: First Place—\$200; Second Place—\$125; and Third Place—\$75.



NSPR Board of Directors meeting, Louisville, Kentucky, October, 1982.