



# Words from Walt Young

## Region 4 Director

Is there any way we can combine the article and my brief report?

Thank you to all of you who volunteered for the two committees that I chair. We will be holding a **telephonic EMS/Fire meeting** on May 16<sup>th</sup> at 10:00. Please call me on May 15<sup>th</sup> by 2:00 so I may arrange the conference call through the operator. We will be discussing what levels of CPR, First Aid, and Fire training should be recommended to the PRAC Standards and Training committee.

A **Region 4 Training meeting** will be held on May 18<sup>th</sup> at 10:00. The location will be the William O Douglas Nature Center at 2600 Franklin Canyon, Beverly Hills. Please call to RSVP and receive directions.

### The Tactical Ranger

Using the words "tactic" or "tactical" today is akin to "new and improved" 20 years ago. They are the most overused words in our profession. We have all taken tactical communication, tactical handguns, and tactical driving classes. Yet, as Rangers, I submit that we have failed to use our Ranger status to its full tactical advantage. Like all tactics, it (Ranger status) cannot be used all of the time. Some situations require direct and immediate action. Fortunately, most encounters develop over time, and time is the friend of the tactician.

The FBI tells us that 98% of a Peace Officer's use of force stays within Presence and Words. What is it about being a Ranger that will increase your safety during citizen contacts, no matter what your "status," training or equipment on hand? The answer is immersing yourself in being a Ranger. We enjoy high public respect and have a recognized position of authority within society. We also have the tactical advantage of revealing how broad our enforcement powers are at OUR discretion. This is an important point. It gives us discretion to act when it is safe to do so, and at a time and place when it will be most effective.

When convicted murderers of Peace Officers were asked why they killed an officer, their response was twofold; because the officer "let them," but also because they felt they had to. This is why Verbal Judo teaches that we inform the citizen the reason for the contact at the beginning, so that if the subject is wanted or is fleeing from a crime, he may hope to avoid detection if he cooperates.

You have an option that no other Peace Officer has, that when appropriate, through presence and words, you can shape the perception of what "type" of Ranger the suspect is encountering. Dr. George Thompson said it best: "You need to put on the face to meet the face you meet."

## Roadtrip to the Conference

by Lee Hickinbotham

It was almost midnight,  
When we decided  
To leave.

A van and five Rangers,  
What a sight to see.

Julie was the first driver,  
Cautious as can be.  
She kept it conservative,  
A solid 72 maybe 73.

She drove for about an hour,  
Then we stopped for gas.

Jeff got behind the wheel  
And the cars we did pass.

The pedal was to the metal,  
The speedometer hit 80 even 90.  
I looked over and said  
"Slow it down big guy"  
You're not that mighty.

The tunes were blasting,  
We were racing against time.  
Until we hit the dreaded hill,  
They call the grapevine.

Jeff slowed it down to 50,  
White knuckles on the wheel.  
When we hit the fog, I swear  
I heard him squeal.

Once on the other side,  
And all was safe.  
Two wrong turns later  
We finally found the place.

It was 5:00 am  
We were tired as can be,  
Five Rangers all in one room.  
What a sight to see.

## From the President's Desk

Another conference come and gone! I must give kudos to all of the committee members that worked so hard at putting it all together. I hope everyone got as much out of it as I did. Do you think we made history by taking a school bus all the way to the Hollywood sign? I am pretty sure that was a first and I will bet that bus driver went into early retirement. We had some great sessions and also some great meals. I was most impressed with the dinner at the L.A. Zoo and our trip to Gene Autry's Museum.

We had some honors presented to some of our members. One was for our former president of PRAC, **Russ Hauck**. Russ has done an excellent job of providing leadership and support to this organization. Russ, thanks again for all of your hard work and your devotion to the Park Ranger profession. We also honored Mr. Robert Steiner as an Honorary Member. Mr. Steiner is a duck stamp artist, known throughout the world for his work. His work can be found on our Federal duck stamps which have generated millions of dollars for the protection of wetlands and wildlife areas.

