



# PLEA



JOURNAL OF THE PARK LAW ENFORCEMENT ASSOCIATION

## CLOSING REMARKS FROM THE PRESIDENT.....

In concluding my two years as your president, I would like to thank God for the opportunity to have been able to serve you. I would like to thank all of the P.L.E.A. Officers, Board of Directors, Regional Membership Representatives, Committee Chairpersons and the entire P.L.E.A. General Membership for allowing me the privilege to serve with you and for you. It has been a labor of love and a pleasure to serve this Association; and a singular honor second to none.

We have made great strides and can be proud of the accomplishments we have made together. We had seventy people from twenty-three states, including twenty representing Federal Agencies at this year's Annual National Conference. Our new academic relationship with Michigan State University and Dr. Chuck Nelson is still evolving and emerging. Previously P.L.E.A.'s affiliation was with Texas A&M University for the ten years prior to this.

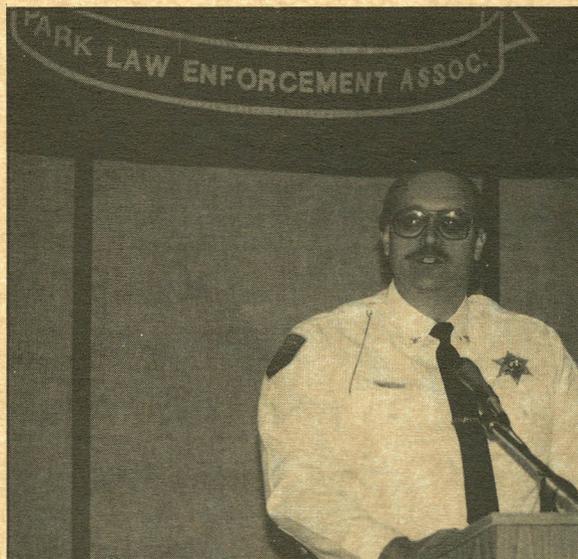
Our relationship with the National Recreation and Park Association and the National Society for Park Resources is solidifying and moving forward in spite of some disappointments. We now enjoy a permanent non-voting member position on the N.S.P.R. Board of Directors.

Our Journal (formerly Newsletter) continues to be an outstanding professional publication representing our Association. Our Educational sessions at the N.R.P.A. Congress continue to receive high marks, insuring us a minimum of three guaranteed sessions for the October 15-19, 1992 Congress in Cincinnati, OH. We have a viable merchandise line/vendor to promote P.L.E.A. as a membership service. Our Exhibit Booth at the N.R.P.A. Conferences continues to be well received and patronized. The State of California has Affiliated with us so that Nationwide P.L.E.A. membership representation is now a reality. And we have begun liaison work with a sister organization, The Conservation Law Enforcement Association, for the future. But, there is still yet much to be done!

We will continue to have our growing pains, but such it is with a dynamic, evolving entity. No one said it would be easy or that it would happen overnight. But we are coming of age and reputation. I have received calls from literally across the nation asking how to form a state affiliate or requesting information about P.L.E.A. and park law enforcement in general. N.R.P.A. receives inquiries about P.L.E.A. weekly. We are gaining much needed recognition and awareness and this will continue to grow in the years to come.

We are a formidable force of over 500 individual members representing some 43 states, Canada, The Bahamas, U.S. Virgin Islands, and Puerto Rico. We now have two state affiliates in Illinois and California and 55 agency members.

Our collective voices do count and will make a difference in professional park law enforcement. There will be much to do in the days ahead, but it will only get done if each of us is willing to do our fair share of shouldering the work load. Ours is a "voluntary" Association and the work load is done by our "volunteer" membership. All you need to do is offer your services, no one will be turned down. We will always need a constant and consistent stream of do-ers.



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NATIONAL RECREATION  
AND PARK ASSOCIATION

PLEA IS AFFILIATED WITH THE NATIONAL RECREATION AND PARK ASSOCIATION

# JOURNAL OF THE PARK LAW ENFORCEMENT ASSOCIATION

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## CALL FOR PUBLICATIONS

The Park Law Enforcement Association (P.L.E.A.), an affiliate of the National Recreation and Park Association (NRPA), invites you to submit articles for consideration to *PLEA: the Journal of the Park Law Enforcement Association*. P.L.E.A. was established in 1984 to improve park law enforcement, natural and visitor resource protection services in park, recreation and natural resource areas through professional development, thus ensuring "quality of life" leisure opportunities in local, state, and national park, recreation and natural resource settings. P.L.E.A. serves individuals and organizations interested in the advancement and support of park and natural resource law enforcement services. Membership includes park rangers, forest rangers, park police, park patrols, park security, game wardens, conservation officers, park and recreation board members, administrators, educators and other interested park, recreation and natural resource professionals.

*PLEA* is published quarterly and attempts to provide timely information to the membership concerning the association and articles specifically aimed at the park and natural resource law enforcement audience, with the goal of providing educational information for our membership, facilitating an exchange of ideas, and to generally promote professionalism within the field.

Articles should be from three to ten double-spaced, wide-margined pages and should include a short biographical sketch, listing the author's agency affiliation. Photographs, charts and tables are highly desired. Upon publication, the author will receive a copy of the issue his article is printed in for his/her records. Please submit articles to the Editor for review and consideration. Thank you for your interest in *PLEA*. We look forward to receiving your articles.

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# RESEARCH UPDATE: Perceived Importance of User Controls Employed by Different Beach Park Management Agencies

by

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More than 54 percent of the U. S. population lives within 50 miles of the coastline (Griggs, 1975) and more than half of all Americans vacation on the coasts each year (Ketchum, 1972). Thousands of people visit the Texas Gulf Coast each year in pursuit of quality recreational experiences. Governmental efforts to open beaches to public use (U. S. Coastal Zone Management Act; Texas Open Beaches Act) have encouraged increased use of coastal recreation areas (Ketchum, 1972).

Beach parks and other public recreation areas are visited by users seeking a diversity of recreation outcomes (Driver, 1977). These areas provide an outlet for user groups; a place where they can go to "get away from it all". Deviant user behavior in the form of criminal activity and/or "socially unacceptable behavior" are becoming major problems and are affecting use and enjoyment of our parks (Godbey, 1980; Fletcher 1983; Conway, 1983).

Managers have a responsibility to maintain reasonably safe and secure recreational areas and facilities. Management has a legal duty to provide for the safety and security of the public visiting their areas (Dwyer and Murrell, 1985). To initiate any form of response to the problems of safety and security, the manager must first be aware of the safety and security concerns of the users. Only then can solutions be explored.

In the past, recreation resource managers could afford to leave recreationists alone because there were seemingly unlimited recreation resources subjected to a very limited recreation demand. As recreational use of these areas has increased, so too have the negative social impacts. These negative impacts have forced recreation managers to become much more involved in visitor management in an attempt to ameliorate and control a worsening situation. Traditionally, indirect visitor strategies have been preferable to direct strategies. Because indirect strategies

have been thought to be much more accepted and popular with visitors, managers have implemented such strategies with the hopes of eliciting appropriate recreational behavior from users. These indirect strategies have emphasized influencing or modifying user behavior so that the individual users still retain the freedom to choose. Because freedom is highly valued in our culture, recreation managers have been reluctant to restrict freedom. Recreation managers have also clung to the strong belief that informational, educational and interpretive services alone will lead to positive visitor attitudes, which in turn will lead to positive visitor behavior.

The result of this traditional implementation of indirect visitor management strategies has been less complete managerial control over users, thus allowing them the freedom and variations in use and behavior. A concomitant result is continuing problems caused by use that are pervasive across the recreational spectrum: overuse is now a major and increasing threat to the National Park System; user conflicts are on the rise in National Parks, National Forests and in state and local parks as new technology activities clash with more traditional recreation pastimes; depreciative behavior, including nuisance acts, legal violations and vandalism have all been increasing in wilderness settings as well as in urban parks. Collectively, these visitor impacts are causing a deterioration and degradation of the quality of outdoor recreation opportunities and experiences.

In his book, *Basic Rockcraft*, Royal Robbins (1971) makes the statement, "A simple equation exists between freedom and numbers: the more people the less freedom." This simple equation provides a basis for the rationale of implementing direct visitor management strategies. With increasing use, individual freedom must be qualified in a way that is compatible with the freedom of others. Direct visitor management strategies are imposed to protect the freedom of those recreationists who otherwise would be taken advantage of by their more selfish and less conscientious counterparts (Dustin & McAvoy, 1984). Direct regulations become a response not only to a large volume of use, but also to the existing unfairness that arises when individuals are competing for use of a limited resource. It therefore becomes necessary to limit some freedoms and choices for the sake of expanding others. Direct regulations, rather than restricting individual freedoms, actually expand freedom and choice by reducing conflict between competing recreationists. Although the direct approaches place limitations on our freedom, we accept this because we recognize these limitations in effect, produce more freedom. The direct approaches are implemented to safeguard continued quality outdoor recreation opportunities and experiences that, because of high use, would otherwise be lost. In this sense, direct visitor management strategies and regulations can be seen as a means for expanding individual freedom.

Much time and money, and many resources have been invested in the indirect approach of utilizing informational, educational and interpretive services in outdoor recreation settings each year. Yet, these approaches have been proven to be only marginally effective, if at all, as the problems of overuse, user conflict and depreciative behavior continue to mount. Jubinville (1978) reasons that most informational, educational and interpretive services have only temporary effects on visitors to outdoor recreation settings and that only a small percentage of all visitors are reached by these indirect approaches. Those visitors who do take advantage of such services are usually not the kind of people likely to exhibit depreciative behavior in the first place. Furthermore, Christiansen and Clark (1978), point out that there is no evidence to indicate that education helps reduce impacts in

recreation settings. Fazio (1979) tested the effectiveness of interpretation on increasing wilderness knowledge levels, including knowledge of low impact camping. He found that interpretive and informational brochures did not increase knowledge and that mass media utilized seldom reached the target audience. However, the presence of wilderness rangers enforcing rules and regulations was found to be very effective in increasing visitor knowledge.

A social control theory attempting to explain depreciative behavior is the theory of containment (Roggenbuck et al, 1982). The theory suggests that the incidence of depreciative behavior (vandalism or any other illegal act) is not only explained by inadequate learning and internalization of appropriate norms and roles, but is also based on inadequate social control processes (e.g. weak law enforcement, weak and insufficient recreation policy by managers, and poor park design). A practical interpretation of this theory suggests that increased social controls (e.g. the direct approaches of strict law enforcement, strong and sufficient managerial policy and effective park design) would decrease the occurrence of depreciative behavior.

Recreation managers, utilizing the indirect visitor management strategies, have clung to the belief the informational, educational and interpretive services will lead to positive visitor attitudes, which in turn, will lead to positive visitor behavior. But do attitudes actually precipitate behavior? In light of the continuing ineffectiveness of indirect approaches, we can no longer accept this. In the field of social-psychology, self-perception theorists reason that behavior actually causes attitudes to be formed. An individual is compelled to justify his/her behavior by developing an explanation for that behavior. If behavior is changed in the right way, through direct visitor management strategies, the individual will, in time, be inclined to attribute their behavior to his or her own doing. Thus, behavior will be internalized to the individual's personality. When behavior motivation is attributed to internal (personal) causes, the individual is likely to form attitudes and beliefs to support that behavior. Therefore, direct regulation that causes a positive change in a visitor's behavior causes attitudinal change that can be internalized for future behavior motivation. This theoretical approach provides a strong justification for the implementation of direct visitor management strategies.

Many recreation managers assume that most users are knowledgeable enough to make good choices and use their best judgment in minimizing their impact. Wicker and Kirmeyer (1976) point out that on the average, park rangers judged that about 70% of visitors they encountered were pleasant to deal with; yet, the park rangers judged that only about 40% of the visitors were careful to minimize the impact of their visit. Recreation managers cannot continue to assume that visitors are knowledgeable and will use their "best" judgment in terms of reducing negative impacts. Even with education aimed at developing positive attitudes the result doesn't necessarily mean a decrease in depreciative behavior. Further, it's unrealistic to assume that recreation managers can change visitor attitudes through informational, educational and interpretive services. Many attitudes are quite stable and very resistant to change.

In summary, indirect visitor management strategies of recreation behavior are problematic on both practical and theoretical grounds. Indirect methods fail to reach most recreationists and for the small percentage that are reached, it is questionable whether they are motivated to positively change their behavior. In the meantime, the quality of outdoor recreation opportunities and

experiences, and the quality of the outdoor environment continue to deteriorate.

G. Hardin (1968) argues that heavily used common property resources must be regulated directly through mutually agreed upon coercive practices (practices that affect by force). He reasons that knowledge provided by indirect regulations is heeded only by conscientious visitors, leaving those who are less conscientious even more incentive to behave as they please. It is only through coercion of these less conscientious visitors that appropriate behavior can be counted on. The need for coercive practices or direct regulations is grounded in human nature—without coercion, people are not inclined to sacrifice their personal desires for the sake of the public good, even when they recognize it.

According to this logic, implementation of direct visitor management strategies can best prevent overuse by limiting visitor access, best eliminate user conflict by zoning, and best thwart depreciative behavior by strictly enforcing rules and regulations. According to McAvoy and Dustin (1983), conditions under which direct regulations should be applied are dependent on two interacting factors: (1) the management objectives for a recreation area, and (2) the extent to which problems of overuse, user conflict and depreciative behavior are being experienced there. Recreation managers cannot rely solely on indirect approaches just because such management strategies have proven to be much more popular with visitor users than have the more regulatory approaches. As cartoonist Walt Kelly in "Pogo" said, "We have met the enemy, and he is us!"

#### Methodology.

One population sample of beach park users was surveyed at each of four beach parks to compare differences in responses between beach parks. The user sample consisted of 440 users distributed fairly equally between four beach parks. These beach users were interviewed on a one-to-one basis using an interviewer-administered questionnaire format. The users surveyed were selected using a modified systematic/simple random sampling design. The interviewers were counseled in techniques of sample selection to avoid sampling only one type of user in each group or only users with strong leadership tendencies within a group. Four beaches in the Corpus Cristi (TX) area were selected for this research. These beaches included Mustang Island State Park, Nueces County Balli Park, Port Aransas County Park and Port Aransas City Park. These beach parks were selected as representative of Texas state, city and county beach parks. Of additional interest was the variety of management approaches to safety and security problems employed by each of these beach parks.

The study area included Texas Gulf Coast public beach parks. Four North Padre Island and Mustang Island beach parks were selected for the study due to the diversity of approaches that managers were employing to control user activities. Mustang Island State Park represented the Parks Division of the Texas Parks and Wildlife Department with structured user access controls. This beach park employed rangers who were certified as peace officers with full arrest powers and side arms. These rangers lived in the park and provided law enforcement and user protection on a twenty-four hour basis. The park also had a manned entrance station where all users were required to stop, register and pay an entrance fee.

The second and third beach parks were managed by the Nueces County Parks Department. Some of the rangers at these parks were commissioned as Nueces County Sheriff's Deputies which gave them full law enforcement powers and permitted them

to carry sidearms. These parks were open twenty-four hours a day but did not have officers on duty around the clock. Rangers did not live on-site and had to respond to emergency calls after patrol hours by driving to the park from town. The park had no entrance controls and registration was required only for overnight campers.

The fourth study beach was Port Aransas City Park. Municipal police officers patrolled the beach as part of their regular patrol duties. No staff officers were stationed on the beach and no user access controls were employed. Thus, each of these beaches received different levels and types of law enforcement patrol as well as different types of user access control.

Direct and indirect controls placed upon user access and user behavior in parks is believed to have some effect on deviant and depreciative behavior in parks and upon the public's perception of the safety and security of these parks. In a three-year study of safety and security problems in seven parks on a fresh water Texas reservoir, Fletcher (1983a, 1984) found that: (1) both actual and perceived safety and security problems were major reasons for reduced use and enjoyment of the parks at the study area, (2) safety and security problems were greatest in the non-fee parks with unrestricted public access, (3) routine patrol by park rangers and law enforcement personnel was effective in reducing safety and security problems as well as improving use and enjoyment of the area, and (4) restricted park access through a manned entrance station was effective in reducing actual and perceived crime problems in the study parks.

The purpose of this paper was to test Fletcher's findings in various beach parks on the Texas Gulf Coast, thus adding additional dimension, depth and scope to valuable existing research data.

Direct and indirect visitor controls were considered as the independent variable for the purposes of this research. To test these several dependent variables were selected. These included: the visitors perceptions of safety and security, select beach park rules, and the presence of park law enforcement officers.

The survey instrument contained a Likert scale of seven possible responses to questions designed to measure the importance (or unimportance) of select safety and security problems to area users, their perceptions of select rules and perceptions of park law enforcement to the visitor. The questionnaire was administered to users to ascertain their perceptions and to build a profile of the user public with a set of demographic indicators.

A one-way analysis of variance (ANOVA) was performed using a t-test to determine whether there were statistically significant differences in responses. An F-statistic was used to test whether statistically significant differences existed between each of the the four beach parks. The alpha level for statistical significance for both analyses was set at .05.

**Results.**

This study revealed that perceptions of beach users differ significantly between the four beach parks. When comparisons were made between parks it was found that the state park,

which employed the highest level of user controls, was considered safest by the users while the city beach, with the least control, was considered significantly less safe with the two county parks falling in between the two (Table 1). Uniformly, visitors reflected the same perceptual attitude when asked about the presence of park law enforcement officers (Table 2) and beach park rules (Table 3). This tends to support the thesis originally considered by this research.

**Conclusion.**

The purpose of this research was to determine if differences exist in relation to users perceptions of safety and security between beach parks which employ different management approaches towards controlling for user safety and security. All questions reflected the same hierarchy of perceptual response

**TABLE 1**  
**Mean Response by Beach Park User' to Questionnaire Items Related to Perceived Safety and Security Problems at the Beach**

Type of Problem*	Balli	Mustang	Port	Port	F Probability
	County Park	Island State Park	Aransas City Park	Aransas County Park	
	Mean Med	Mean Low	Mean High	Mean Med	
Hold-Up/Robbery	1.59	1.19	1.61	1.56	0.011
Drowning	1.91	1.49	1.98	1.64	0.027
Reckless Driving	2.72	1.61	3.60	2.96	0.001
Theft	2.09	0.78	1.49	1.06	0.001
Burglary/Vehicle	1.91	0.79	1.44	0.97	0.001
Vandalism	2.06	1.41	2.95	2.00	0.001
Assault	2.02	1.18	2.15	1.82	0.001
Disturbing the Peace	2.38	1.53	2.89	2.47	0.001
Public Intoxication	3.07	1.47	3.23	2.71	0.001
Sexual Assault	1.82	0.46	1.47	1.42	0.001
Public Lewdness	1.93	1.23	2.66	2.11	0.001
Driving Intoxicated	3.13	1.43	4.02	3.05	0.001
Drug Abuse	2.90	1.39	3.30	2.54	0.001
Gang Behavior	2.13	1.21	2.19	2.00	0.001
Accidental Injury	2.62	1.65	2.98	2.20	0.001
Littering	4.20	3.47	4.71	3.90	0.001
Driving on the Dunes	2.35	1.46	2.71	2.28	0.001

\*Responses were coded as 1=Not A Problem At All; 2=Very Minor Problem;

when compared for users between the beach parks. While other variables may (and probably do) interactively effect the users perceptions, the data tends to lend support to the original premise. The purpose of the research restated was to determine if direct and indirect methods of user behavior control, employed by differing management agencies, effect differences in users perceptions of safety and security.

It was not the intent of this research to classify or rank problems within park settings, but rather to identify whether different management control factors effect users perceptions of safety and security. Hopefully this research will add to this awareness and help alleviate some of the difficulties in our parks.

**TABLE 2**  
**Mean Responses by Beach Park Users' Questionnaire Items Related to Perceived Importance of the Appearance of Park Law Enforcement Officers in Assuring a Safe Enjoyable Visit**

Balli County Park	Mustang Island State Park	Port Aransas City Park	Port Aransas County Park	F Probability
4.17	4.25	3.81	4.09	0.0000

\*Responses were coded as 1=Not Important At All; 2=Not Very Important; 3=Not Important; 4=Important; 5=Very Important; and 6=Extremely Important.

**TABLE 3**  
**Mean Response by Beach Park Users to Questionnaire Items Related to the Perceived Importance of Select Beach Rules in Assuring a Safe Enjoyable Visit**

Beach Rules*	Balli County Park	Mustang Island State Park	Port Aransas City Park	Port Aransas County Park	F
	Mean Med	Mean High	Mean Low	Mean Med	
Camping outside designated areas prohibited.	3.77	4.27	3.39	3.78	0.001
Littering prohibited.	5.22	5.40	4.97	5.12	0.007
Loud noise prohibited after 11:00 P.M.	3.80	4.49	2.46	3.78	0.001
No liquor allowed on the beach.	2.59	3.80	1.79	3.00	0.001
Parking allowed in designated areas only.	3.83	4.16	3.13	3.75	0.001
Vehicles prohibited from the beach area.	3.03	3.86	2.23	2.87	0.001
No glass containers allowed on the beach.	5.06	5.12	4.64	5.00	0.010
Curfew after 11:00 P.M.	2.52	3.36	1.68	2.53	0.001
No pets on the beach.	2.44	3.59	2.06	2.41	0.001

\*Responses were coded as 1=Not Important At All; 2=Not Very Important; 3=Not Important; 4=Important; 5=Very Important; and 6=Extremely Important.

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# So You Want To Be A Park Ranger?

by Jonathan B. Jarvis

There are few jobs that elicit the envy of the working public like that of the park ranger. An American icon, the park ranger evokes a romantic image of the mountain-wise hero, ready to save a fawn from a raging forest fire, to rappel to the rescue of a trapped climber, and to offer boundless knowledge of the outdoors to the park visitor. In that enviable job, the park ranger must constantly answer the second most commonly asked question of the profession: "How do you get to be a ranger?" (The most frequent question, of course, is "Where are the restrooms?")

Some believe that all it takes is a good education, a few seasons working as a park ranger and bingo! You've got your own horse and 100,000 acres of wilderness to patrol. Well, it just does not work that way. Here, I'll try to separate the myth from reality and explain the somewhat daunting process of becoming a permanent park ranger with the National Park Service (NPS).