One other honor occurred at our annual membership meeting. It was suggested by former President, Bill Hendricks, that we rename our PRAC scholarship to the **Thomas A. Smith Scholarship**, in honor of all that he has done for this organization from its conception to what it is currently. Smitty, you have given so much to make us what we are, I feel this is a very fitting way to honor you.

Next year's conference will be in Sacramento, on March 8-11, at the Holiday Inn. Our Region 3 director, CeeCee Cryer and State Parks, Ron Brean, will be the co-chairpersons for the conference. I am looking for any members interested in helping organize this conference and also looking for suggestions on what you would like to see at the conference. We will help in developing the four tracks; Interpretation, Resource Management, Public Safety and Operations and Maintenance. We also will help with off site training and activities, vendor displays.

If you would like to get involved, please contact CeeCee at 916-875-6672; ceelcee@juno.com or Doug Bryce 800-994-2530 (pkrgnac@earthlink.net)

Be safe,

*John Havicon*

## California Parks Conference 2000

by **Sandy Ferreira**

For those of you who attended this year's Conference, I think you'll all agree it was a big success. There were many interesting sessions scheduled and the off site field trips were exciting and filled to capacity too. Some included a trip to see the California Condor Recovery Program at the LA County Zoo, Gene Autry Museum and a trip to Hollywood. My compliments to **Doug Bryce** and the planning committee who selected Airtel Plaza Hotel in Van Nuys as our Conference site. The proximity of the breakout session rooms and the large room for the Exhibitors and Silent Auction were great. The hotel accommodations, food and the level of customer service was well above normal expectations.

The Silent Auction was very popular and a successful event. We had 73 items to bid on. In fact, I had to graciously decline anymore donations because we were at capacity! Russ Hauck's "Ode To A Ranger" framed poster was the highest item bided. Dave Lydick got away with a beautiful carved bear that must have weighed 250 lbs!

I would like to thank **Kim Baker** for her hard work and support with the Silent Auction, she did a great job and thanks to her volunteers too. Also **Dorene Clement** for working behind the scene putting together the Silent Auction materials. This helped out allot and made the Auction run very smoothly. I must thank the students from West Valley College who helped out with the Silent Auction, Registration and any other task that needed to be done. You guys were great. **Kelly Byrne** who was in charge of registration and helped out with sales, coordination of the Silent Auction and whatever job came her way, did a great job too! **Frank Padilla**, our MC at the Banquet pulled out a few magic tricks and entertained us for the evening, plus a 50's group who went from table to table and sang requests. Lastly, **Russ Hauck** who took pictures all week at the conference of various sessions, field trips, demonstrations, exhibitors, Silent Auction and the attendees then put together a slide presentation to show at the Banquet. Nice work Russ.

Next year, the Conference will be held in Sacramento, at the Holiday Inn, March 15-18, 2001. So mark your calendars and plan to attend, I hope to see you there.

# Odds, Ends and Weekends

by Jeff Gaffney

## Conference Follow-up/Update

I saw many old friends and made some new ones as we shared some very valuable time. We learned about exciting and new ways to do everything from trace the history of a dress to identify toxic waste and package it up for disposal (alright that last one is a little exaggerated but close). I don't want to take away from the conference at all it was tremendous. Russ as well as everyone who helped should be given a huge round of applause for all of the time and energy that went into every detail (we won't get into that slide show that ended up all over Russ's hotel room floor).

I do however want to take a few lines to talk about Friday. The Museum of Tolerance was the Advanced Officer training that was offered and put quite simply, words cannot describe it. We were often without words at times (and that was just the museum). After we went through the museum as part of the law enforcement training program (POST certified of course), we listened to a Holocaust survivor and the stories of lost families, barely surviving Death Camps, and misery all around. She spoke with no anger and yet I felt my own anger and sadness, the anger was for allowing these things to happen. As you learn throughout the day, everyone was responsible for the Holocaust and for the apathy that allowed Hitler to reach power and declare war on the world. The second speaker was a former white supremacist who reminds you of the hate that is brewing today in the year 2000 and how it wouldn't take much for the same thing to happen all over again. It was an incredible experience if you are in LA you must go to the Museum of Tolerance.