The NPS is an equal opportunity employer and makes it equally difficult to become a park ranger regardless of sex or ethnic origin. And there is a clear distinction between the park ranger as federal employee of the NPS, part of the Department of Interior, and the forest ranger as a federal employee of the Forest Service, a division of the Department of Agriculture. The primary difference, as was explained to me many years ago, is that park rangers work in national parks, forest rangers work in national forests, and park rangers are usually better-looking than forest rangers.

From here on out, all I'm describing in this article are the good-looking rangers. What is a park ranger? The title is a specific classification of the Office of Personnel Management (OPM), in the series GS(General Schedule)025. Grades range from GS-025-03 to GS-025-16. In dollars that equals a salary of \$13,515 to \$72,298. Duties range from collecting entrance fees at Shenandoah National Park in Virginia or leading tours of the Frederick Douglass Memorial Home in Washington D.C. to driving patrol cars after speeders on Blue Ridge Parkway in North Carolina, conducting wildlife studies in Yellowstone National Park in Wyoming, or serving as a Superintendent at North Cascades National Park in Washington. Also, many field positions in the 10 regional offices of the NPS are also classified as park rangers, so obviously not all park rangers ride a horse, give campfire talks, or carry a gun.

Current OPM standards for park rangers are classified under the Administrative Series, and therefore do not require a college degree to qualify. These standards are a result of the wide variety of work carried out by park rangers and are now being reviewed for probable change. Out of the 13,600 permanent positions at the NPS, only about 3,200 are classified as rangers. Other positions include mechanics, typists, landscape architects, biologists, archaeologists, historians, curators, contract specialists, and budget technicians.

## Seasonal vs. Permanent: The Difference

At the NPS, there are seasonal rangers and there are permanent rangers—the differences are distinct. Permanent rangers are hired through OPM or under one of the special hiring authorities (see page 29). Such rangers receive insurance, health,

and retirement benefits and have no specified end to the appointment. Permanent positions are classified into categories—"career conditional" and "career status." When an employee has been hired into a permanent position but has not worked a full three years, he or she is often referred to as career conditional. After three years of satisfactory performance, an employee is granted "career status" with the federal government.

Conversely, seasonal park rangers are not hired through OPM, receive no benefits, and have a specific time limit to their appointments.

There are also career-seasonal positions that are permanent but subject to furlough. These positions receive all of the benefits of permanent status but may include up to a maximum of six months of nonpay status. Many entry-level ranger jobs fall under this category.

The NPS hires approximately 4,000 seasonal park rangers per year for temporary appointments. They are hired from the Seasonal Register, a list of applicants used by all NPS areas to fill temporary positions. Applications must be sent to Washington, D.C. before January 15; each year you can apply to only two parks. Seasonal employees develop no career status from their work time and grades are usually GS-04 to GS-05 (with a rare GS-06 and GS-07). Most seasonal positions are for the summer months only, with a few parks hiring for the winter. Seasonal rangers have no guarantee of returning the following year. While these jobs are rewarding and build valuable experience, they do not provide a direct avenue to becoming a permanent park ranger.

Most permanent park ranger positions are advertised through an NPS vacancy announcement and are open only to those with career or career conditional status. In other words, you have to be a permanent employee within the federal government or fall under one of the special hiring authorities (in the following list) to be hired as a permanent park ranger. A seasonal employee, no matter how well qualified, cannot be hired from a vacancy announcement for a permanent park ranger position.

## Becoming Permanent; The Hiring System

OPM is the federal agency responsible for administering vacancy announcements and written exams for all government offices that fill positions from outside the federal work force. You should not wait until you hear about a job opportunity, but rather get on the OPM register in advance.

OPM issues a Federal Job Information listing every two weeks. Included are local, regional, and national vacancy announcements with indication of which positions require a written exam. Once you have submitted application forms and have taken the test, you will be given a numerical rating based on score, experience, training, and education. Eligible applicants are placed on "lists of eligibles" or "registers" in order of rating. Eligible nondisabled veteran applicants get an extra five points, while disabled veterans get an extra 10 points. The NPS, if it wishes to consider candidates from outside the federal government, requests a list of eligible candidates (certificates) from OPM. It then may select any one of the top three available candidates on the certificate; however, a veteran cannot be passed over without approval from OPM.

Applicants for all park ranger positions (General Option, Interpretive, and Law Enforcement) must take the Law Enforcement and Investigation examination of the OPM Administrative Careers with America Program. To apply, contact your local OPM area office (listed in the government pages of your phone book) and arrange to take the "Law Enforcement and

Investigation Examination Con. NO. MC0032." Note: It may take up to three months to schedule the exam and another several months to receive your rating. Once listed, you remain on the register for one year and can be extended by request for a second year.

### Special Hiring Authorities

Getting on the federal job register isn't the only way to qualify for a ranger position. Here are other ways to get in.

**Cooperative Education Program:** This approach can be rewarding for both the individual and the park. It is a formal agreement between a park and college or university for specific positions. The school announces the openings and the park makes its selection from the list of applicants. Students spend at least two summers and often another quarter working at the park, employed as a GS-04 or 05, completing a specific park project. The program can be structured either as an undergraduate or graduate (usually part of a Master's) program.

Upon successful completion, the student is given 90 days of career status with the federal government and can apply for compete for any permanent job for which he or she is qualified. This program works well with a "mentor" (see below) who can hold open a vacancy until the student completes the co-op program.

If you are an undergraduate and/or contemplating a graduate degree, contact the park of your choice for details.

**Veteran Readjustment Appointments (VRA):** Veterans can be appointed to permanent positions, up through GS-09 or Wage Grade-09, without OPM approval. To be eligible, a veteran must have no more than 14 years of schooling.

**Selective Placement:** Agencies such as the NPS have affirmative action programs for handicapped and disabled veterans, giving them authority to hire severely handicapped persons without OPM approval.

**Peace Corps, VISTA, and ACTION Volunteers:** After serving a full term of satisfactory service, usually two years for Peach Corps and one year for VISTA or ACTION, you can apply for a position without going through OPM.

### MINIMIZING THE COMPETITION

To successfully land a permanent park ranger job, it takes more than just completing an application with OPM. The competition is frequently intense even for jobs with the highest qualifications; therefore minimizing the competition is essential. Here are insider's tips on getting an edge.

First, consider "going urban." With good qualifications, it is often easier to land a permanent park ranger job in an urban park than it is in a classic rural park, because the lower pay scale there leads to higher turnover. However, if your ultimate goal is to work in a large rural park, then you had best obtain seasonal experience in a rural park before getting a permanent job at an urban area. It's a poor idea to "go urban" for the 90 days needed to gain career status and then abandon the commitment. It is unfair to the urban parks and may burn bridges with the NPS personnel.

Another route is to obtain career status in another somewhat related federal agency, such as the Army Corps of Engineers, the office of the U.S. Geological Survey (USGS), or the Bureau of Land

Management. Traditionally, the NPS has a bias towards hiring its own, therefore other agency personnel applications may get the last look. The way to stand out is to have some experience with the NPS as a seasonal employee in addition to permanent employee experience in another agency.

Other agencies have important jobs and missions too, so give them an appropriate amount of time before you jump ship. An early departure can impair other agency programs.

### THE MENTOR:

#### An Essential Ingredient

Working seasonally year after year at Yellowstone or Yosemite until you just "fall into" a permanent job has great appeal. It does happen-but more often than not, it only results in years of seasonal employment, low pay, poor living conditions, and eventual frustration.

The key is having a mentor who understands the NPS and OPM personnel system and has the wherewithal to make it work to your advantage. A mentor can request an OPM register for an existing park ranger vacancy, sponsor a co-op position, utilize the special hiring authorities, or hire you into a clerk typist job and later convert the position to park ranger. Mentor relationships usually are developed when your performance as a seasonal employee stands out from the crowd and makes that supervisor want to go out of his or her way to bring you into the NPS.

### SUMMARY

To become a park ranger requires education, field experience, patience, knowledge of the system, and determination. With this combination you will succeed. Take heart that in spite of the larger-than-life mystique, park rangers are people, and they do eventually retire creating opportunities for the up and coming. The NPS has an important and noble mission and we need the brightest and the best.

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# Visit with the President

Sitting here staring at a blank page, trying to figure out what to write about the recent Annual Workshop and Conference, I realize that's not what I want to write about. Others will take care of reporting on events and future plans. At least, they'll have to for this issue of the Journal.

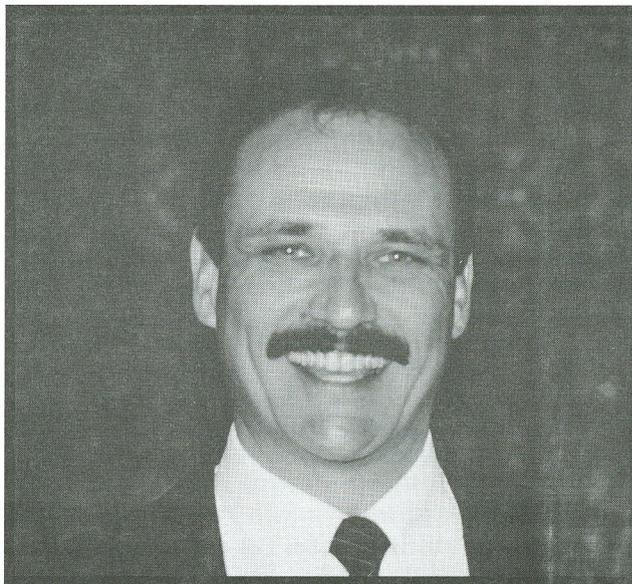
The past several years have been exciting and a lot of fun, meeting so many different people from all around the country who share interests and concerns with protecting resources and visitors. Despite our common goals, though, we have widely divergent means of doing the job. Probably the most often discussed difference involves carrying (or not carrying) sidearms. Then there's the old "ranger or police" question. And a couple of dozen other topics of greater or lesser import depending on your perspective. It's good for us to discuss these things. Gives us a chance to express our views in a supportive forum and - more important - to learn from others things we can take home and improve our operations. And that's what it's all about, really. Getting the job done.

Getting the job done means having the best possible law enforcement program but always remembering who we work for. It also means having a good relationship with other local agencies. And it's not always easy, is it? Most of us who belong to PLEA are not city police officers. We don't want to be. We specialize in park law enforcement. Those who want to be city police officers should go and be city police officers. But if—for whatever reason—they stay among our ranks, they should please not be obsequious in the presence of city cops. And we should no more apologize to the police department for working in a park than to the park agency for being police officers or rangers or whatever.

See, guns or not is a policy matter that will likely be decided—rightly or wrongly—based on political perceptions of "what the public wants." And whether to call ourselves police or rangers or something else is semantics and largely subject to the same criteria as the gun issue. There's no way PLEA can wave a flag for everyone's philosophy, nor should it. But together, we can provide a resource base to help one another address problems and find solutions particular to their situation.

We're growing and gaining ground, but it's going to take time and effort—and money—to get the job done. My predecessors in this office—Art Gill, Leland Curtright and Jerry Wimpee—got this organization going and growing with steady increases in membership and interest each year. I feel very honored to follow the likes of these people whom I so admire and respect. They have laid the foundation. Now it's time to build.

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## U.S.D.A. Forest Service: Law Enforcement Clips

Drug smugglers may be carrying look-alike drugs containing chloride/sugar or sodium cyanide. Testing the look-alikes using field test kits with sulfuric acid ampules (i.e., NIK kits) can produce lethal results. When combined with sulfuric acid, the chloride/sugar combination produces an instant 2000 degree fire, and the sodium cyanide produces cyanide gas. The DEA/FBI laboratory has indicated the following as a precaution; Prior to using the field test kit, pretest the drugs with a strip of pH litmus paper. Readings in the 11 to 13 range indicate the presence of cyanide. In any case, field tests should be conducted in well-ventilated areas. Gloves and eye protection should be used. (Info from NPS).

## N.R.P.A. NATIONAL CONFERENCE

The National Recreation and Park Association will hold it's National Conference in Cincinnati, Ohio from October 15th through the 19th. P.L.E.A. will again this year host an informational booth in the Trade and Exhibit Hall. We are in need of uniformed park law enforcement officers to assist the Board of Directors in manning this booth. We are routinely visited by the directors and administrators of park and recreation departments from across the country interested in park law enforcement and wishing to become better informed concerning the profession and the role P.L.E.A. plays in N.R.P.A. and the field in general.

This is an excellent opportunity for your field and command staff to meet with practitioners representative of all aspects of the recreation and parks field and to gain exposure to a wider view of the profession and all it's ramifications.

If your agency can assign officers or if some of your officers will be in attendance and wouldn't mind volunteering their time to this worthwhile effort please contact R. J. Steele at (413)748-3570 to co-ordinate efforts. We look forward to seeing you in Cincinnati.

# The Latest on the Giant Mystery Brassiere

by Dave Barry

In this crucial election year, with the nation's economic future hanging in the balance, it is more vital than ever that you, the American voters, be informed of recent developments concerning the Giant Mystery Zebra Mussel Brassiere.

As you no doubt recall, we recently reported that the New York State Department of Environmental Conservation was trying to determine the ownership of a very large brassiere that had been pulled out of Lake Ontario with a colony of zebra mussels clinging to it. Zebra mussels are a new environmental menace that is spreading around the country at an alarming rate, similar to law-school graduates except that they (the graduates) have no formal code of ethics.

When we last reported on this story, the DEC had the Mystery Brassiere under observation, with no clue as to who the owner was, except that she'd never need a life preserver, if you get our drift.

Shortly after our report appeared, we received a letter from a Mr. Bob Isaacs of Tonawanda, N.Y. who claims that "the bra in question probably belongs to my friend Cance." Mr. Isaacs states that in the summer of 1989, he and Candy were in a small motorboat on the Erie Canal and Niagara River, and "to make a long story short, her brassiere found its way onto my head."

By way of supporting (ha ha!) evidence, Mr. Isaacs enclosed a color photograph that clearly shows him driving a small motorboat while wearing a brassiere the size of two regulation beach umbrellas on his head. As a taxpayer, you have to ask yourself why the U.S. Coast Guard is frittering away its resources guarding the coast when this kind of activity is taking place on our inland waterways.

Anyway, Mr. Isaacs states that eventually the brassiere was lost overboard, and he theorizes that it was carried

downstream to Lake Ontario, where the zebra mussels, often referred to by marine biologists as "The Lingerie Perverts of the Deep," got hold of it.

## Eligible sources

Judging from the fact that his letter was neatly typed, we decided that Mr. Isaacs was a reliable journalism source, and we were willing to consider the Mystery Brassiere case solved. But just then, without warning, we received a flood of letters from alert readers drawing our attention to a new report in The Watertown (N.Y.) Daily Times written by Christopher Taylor, who has been covering this story like shrink wrap, and who should, in our opinion, win a Pulitzer Prize in the prestigious Bivalve-Encrusted Undergarment Reporting category.

The story, headlined **STRIPPER CLAIMS OWNERSHIP OF ZEBRA MUSSEL BRASSIERE**, states that a striptease dancer named "Busty Heart," from Norway, Maine, claims that she recognized the Mystery Brassiere from a newspaper photograph.

"That's my bra," she is quoted as saying. She states that she wore it for an appearance last April at Lou's Cordial Lounge in Rochester, N.Y., where the bra was raffled off. "One man told me that he was going to put it on his boat as a sail and it could have blown off," Miss Heart points out.

We have here a photograph of Miss Heart, and we will note for the record that the brassiere she is wearing, a size triple-M, makes the brassiere on Mr. Isaacs' head look like it belongs to Rainbow Brite.

So we called up Gerard C. LeTendre, who, as the Supervisory Aquatic Biologist at the New York State Department of Environmental Conservation's Cape Vincent Fisheries Research Station, is responsible for keeping an eye on the brassiere. He was aware of Miss Heart's claim, and in fact had seen a photograph of her.

"This is a big brassiere," he said, "but it would be a tight fit, getting her into it."

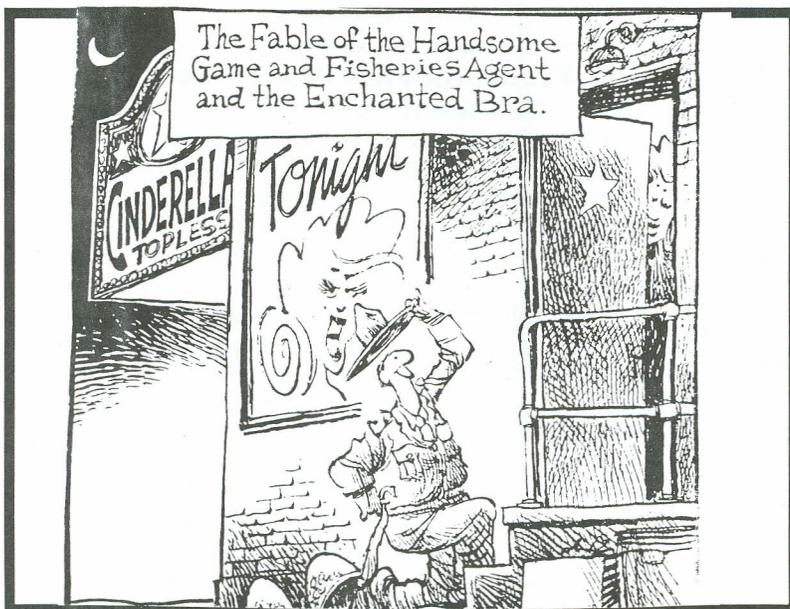
## Confirming flow

We told Mr. LeTendre about Mr. Isaacs' letter, and he confirmed that it was biologically possible for Candy's brassiere to have drifted down into Lake Ontario.

"That's just as logical as anything else," he said.

So it looks as though the only way we're going to get to the bottom of this thing, as a nation, is to have the Senate Judiciary Committee hold live televised hearings, featuring probing cross-examinations of the various claimants by Sen. Ted Kennedy, and culminating in a dramatic courtroom-style re-enactment of the motorboat incident wherein the Mystery Brassiere is placed on the head of Sen. Orrin Hatch. Wouldn't that be great, voters?

Of course there could be problems. There is the danger that the mussels, upon exposure to the Washington humidity—which is actually denser than Lake Ontario—would escape from the bra and multiply like crazy, spreading into vital government agencies such as the Bureau of Unintelligible Prose, attaching themselves in overwhelming quantities to filing cabinets and duplicating machines and slower-moving federal employees. The entire government could grind to a halt until the Pentagon could gear up to move in there with Emergency Tactical Field Brassieres. It's a chance we're willing to take.



# An Eye For Eagles: Chilkat's Lone Ranger Helps Safeguard the Council Grounds

By Bill Sherwonit  
Times Outdoors Writer

Bill "Eagle Eyes" Zack is clearly amused by the irony of his nickname

"Some friends of mine began calling me 'Eagle Eyes' when I worked at Joshua Tree National Monument (in the late '70's)," he recalls. "It seemed like I was always picking out distant wildlife that no one else could see."

Now chief state-parks ranger for the Haines area, Zack readily admits his eyesight isn't quite what it used to be; in fact he's owned reading glasses the last couple years, although his long-distance vision remains quite good.

But the nickname is more appropriate than ever. Since 1982, Zack's duties have included management of the Alaska Chilkat Bald Eagle Preserve, a 48,000-acre parcel of state land near Haines in Southeast Alaska. And through that 10-year association, he's developed a set of "eagle eyes" few people can match.

Adept at spotting and counting the raptors from both the ground and the air (while conducting aerial surveys), the 44-year-old ranger can usually tell whether an eagle is behaving normally, even from afar.

Those eagle eyes are what enabled Zack to spot an injured bird in early December while driving along the Haines Highway, which dissects the preserve.

Thrashing around on the snow-covered ground, the eagle at first seemed to be caught in a trap - an uncommon, but not unheard-of occurrence. Legislation that created the preserve in 1982 stipulated traditional human uses such as hunting, fishing

and trapping continue to be allowed, and eagles occasionally are caught in traps baited for fur bearers. "What caught my eye was that it looked like the eagle couldn't get out of the snow," Zack explains. "He kept lunging, flapping his wings wildly, but not going anywhere."

After rounding up some help, Zack returned to rescue the eagle. But the bird had disappeared. Unwilling to dismiss the incident without a closer look, he put on a pair of snowshoes and began slogging through two-foot-deep powder snow.

The bird's trail led into a stand of cottonwood trees, where Zack found the eagle floundering in the deep snow about 50 yards from the road. Still unable to fly, it nonetheless led the ranger on a wild-bird chase.

"It was like trying to do the 100-yard dash on snowshoes," Zack later recalled. "He may have been hurt, but he didn't want to be caught. He kept throwing his body forward, just lurching ahead."

After 10 or 15 minutes, Zack finally caught the exhausted bird. First covering it with a blanket, he then immobilized its talons with a velcro strap and placed a cloth hood over its eyes.

Eagles will usually grow calm when their vision has been blocked. But not this bird. "He lifted me right off the ground," Zack says. "All 180 pounds of me." An impressive feat for a creature weighing about 12 pounds.

Eagle in hand, Zack returned to the highway. Then he and a volunteer handler drove the traumatized bird to Haines, where it spent the night before being shipped to the Alaska Raptor Rehabilitation Center in Sitka.

Such bird-rescue operations are, fortunately, an infrequent part of Zack's normal routine, though he notes, "over the years, we've had to medi-vac dozens of birds from the preserve.

"This was our first in 1991, but last year we captured four. One had been shot, one got caught in a trap, one suffered internal injuries when it was hit by a vehicle and a fourth was acting real lethargic. We never did find out what was wrong with that bird; after being captured it made an amazing recovery."

Zack - whose chief ranger position also requires him to be a law-enforcement official, naturalist, maintenance person and educator - is most likely to need his bird-capture skills in late fall and early winter, when thousands of bald eagles annually gather in the Chilkat River Valley to feed on a late run of chum salmon.

This meeting of eagles, the largest of its kind in the world, is concentrated in an area commonly known as the "Bald Eagle Council Grounds," located between Mileposts 18 and 24 of the Haines Highway. Here, warm-water springs keep sections of the Chilkat River ice-free for much of the winter, giving the eagles easy access to the carcasses of spawned-out chums.

Large numbers of eagles begin gathering in September or October, with a peak reached in November or early December. Since biologists began counting the birds in the late 1950s, peak numbers have ranged from 1,000 to nearly 4,000 individuals. Most of the eagles leave the area by January, as the salmon run dwindles and the river freezes over, thus ending the easy feed.

To safeguard the Council Grounds, a 5,000-acre Critical Habitat Area was established in 1972. Ten years later, the Alaska Legislature created the 48,000-acre preserve to afford the eagles even greater protection.

From 1982 until 1991 - when another part-time position was finally added - Zack served as the preserve's "lone ranger," while also managing other park units within the Haines area: Chilkat State Park and Chilkoot, Portage, and Mosquito lakes state recreation areas.

And even he worked on a seasonal basis only. "It started out that I was assigned to the preserve for four months. Then it became six months, eight months, 10 months," he says. "It was only this past year that my job became a year-round position."

The need for a full-time ranger, as well as increased funding for management programs and visitor facilities, has become increasingly evident in recent years, as visitation to the preserve grew dramatically during the mid- to late 1980s.

Over the past five years, the preserve has become an international destination. It's one of Southeast Alaska's top-10 visitor attractions; we've got 60,000 people who are going through here annually," says Erich von Stauffenberg, a Haines-based professional photographer/videographer and co-chair of the preserve's 12-member advisory board. "Clearly, that kind of visitor use warrants more intense management. Bill has done an excellent job with what he's got, but he needs more resources.

"State Parks has given us what it can, but we're pretty much the stepchild of the system. We estimate the state has spent nearly \$6 million promoting the preserve, but almost nothing to operate it. The advisory board has made requests every year, but the preserve still doesn't have its own budget."

As a consequence, the Chilkat preserve offers visitors minimal facilities. There are no trails, no visitor center, no restrooms and only a few signs or interpretive displays within its 48,000 acres.

While von Stauffenberg tends to focus on the preserve's unmet needs, Zack characteristically prefers to "see the cup as half full, rather than half empty."

"It's been a slow, uphill battle as far as budgeting goes," he admits, "but we're making headway. I guess you have to just flow with the punches and accept that things are slowly improving."

"Over the years, my position has been expanded and now we have a second seasonal ranger. Pretty soon we'll have restroom facilities. And I've gradually gotten better equipment; I have an improved radio system, a four-wheel-drive vehicle and I'm getting a snowmachine which will help me cover a lot more turf."

Still, Zack agrees, increased funding is needed to study the preserve's salmon, eagles and habitat. And improved facilities are necessary to better serve the public. His priority list includes a winter trail along the highway, to keep people off the road when watching and photographing the eagles; more highway turnouts; and better directional and interpretive signing.

"One of our biggest management concerns is visitor safety," Zack says. "There's a problem with people stopping their cars right on the (Haines) Highway to look at eagles, or setting up tripods on the highway to get pictures."

"We get visitors who've never seen an eagle, so it's only natural they'd stop (their vehicles) the first time they see five or six eagles in a tree. But it creates a hazard, especially in winter when the roads are icy. I don't know if more pullouts or a roadside trail system would completely solve the problem, but we definitely need additional signing, to educate people."

Because the preserve's primary intent is to protect the Chilkat's gathering of eagles, another management concern is photographer awareness.

"I'd say 90 percent of the photographers are real sensitive to the birds," Zack says. "But some don't understand eagles, and they do things they shouldn't."

The worst case of eagle harassment occurred in November 1986, when low river levels increased photographer access to the Chilkat River flats, where large numbers of the birds feed, frolic with one another and rest.

Several photographers seeking the "definitive" eagle picture walked onto the flats and closely approached feeding birds.

Dan Egolf, a Haines resident who operated natural-history tours in the preserve, was one of many people frustrated by the behavior.

"There were so many (human) tracks out in the flats, it looked like a migrating herd of caribou had passed through," he said. "One bird trying to feed was surrounded by camera tripods."

Some photographers even went so far as to bait the eagles with salmon purchased at a local butcher shop.

Advisory council members, concerned that increased human activity on the flats would put excessive stress on the eagles, met in emergency session and recommended that the Division of State Parks initiate a public education program.

In late November, signs were posted within the preserve, asking visitors to stay off the flats and refrain from disturbing the eagles in any way. A word-of-mouth campaign was also started.

That effort has been hugely successful. Though compliance with the newly published guidelines remains strictly voluntary, the public has cooperated wonderfully.

"Once we made the request (to stay off the flats), it was pretty dramatic how it dropped off," Zack says. "I think most

photographers and sightseers appreciate the preserve for what it is. They don't want to intentionally harass the birds. In fact, photographers have been real helpful in policing themselves."

Education of Haines' residents, as well as out-of-town visitors, has been critical to the preserve's success, for different reasons.

Many townspeople opposed the idea of a preserve when it was first proposed in the late 1970's, fearing that traditional activities such as fishing, hunting, trapping and firewood gathering would be restricted or eliminated altogether within the protected area.

After much controversy and a state-funded resource study, a compromise was worked out among local communities (including Haines and the Native village of Klukwan), conservationists and government officials.

No mining of logging within the preserve would be permitted, but other traditional uses of the area were allowed to continue.

That compromise, along with increased tourism, has won over many of the preserve's original opponents. But Zack believes continuing education is necessary to maintain, or even improve, good relations between the preserve's managers and local residents.

"A decade ago, there was a lot of animosity toward those who supported the preserve, some of it subtle, some not so subtle," he says. "Now it's much more accepted, but I think it's important to continue increasing our base of support. That's why we have children's programs, why I meet with school groups to discuss the preserve and teach them about eagles. It's the best way to ensure that we keep moving forward."

Whether looking toward the future or surveying Chilkat Valley, Zack demonstrates the appropriateness of his nickname. This is indeed a man with "eagle eyes."

## Turkey Wings Man

A man showing off a turkey he thought he had killed was shot in the leg when the wounded bird thrashed around in his car trunk and triggered his shotgun.

"The turkeys are fighting back," said county Sheriff Ron Skiles.

To make matters worse, it turns out Larry Lands, in his early 40s, and his 16-year-old son, Larry Jr., were hunting a week before the start of turkey season and will probably be fined, the sheriff said.

The accident occurred last week after the Lands shot the turkey and put it in the car, along with a loaded shotgun. They drove to a neighbor's house to show off the bird.

While the son was pulling the turkey out of the trunk it began struggling, according to the sheriff, and its claw fired the gun. The shot went through the car and into the senior Lands' leg.

# WATER RESCUE/SAFETY EQUIPMENT REQUIRES REGULAR ATTENTION

by Alison Osinski

Certain pieces of rescue and safety equipment have become standard at almost all aquatic facilities. Some equipment in specified numbers may be required by state health and safety codes, federal regulations or lifeguard training agencies. Although most rescue and safety equipment needs very little maintenance, manufacturers' recommendations for care and cleaning should be followed. The equipment should be inspected daily for wear or breakage and to make sure it is in good repair.

Purchase records should be kept, so that the equipment or parts can be easily replaced or returned for needed repairs under the warranty. The equipment should not be used for play or for purposes for which it was not designed or intended. All rescue equipment should be stored so it is immediately accessible and available for use in an emergency.

## RESCUE EQUIPMENT

Rescue tubes are made of flexible, closed-cell foam covered with a vinyl skin, usually in red, yellow or international orange. The tubes measure approximately 6 inches wide by 3 inches thick and are 40 to 48 inches long. A polypropylene line or webbed material towline and nylon shoulder strap are attached to the tube at one end. On some tubes, brass or plastic fittings or hooks are attached to the end opposite the towline so that the tube can be secured around a victim or rescuer or thrown like a ring buoy.

The tubes should be inspected daily for tears or cracks in the vinyl, for missing or broken hooks and for frayed tow lines. Covers can be purchased that over worn rescue tubes to extend the life of this heavily used piece of rescue equipment. Typically, rescue tubes need to be replaced every one to three years.

**Rescue cans** sometimes are used by pool guards instead of rescue tubes, but more commonly are used in open water or surf conditions. Rescue cans are made of a hard orange or red plastic, with molded handles, towline and nylon shoulder strap. The rescue can evolved from and replaced, wooden or metal torpedo buoys and is preferred by some aquatic agencies because of its lower maintenance and longer life.

One rescue tube (or can) should be available for each lifeguard supervising the pool or body of water at any given time and should be worn or stored within an arm's reach of the guard on duty.

**Ring buoys** are buoyant ring-shaped floats with a diameter of 18 to 24 inches, usually white or international orange in color and constructed of foam or other material that will not rot or become waterlogged. Attached to the ring should be a floating polypropylene line that is 3/8 to 1/2 inch thick and of a length at least equal to half the width of the pool at its widest point. If the skin of the ring buoy is punctured or otherwise damaged, the buoy might become water-logged and lose its capability to support weight. Frayed or worn heaving lines should be replaced as needed.

**Extension poles** are usually 12 feet to 16 feet long, 1 1/4 inches diameter and made of anodized aluminum or fiberglass. The rubber-tipped pole is used to extend the rescuer's reach to a struggling, distressed (but not drowning) victim.

An extension pole can be made into a shepherd's crook by adding a detachable, blunt-ended or rounded hook at one end. The crook is used to grasp an unconscious victim floating on or below the surface of the water. Improperly stored extension poles or poles used for play or doubling as maintenance equipment often become bent and need to be replaced frequently.

**Backboards or spine boards**, constructed of coated marine plywood or aluminum or lightweight plastic with a foam core, are essential pieces of rescue equipment that should be found at all pools. The board should be at least 6 feet long and 18 inches wide. Holes should be spaced every few inches along the length of both sides of the board in order to provide handholds for the rescuers and to secure restraining straps. Plastic end bumpers will help prolong the life of the board. Runners should be attached to and run along the length of the bottom of the board. Runners will make the job of sliding the boarded victim out of the pool easier and smoother and will save rescuers' fingers when placing the weighted board on the deck. The board should be constructed so that a victim can be X-rayed without having to be transferred from the board onto another surface.

**Rigid cervical collars** in the full range of sizes from "thick neck" to "pediatric" should be available if the staff is trained in their use and if application of cervical collars is recommended by the local emergency medical response authority. A head immobilizer, made of thick adjustable foam with self-fastening fabric attachments and tie-down straps or, as an alternative, sand bags, should be available to prevent movement of the victim's head and cervical spinal column while secured to the board. A minimum of six straps with self-adhering fabric or quick-release plastic or stainless steel buckles should be available for securing a victim with possible spinal injury to the board. Straps should be attached to the board by threading them through slots in the backboard. The straps should be inspected for wear, be untangled and stored so they are ready to use when needed, without adjustment.

**First Aid kits** should be of the standard cabinet, 24-unit type and should be affixed to a wall in the pool area. The contents should be checked daily to make sure the kit is stocked with the necessary items. In states that specify in their bathing codes the minimum contents of pool First Aid kits, the required items must be stocked. If a specific list of items is not required, the following sterile wrapped, individual dressings and First Aid supplies are a good start:

- Adhesive and bandage compresses in several sizes;
- Gauze pads;
- Roller bandages;
- Triangular bandages;
- Eye dressing pack;
- Scissors;
- Tweezers;
- Splints; and
- First Aid reference book.

Supplies in the kit should be arranged so the desired item can be found quickly and removed without handling or contaminating other items. Some state codes require that pools larger than a certain size have a designated First Aid room on the premises. The room should be kept exceptionally clean, be well lit and ventilated and provide privacy for the victim.

**Pool lifeguard chairs** usually are elevated 6 feet above the pool deck, enabling a guard stationed in the chair to see a larger area of the pool than is possible from deck level, eliminating many

"blind spots" and permitting the guard to see below the surface of the water. The chairs either can be stationary and securely anchored to the deck or portable. Portable chairs allow guards the convenience of moving the chair, with supervisor approval, to an area of the pool needing more supervision or out of the distracting rays of the sun or glare from artificial lighting.

Care should be taken when selecting guard chairs. Stands with wide based allow lifeguards to guard from both standing and sitting positions. Ladder bolts should be checked regularly for wear and to make sure the treads are secure. The chairs should be ergonomically designed to help keep the guard alert but comfortable. A shelf or hooks should be attached to the stand for securing rescue equipment, but should be located so they do not block the guard's view or become a hazard in an emergency. If outdoors, a means of attaching umbrellas or other devices to protect guards from the sun should be available.

Uniforms for lifeguards should be readily identifiable to patrons and should include a swimsuit, shorts, shirt, jacket or sweatsuit, hat or visor, sunglasses, water shoes, sunscreen, whistle or other communication device, and rescue tube.

### **Emergency Communications**

A special **emergency telephone** should be installed in the pool deck area so there is no delay in obtaining assistance if an accident occurs. Signage instructing staff members or patrons on how to obtain assistance in an emergency should be developed. Emergency phone numbers should be posted near the phone. Individuals making phone calls for assistance often get confused by the questions asked of them by the EMS operator. To lessen the likelihood of the phone caller getting frustrated or confused by the operator's necessary questions, directions to the facility and other pertinent information to be conveyed to 911 operator should be attached or posted on the phone itself.

Many pools utilize buzzer and alarm systems to alert staff members in other areas of the facility that an emergency is occurring in the pool area and that help is needed. Depending on another employee to hear the buzzer and then make the phone call to summon emergency medical assistance often results in delays. Rather than immediately picking up the phone to request help, the employee often goes to the pool to find out if assistance really is needed or whether it is just a false alarm. On many occasions, there has been a total lack of response because the person responsible for hearing the buzzer and making the emergency call was away from the desk or otherwise occupied.

If the decision is made to use a buzzer system, the alarm should be tested daily, and unannounced drills should be conducted on a regular basis.

One pool manager who operates a facility with a buzzer system had a recent experience that confirmed the need to test the emergency communication system.

"Our national agency arranged a pool area inspection and consultation. During the inspection, our consultant pushed the emergency button to test it and, much to my chagrin, the button fell off in her hand. I was mortified! Once I had gotten over my initial embarrassment, I realized that we were lucky that it was only an inspection and not a real emergency," the manager said.

### **Signage, Markings and Warnings**

In order for signs to be assimilated and easily understood, they must be seen, properly and conspicuously posted, of adequate sign and lettering size, isolated from clutter, legible, graphic whenever possible, consistent and pertinent. Specific wording of some signs is required by state code, and these signs should be posted without alterations or modification of wording.

Warning signs that utilize signal words - "Danger," "Caution" and "Warning," etc. - and that present information in a meaningful way capable of altering a person's behavior should be posted to warn of dangerous acts that might result in catastrophic injury or death. The prohibited behavior, the reason for the rule and the consequences of ignoring the warning must be conveyed to and understood by the patrons.

Signs should be checked periodically for legibility. Graffiti should be removed, and faded signs should be repainted or replaced.

Signs also should be replaced when they become worn, wet or vandalized or when the wording becomes difficult to read due to fading.

Depth markings should be plainly and conspicuously marked at or above the water surface on the vertical pool wall and on the edge of the deck within 18 inches of the pool. Depth should be marked at maximum and minimum points, at the shallow and deep ends, at points in break in slope, at all major deviations in shape and at intermediate increments of depths of 1 foot. Numbers should be spaced not more than 25 feet apart measured peripherally. The numerals should be a minimum of 4 inches high, non-slip and of a color that contrasts with the background. Lane numbers or other numerals on the pool deck should be removed to avoid confusion. Depth markers should be checked periodically for legibility and repainted or replaced if faded or missing.

Ideally, depth markers should be permanently installed in tile or other material that cannot be removed, altered or worn away. If depth markings are painted on the deck, the surface should be clean and prepared, and special pool paint should be used. Painted depth markings should be inspected monthly and repainted if the numbers begin to wear away.

All steps, ladders, tiers, treads, or other protrusions into the pool should be tiled, marked or striped with a contrasting color a width of at least 1 inch on both the top and vertical rise.

Depth or drop-off lines should be installed in the pool to indicate changes in slope, to mark the breakpoint and to act as a bottom reference. A depth line is a 4-inch wide black or contrasting color line extending down the side, across the pool bottom at a depth of 4 1/2 feet and back up the opposite side of the pool. Its purpose is to give a visual cue to bathers of a drop-off or sudden change in slope.

A buoyed lifeline should be installed across the width of the pool to physically separate shallow and deep portions. The lifeline should remain in the pool during regular operation and should be removed only when it would interfere with lap swimming or a specific instructional activity.

Adequate fencing, signs, gates, barriers, alarms or other protective devices should be installed to prevent entry or alert staff to the unauthorized entry of a trespasser into the pool area.

### **Chemical Safety Equipment**

Pool chemicals must be stored, labeled, transported and dispensed into the pool in compliance with safe chemical storage practices. Overpacks to hold spilled dry chemicals must be available, and containment dikes to hold spilled liquid chemicals must be built. Chemical clean-up gear must be provided. Personal safety gear, including goggles, full-face shields, splash-guard aprons, neoprene gloves, boots, respirators, gas masks and self-contained breathing apparatus (SCBA) must be made available.

Empty or used chemical storage containers must be disposed of in accordance with manufacturer's and government recommendations. Emergency fresh-water eye wash and drench showers must be installed so they can be reached within 10

seconds from where chemicals are stored in the facility.

There must be emergency exits for both the pool and chemical storage rooms, in addition to the main entrance into or out of the room. The emergency exit doors should be fitted with "crash" bars, and the doors must remain unlocked during all hours of operation.

As one operator who recently needed to use an emergency exit explained, "In the everyday operation of our facility, the thought of a life-threatening situation occurring because of lack of preventive maintenance just hadn't crossed our minds. But recently, our maintenance priorities changed. Firemen refused to enter our pump room to put out an electrical fire because of improper storage of chemicals and the inability to escape from the room because the emergency exit door was so corroded that it had rusted shut."

Bi-carbonate (BC) fire extinguishers should be available on the pool premises and in the pool mechanical room, but should never be used to attempt to put out pool chemical fires. Chemicals in fire extinguishers may only make things worse. Fire extinguishers should be inspected on a yearly basis and always should be recharged after use.

In response to public awareness of the long-term dangers of exposure to hazardous chemicals, the damage to the environment from chemical contamination of the air or ground water and health and fire hazards posed by improper chemical storage, numerous new federal, state and local regulations dealing with the storage, handling, transportation and labeling of chemicals and other hazardous materials recently have been enacted. Many pools are not in compliance with regulations that were developed to protect workers and the public from both the immediate and long-term dangers of exposure to toxic chemicals and other hazardous materials. The new laws may be found in:

- State bathing codes:
- Uniform Fire Code, Article 80 "Hazardous Materials;"
- EPA SARA Title III: "Emergency Planning and Community Right-To-Know Act;"
- Department of Agriculture's Pesticide Safety Training requirements;
- National Electrical Code, Article 680 "Swimming Pools, Fountains and Similar Installations (National Fire Protection Association); and
- OSHA's "Hazard Communication Standard" 29 CFR 1910, 1200.

Federal and State laws require that employers whose employees may be exposed to regulated chemicals-including swimming pool chemicals-comply with these requirements.

Although the different laws have varying primary objectives, they all basically require better labeling and means of warning as well as reporting of hazardous substances stored on site, their quantities and where and how they are stored. The laws stipulate that "reportable quantities" (RQ) be disclosed if substances are spilled or released into the environment. They require that employers develop, implement, maintain and submit to the designated authority a written emergency response plan that describes potential hazards, proper labeling of containers, provisions for collecting, maintaining, posting and explaining material safety data sheets (MSDS), an employee information and training program and procedures for informing outside contractors or individuals entering the facility of the presence of hazardous substances. They require that chemicals be stored properly in their original containers, be contained in case of spills so that releases

into the environment are avoided, be legibly labeled in English and show appropriate protective warnings.

Although the average aquatic facility manager may not like to think that a major chemical or health emergency will occur at his or her facility, being prepared for the worst may be the best way to prevent the worst from ever occurring. Indeed, if the worst ever does happen, the well-prepared manager should be confident that the facility's equipment will meet the challenge.

*Alison Osinski, Ph.D., is an aquatic consultant with Aquatic Consulting Services, San Diego. Reprinted from Aquatics International. January/February 1992.*

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## Quality of Criminals' Work is Pathetic

by Dave Barry

Somebody has got to do something about crime in the streets. Every day it seems as though there are more criminals running loose out there, and the quality of their work is pathetic.

I base this statement on a crime experience I had recently on the streets of New York City while visiting Calvin Trillin, who lives in New York and divides his time pretty much equally between being a well-known writer and trying to park his car. This experience, which I am not making up, occurred as we were returning to Calvin's house at about 1 a.m. after an evening of business-related, non-personal, tax-deductible literary research.

Just as we reached his door, a criminal appeared form out of the darkness and attempted to rob us. Up to that point, I have no criticism of the criminal's technique. He had done an excellent job of victim selection: In terms of physical courage, Calvin and I were probably the two biggest weenies abroad in Manhattan at that hour. A competent criminal, armed with any plausible weapon, including a set of nail clippers, could have had us immediately begging for mercy and handing over our wallets and promising to raise additional cash first thing in the morning by applying for second mortgages.

But this criminal had a terrible plan of action. He had both hands in his jacket pockets, and he was thrusting the jacket material out toward us, the way the bad guy's jacket sticks out on TV when he had a gun in his pocket and he doesn't want everybody to see it. Clearly Calvin and I were supposed to think that the criminal had two guns pointing at us.

Here's what the criminal said: "I'll blow both of your heads off."

Later on, in our detailed post-crime critique, Calvin and I found numerous flaws in this approach. For on thing, if

# EDUCATIONAL SESSIONS AT THE 1992 NRPA CONGRESS

We were again quite successful at getting our share of sessions at this years congress in Cincinnati, OH. The results are as follows:

I. Three guaranteed sessions allotted to P.L.E.A.

1. Environmental Laws Protecting Park Resources.
2. Deviant Sexual Misconduct (Name will be modified for a better "sell").
3. Using Alternative Resources and Visitor Protection Techniques with Reduced FTE and Funding.

II. N.S.P.R. sessions of interest to P.L.E.A.

1. Water Rescue: Natural Hazards of Water Based Recreation.

III. CAP (Council of Affiliated Presidents) session added to "Using Alternative Resources...." to make a 3 hour CEU session.

1. Park Visitor Safety: Cooperative Efforts in the 1990's.

IV. Other committee ranked sessions of interest.

1. Gangs -- Negative Impact on Parklands.
2. Responding to Juvenile Gangs Through the Park and Recreation Program.
3. Critical Incident Management for Recreation Professionals.

Too bad I can't take credit for all of this good fortune! In any event, I think P.L.E.A. interests will be well represented.

Dr. Bruce Wicks  
Department of Leisure Studies  
University of Illinois  
Champaign, IL

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the criminal really had two guns, why on Earth would he hide them? as Calvin pointed out: "You would definitely want to show your guns to a couple of schlubs like us."

Also, two guns was definitely overkill. According to my calculations, two guns figures out to one gun per hand, which raises the question: How was the criminal planning to take our wallets? Was he going to ask us to hold one of his guns for him? Was he going to have us stick the wallets in his mouth/ If so, he would have had trouble giving us our post-robbery instructions, such as "Don't try following me!" or "don't try anything funny!"

CRIMINAL (with his hands in his pockets and our wallets in his mouth): Donghh ghry angyghing ghunny!

ME: What?

CRIMINAL (getting angry): DONGHH GHRY ANGYGHING GHUNNY!

CALVIN: I thing he's saying, "Don't I have a big tummy."

ME (hastily): No! You're very svelte! Really! Sir!

But the criminal's silliest move, in my opinion, was threatening to blow both of our heads off. That would be an absurd waste of bullets. A much more efficient way to gain our cooperation would have been to simply blow Calvin's head off. I would then have cooperatively handed over Calvin's wallet.

So it was a very poorly planned robbery. I would like to say that Calvin and I, even as we were staring down the

menacing barrels of the criminal's jacket pockets, instantly detected all the flaws with our computer-like brains. But frankly, due to the amount of literary research we had done that evening, our brains were not so much in computer mode as in Hubble Space Telescope mode, if you get my drift.

Nevertheless, I'm very proud of how we handled the situation. Actually, it was Calvin who took charge. You never really know what kind of gumption a man has, what kind of spine, what kind of plain old-fashioned "guts" until you see how he handles himself when the chips are down and all the marbles are on the line. Calvin looked at the criminal, and he looked at me, Alice is Calvin's wife. She buzzed the door lock, and we opened the door and went inside, leaving the criminal out ther with his jacket pockets still pointing at us. He never did blow our heads off, although the next morning I wished that he had.

Anyway, it was a pretty sorry performance, and if he is in any way representative of the criminals out there today, this is yet another area where the United States is heading down the tubes. I hope that the criminal, if he is reading this, has enough self-respect to learn form the criticisms I've outlined here and get his act together. Although in all fairness I should warn him that Calvin and I have given our performance some thought, and if this crimnal ever tries to rob us again, he might be in for a little surprise. Because next time we're going to take strong, decisive action. Next time, we're going to have Alice come out and give him a piece of her mind.

# PARK LAW ENFORCEMENT ASSOCIATION 1992 NATIONAL CONFERENCE

## A Day at the Races

5/16 MILE

SECOND RACE

GRADE C



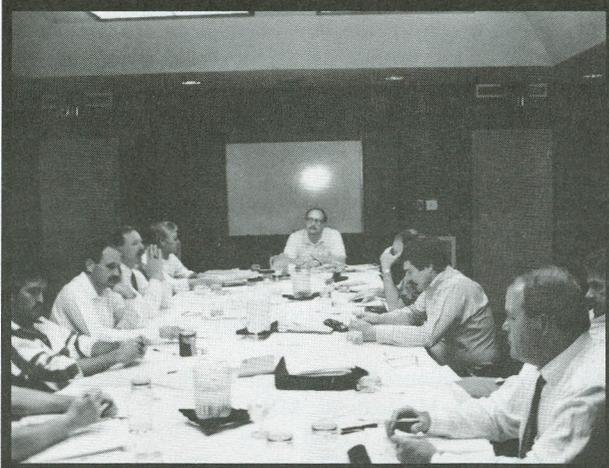
Second Half Daily Double  
Quinella And Trifecta Wagering  
Park Law Enforcement Association Run

TRACK RECORD  
Blendway (02/23/90)  
29.81



P.L.E.A. was invited to The Woodlands Race Complex for a buffet dinner and was surprised with the "Park Law Enforcement Run".

Board Members from left to right: Tim Curtin, Richard Greer, R. J. Steele Charles Nelson, Art Gill Ralph Hays and Bill Runnoe. In front the winning greyhound with handler.



P.L.E.A. Board of Directors in session.

Conference attendance filled the house.



**MINUTES OF THE  
BOARD OF DIRECTORS MEETING,  
HELD AT THE 1992 NATIONAL CONFERENCE,  
LENEXA KANSAS**

**OLD BUSINESS**

1. P.L.E.A. Research Proposal still has not received funding from N.R.P.A. and the Recreation Foundation.
2. Merchandise Line: Midwest Trophy will be our exclusive representative for P.L.E.A. Merchandise Line.
3. Computer:: In April or May 1992, P.L.E.A. will purchase a computer to assist R.J. Steele in publishing the PLEA Journal..
4. Conservation Law Enforcement Association:: There has been some dialogue and liaison with an organization from Prescott, Arizona, the Conservation Law Enforcement Association. The Board declined to enter into a federation agreement at this time in favor of exchanging board members to sit in on each others meetings. Liaison between the two associations will continue and possibly a memorandum of understanding.
5. Grants/Fundraising Report by Rick Greer has come up with some very interesting and useful proposals which will be studied before possible follow up action.
6. Membership/Training Committee - B. Supernaugh we are doing very well with our 500 individual members representing 43 states, Canada, and Puerto Rico; combine with 55 agency memberships and the 2nd State Affiliate member as we welcome the great state of California to our Board of Directors, 1992 promises to be a landmark year for our association!
7. Affiliate Due Structure: was discussed and is being reviewed.
8. Corporate Memberships - Tim Curtin reports on several different aspects of corporate memberships. Tim was requested to continue to pursue possibilities.

**NEW BUSINESS**

1. 1992 Membership Directory - C. Nelson : After discussion, it was agreed that a revised single entry membership directory would be distributed in 1992 by Michigan State University.
2. Pacific Region Membership Representative: Lt. Norman A. Lopera of East Bay Regional Park District in Oakland, California was appointed to the P.L.E.A. Board of Directors as our Pacific Region Membership Representative
3. The State of California was officially recognized as the second affiliate of P.L.E.A., joining Illinois in that role. They will be represented on the P.L.E.A. Board by the California Park Rangers Association and its President Christopher George of Anaheim, CA.
4. P.L.E.A. Foundation: Vice-President Ralph Hays presented a proposal to establish a P.L.E.A. Foundation. The proposal was unanimously approved. More information to follow.
5. Nominations and Elections - Executive Board  
The following individuals were nominated and elected to serve for the next 2-year term as P.L.E.A. Board Officers:  
President - Ralph Hays - Johnson County (KS) PARD.  
Vice President - Rick Greer - Hamilton County (OH) Parks Department  
Secretary - Tim Curtin - DuPage County Forest Preserve District  
Treasurer - Bill Runnoe - Oklahoma State Parks Department  
Past President - Art Gill - Lake County Forest Preserve District
6. The Board of directors approved the executive Board recommendation to split the Secretary/Treasurers office into two separate offices and then added the Past President to the Executive Board. Art Gill will continue to represent P.L.E.A. on the National Society for Park Resources (N.S.P.R.) Board of Directors for the National Recreation and Park Association.



**1992**

- October 15-19: National Recreation and Park Association Congress and Trade Show, Cincinnati, OH. Contact NRPA for further details concerning registration (703)820-4940.
- PLEA Informational Booth in Trade Show: Educational Area, Space #1315.
  - PLEA sponsored presentations in Education Session. (See article this issue)
- October 17: PLEA Mid-year Board of Directors Meeting. Held in conjunction with the NRPA Congress. Open to all members (Time and location to be announced at the PLEA booth in the exhibit hall.

**1993**

- March 5: PLEA Annual Board of Directors Meeting.
- March 5, 6, 7, & 8: PLEA 14th Annual Park Law Enforcement National Conference. This years conference will be held in Reno, NV. Academic Sponsor: Department of Park and Natural Resources, Michigan State University. Contact Dr. Charles Nelson (517)353-5190 for details.
- March 7: PLEA 5th Annual Trade Show, held in conjunction with the PLEA Conference
- October 21-25: National Recreation and Park Association Congress and Trade Show, San Diego, CA.. Contact NRPA for further details concerning registration (703)820-4940.
- PLEA Informational Booth in Trade Show:
  - PLEA sponsored presentations in Education Session.

- October 23: PLEA Mid-year Board of Directors Meeting.

**1994**

- March P.L.E.A. 15th Annual Park Law Enforcement National Conference. Washington, D.C Area. Sponsored by Maryland National Capital Park Police.
- October 13-17: National Recreation and Park Association Congress, Minneapolis, MN.

**1995**

- March P.L.E.A. 16th Annual Park Law Enforcement National Conference. Cincinnati, OH. Sponsored by Hamilton County Park District.

**Item #1 Embroidered Sweatshirts**



Price \$16.95  
 Colors: White, Lt. Blue, Silver, Navy, Red  
 Royal-Blue, Maroon, Kelly-Green  
 Black, Yellow  
 Sizes: S, M, L, XL, XXL, XXXL.

**Item #3 Embroidered Golf Shirts**



Price \$17.95  
 Colors: White, Lt. Blue, Silver, Navy, Red  
 Royal-Blue, Maroon, Kelly-Green  
 Black, Yellow  
 Sizes: S, M, L, XL, XXL, XXXL.  
 \* XXXL Colors: White, Black, Royal-Blue  
 Kelly-Green, Red, Maroon, Yellow

**Item #5 Silk Screened T - Shirts**



Price \$10.95  
 Colors: White, Lt. Blue, Silver, Navy, Red  
 Royal-Blue, Maroon, Kelly-Green  
 Black, Yellow  
 Sizes: S, M, L, XL, XXL, XXXL.  
 \* XXXL Colors: White, Black, Royal-Blue  
 Kelly-Green, Red, Maroon, Yellow

**Item #2 Embroidered Golf Hats**



Price \$9.95  
 Colors: White, Lt. Blue, Gray, Navy, Red  
 Royal-Blue, Maroon, Kelly-Green  
 Black, Beige, Brown  
 Sizes: One Size Fits All

**Item #4 Embroidered Golf Shirts**



Price \$20.95  
 Colors: White, Lt. Blue, Silver, Navy, Red  
 Royal-Blue, Maroon, Kelly-Green  
 Black, Yellow  
 Sizes: S, M, L, XL, XXL, XXXL.  
 \* XXXL Colors: White, Black, Royal-Blue  
 Kelly-Green, Red, Maroon, Yellow

**Item #6 Silk Screened T - Shirts**



Price \$12.95  
 Colors: White, Lt. Blue, Silver, Navy, Red  
 Royal-Blue, Maroon, Kelly-Green  
 Black, Yellow  
 Sizes: S, M, L, XL, XXL, XXXL.  
 \* XXXL Colors: White, Black, Royal-Blue  
 Kelly-Green, Red, Maroon, Yellow

# ORDER FORM

ITEM #	DESCRIPTION	QUANTITY	COLOR	SIZE	PRICE EACH	TOTAL

<i>ADD \$1.00 FOR XXL</i>	
<i>ADD \$200 FOR XXXL</i>	
<i>POSTAGE AND HANDLING</i>	<i>\$2.50</i>
 <i>GRAND TOTAL</i>	

**Item #7      Lapel Pins**



Price \$5.95  
Colors: Silver, Gold

**MAIL TO:**

*Bill Runnoe, Treasurer  
Park Law Enforcement Association  
515 Hoffman Dr.  
Norman, OK 73071*

**Guarantee:**

*If not completely satisfied with your purchase please return within 30 days for a refund or replacement*

*We will accept personal checks, cashier's checks or money orders payable to P.L.E.A.*

*Allow 2-4 weeks for delivery*

# PARK LAW ENFORCEMENT ASSOCIATION

## \* APPLICATION FOR MEMBERSHIP \*

NAME \_\_\_\_\_ INDIVIDUAL \_\_\_\_\_

TITLE \_\_\_\_\_ AGENCY \_\_\_\_\_

AGENCY/FIRM \_\_\_\_\_

ADDRESS (Street/POB) \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

WORK PHONE \_\_\_\_\_ NEW MEMBERSHIP \_\_\_\_\_ OR RENEWAL \_\_\_\_\_

ANNUAL MEMBERSHIP DUES

CURRENT MEMBERSHIP NUMBER

Individual \$ 15.00  
Agency \$ 50.00  
State Affiliate \$150.00

VISA AND MASTERCARD ACCEPTED \_\_\_\_\_

ACCOUNT NUMBER \_\_\_\_\_ VISA \_\_\_\_\_ MC \_\_\_\_\_

EXP. DATE \_\_\_\_\_

ACCOUNT NAME \_\_\_\_\_ SIGNATURE \_\_\_\_\_

MAKE CHECKS PAYABLE TO THE NATIONAL RECREATION AND PARK ASSOCIATION (NRPA)

PAT CARTRIGHT  
NATIONAL RECREATION AND PARK ASSOCIATION  
2775 SOUTH QUINCY STREET  
ARLINGTON, VA. 22206-2204  
800/626-6772

P.L.E.A. IS  
AFFILIATED WITH THE  
NATIONAL RECREATION  
AND PARK ASSOCIATION

### AGENCY MEMBERSHIPS

Recently requests were made of the P.L.E.A. Board of Directors to establish Agency Memberships. The stated reason for this move was to assist agencies in joining officially. Many agencies have little trouble paying for an "agency membership" but balk at paying individual memberships, even though these memberships are in strictly professional organizations. By designing a new membership category many agencies were able to join en mass. Because of the inequities in agency size across the nation, benefits had to be strictly managed in this category. Thus the following benefits are offered to Agency Members: (1) Full membership privileges to the agency as in individual memberships, and (2) Reduced rates for official P.L.E.A. Functions (Conferences, Educational Events, etc., for all agency employees without the need for each employee to join P.L.E.A. individually. Because of the cost of printing and distributing PLEA only one copy of PLEA would be sent to Agency Members. Though the Board of Directors authorized reprinting and distribution by these members. P.L.E.A. membership is decidedly inexpensive when compared to other professional organizations. The Agency Membership allows agencies to financially support P.L.E.A. and receive benefits from that membership.

### INDIVIDUAL MEMBERSHIPS

- (1) One vote per membership on official P.L.E.A. issues.
- (2) Four issues per year of PLEA: Journal of the Park Law Enforcement Association.
- (3) Membership I.D. Card.
- (4) P.L.E.A. Patch.
- (5) P.L.E.A. Window Decal.
- (6) Bi-Annual Park Law Enforcement Agency Directory.
- (7) Reduced Rate for P.L.E.A. Sponsored Conferences and Educational Events.
- (8) Access at a reduced rate (or free as available) of special P.L.E.A. sponsored publications.
- (9) Eligible for election to the Board of Directors and appointment to various committees.

### STATE AFFILIATES

State Affiliates are groups within a state which has organized along the guidelines established by the P.L.E.A. Board of Directors. State Affiliate receive one seat on the Board of Directors automatically and take an intimate role in developing the future of P.L.E.A. There is a \$150.00 affiliation fee. If your state is not currently an affiliate contact the President of P.L.E.A. for details on how to start.



# NATIONAL RECREATION AND PARK ASSOCIATION

2775 South Quincy Street • Suite 300 • Arlington, Virginia 22206-2204

## MEMBERSHIP APPLICATION

CLP  CLT   
(Check if Applicable)

FORM OF ADDRESS (Mr., Mrs., Miss, Ms., Dr., Sen., etc.) \_\_\_\_\_

LAST NAME (If not enough space, spell out above address) \_\_\_\_\_ GIVEN NAMES AND INITIALS \_\_\_\_\_

OCCUPATIONAL TITLE OR POSITION (Abbreviate if necessary) \_\_\_\_\_

EMPLOYER OR ORGANIZATION (Abbreviate if necessary) \_\_\_\_\_

MAILING ADDRESS (Street or post office box) \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP (in the US) \_\_\_\_\_

FOREIGN COUNTRY (Abbreviate if necessary) \_\_\_\_\_

Home  Office

PHONE (Check One)  AREA CODE  PREFIX  NUMBER

NEW MEMBER  RENEWAL  STATE ASSOCIATION MEMBER  
(Check One)

**RATES**  
Your dues support the many NRPA programs and services that are designed to expand the park, recreation and leisure movement. These include subscriptions to NRPA publications: Parks & Recreation magazine —\$15.00. Therapeutic Recreation Journal \$5.00. Your membership category determines which of these publications you receive.  
**NOTE: THESE RATES ARE NOT TO BE CONFUSED WITH SUBSCRIPTION RATES.**

**FOR NRPA USE ONLY:**  
KEY NO. \_\_\_\_\_  
JOIN \_\_\_\_\_  
EXP. \_\_\_\_\_

**ETHNICITY INFORMATION**  
(RESPONSE IS VOLUNTARY)  
American Indian  White  Male   
Asian  Hispanic  Female   
Black  Other   
This information will assist NRPA to develop a profile of our membership.

### Membership Category and Dues

Professional (Based on salary)

Annual Salary	Annual Dues
<input type="checkbox"/> 0-14,999	\$ 45.00
<input type="checkbox"/> 15,000 - 19,999	60.00
<input type="checkbox"/> 20,000 - 29,999	90.00
<input type="checkbox"/> 30,000 - 39,999	125.00
<input type="checkbox"/> 40,000 - 49,999	150.00
<input type="checkbox"/> 50,000 and over	210.00

- Retired Professional 40.00
- Student (NRSB is primary affiliation) 30.00
- Associate (Limited to those not employed in field) 45.00
- Commercial Firm 230.00
- Nonprofit Association 175.00

If your agency is an agency member of NRPA with a special package, you are eligible for reduced dues

- Professional\* 55.00
- Student\* 25.00

\*The following must be completed to use the reduced dues structure.

Organization Name \_\_\_\_\_

Membership Number \_\_\_\_\_

For information on special package, contact Membership Dept. NRPA

Friends of Parks and Recreation (Annual Fee) 15.00  
(Includes Friends of Parks and Recreation Newsmagazine only)

Also available on a subscription basis

Friend 15.00

Friend/Contributor 35.00

Friend/Supporting 50.00

Friend/Benefactor 100.00

Friend/Patron 250.00

Friend/Fellow 500.00

Friend/Fellow 1,000

(All friend categories limited to those not employed in the field)

### Send Information On:

- NRPA Insurance Programs
- NRPA Certification Program
- Latest Publication Catalog
- State Society Membership
- NRPA Credit Card Program
- NRPA Memberloan Program
- Ethnic Minority Society
- European Recreation Society
- Park Law Enforcement Association

### Check One Branch or Section of Choice

(One branch or section is included with membership. If you desire affiliation in more than one branch or section, number in order of preference and add \$10 under Optional Fees for each additional branch or section.)

- American Park and Recreation Society (APRS)
- Armed Forces Recreation Society (AFRS)
- Citizen and/or Board Member (CBM)
- Commercial Recreation and Tourism Section (CRTS)
- Leisure and Aging Section (LAS)
- National Aquatic Section (NAS)
- National Society for Park Resources (NSPR)
- National Recreation Student Branch (NRSB)  
(This branch is automatically the primary affiliation of NRPA student members. To be included in any other branch, student must pay for additional branch.)
- National Therapeutic Recreation Society (NTRS)  
(Therapeutic Recreation Journal included in Professional Membership Services.)
- Society of Park and Recreation Educators (SPRE)
- Friend of NRPA

### Optional Fees

Must hold membership to purchase:

- National Job Bulletin (\$30.00) \_\_\_\_\_
- PIN (\$18.00)** \_\_\_\_\_
- Recreation . . . Access in the 90's (\$25.00) \_\_\_\_\_
- Journal of Leisure Research \_\_\_\_\_
- \$25 — Domestic \_\_\_\_\_
- \$20 — (SPRE Member) \_\_\_\_\_
- \$28 — Foreign \_\_\_\_\_
- Recreation and Parks Law Reporter (\$50.00) \_\_\_\_\_
- Membership Certificate (\$7.50) \_\_\_\_\_
- Professional members only \_\_\_\_\_
- Print name as to appear \_\_\_\_\_
- Membership Laminated Walnut Plaque \_\_\_\_\_
- Professional members only (\$35.00) \_\_\_\_\_
- Print name as to appear \_\_\_\_\_
- Additional Branches (\$10.00) \_\_\_\_\_

### Form of Payment

Overseas Postage

If mailing address is outside U.S. ADD \$6 \$ \_\_\_\_\_

Total payment enclosed ( Do not send cash) \$ \_\_\_\_\_

Check # \_\_\_\_\_

Enclosed is my tax deductible contribution of \$ \_\_\_\_\_

Bill to:

Visa Number \_\_\_\_\_

Expires Mo. \_\_\_\_\_ Year \_\_\_\_\_

MasterCard No. \_\_\_\_\_

Expires Mo. \_\_\_\_\_ Year \_\_\_\_\_

**TO ACTIVATE MEMBERSHIP BY PHONE WHEN USING VISA OR MASTERCARD  
CALL TOLL FREE 1-800-626-NRPA**

Signature \_\_\_\_\_

Date \_\_\_\_\_

PARK LAW ENFORCEMENT ASSOCIATION  
AN AFFILIATE OF THE  
NATIONAL RECREATION AND PARK ASSOCIATION  
2775 SOUTH QUINCY STREET, SUITE 300  
ARLINGTON, VA 22206-2204



ADDRESS LABEL HERE



ADDRESS CORRECTION REQUESTED