Those who do not remember the past are condemned to relive it  
George Santayana-1905

## Political

There have been many twists and turns in the political arena (as always). I will be working on a complete update and plan of action from the 2000 Parks Conference. If you have questions please e-mail or call me. I can only see good things coming from this. I have my members for a

law enforcement committee, but I could always use more. We will be meeting through e-mail and a couple of face to face meetings, please contact me if you are interested. I hope we can move forward with this development and benefit the profession as a whole. I will be working on the legislation for safety and 4850 as discussed during the conference, anyone who is interested can feel free to give me a call or e-mail.

## Membership

Membership in Region 2 is still rising and I hope we can get other members to renew, a few have failed to do so. If you know someone who is interested in a professional organization or just has an interest in a parks management career maybe you can convince them to join, or someone to rejoin who has forgotten to renew their membership.

## Training

Ken Miller is working on some resource management training for the Fall. I'm working on our training standards recommendations.

## Union

We did it! The Santa Clara County Park Rangers have been guaranteed inclusion by our county into the PERS safety retirement plan. They have even agreed to run legislation if necessary (yes on the county's dime). We also signed a good solid three year contract, we have been doing very well as an Association out on our own for the first time. I am looking forward to the future....

On the flip side the Los Angeles City park rangers are being tinkered with by management they may need our help. I will keep you updated as I hear how they are doing. Contact Kelly Byrne if you have questions.

## Miscellaneous

Anyone who may be interested in PORAC membership and all the protection and benefits it affords them should contact me. I may have found an easy way for them to obtain membership.

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## Dear Members of PRAC.

I would like to thank you very much for the high honor that you bestowed upon me at Van Nuys. I guess of all times to miss a conference, this wasn't the one. Having a scholarship in my name is the best thing that has ever happened to me. PRAC and my involvement with the profession has been a labor of extreme love. The ranger profession is at a crossroad. The jobs are appearing, and the applicants smaller in number. We all need to seek out people interested in the profession, and see to it that they make it to the end. Scholarships are a start. Thanks you very much for your kind gesture. You know I will cherish it for the rest of my life.

Smitty

# Board Meeting Minutes

Tuesday, March 7, 2000, Van Nuys, California

## Present:

John Havicon, President  
Russ Hauck, Past President  
Mike Chiesa, Region 1  
Jeff Gaffney, Region 2  
Walt Young, Region 4  
Lori Hynes, Region 5

## Absent:

Cee Cee Cryer, Region 3

Minutes from last board meeting (1/11/2000) were approved.

Regional Directors, President and Past-President provide activity reports.

John announced that Cee Cee was the new Region 3 Director.

The 2001 Conference will be in Sacramento, CA, March 15-18, at the Holiday Inn on Madison.

**Legislative Update:** Proposition 12 election results will be in today. A bill is to be introduced that would add park rangers, as defined in P.C. 830.31(b), to the appropriate Government Code sections allowing for negotiation for safety retirement.

The topic of the Park Ranger Peace Officer legislation was discussed. There have been previous discussions of a proposed bill to remove the grandfather clause from 4022 of the Public Resource Code, which would reserve the title of "Ranger" for only those employees who are peace officers as defined in the Penal Code. The board decided to seek direction from the membership on this issue. It was decided to have an advisory vote from the members at the General Membership meeting to decide if PRAC wanted to pursue such legislation. The Standards and Training Committee will work to develop PRAC's recommended minimum training standard for Park Rangers as defined under P.C. 830.31(b).

The agenda for the General Membership meeting was discussed.

**PRAC Website:** John suggested creating an open forum on the web site so members had a place to exchange ideas and information.

**Training:** John suggested that PRAC become a certifying training agency, including having our own in-house instructors, to be able to offer our membership certified training at reasonable rates. A motion was made to develop training curriculum and certification through PRAC. The motion was approved. The Standards and Training Committee will be responsible for working on this assignment.

**Member Incentives:** John was seeking ideas for member incentives such as discounts from vendors, etc.

**Scholarship:** A motion was made to name one of the PRAC scholarships, the "Thomas A. Smith Scholarship." The motion was approved.

## General Membership Meeting

Thursday, March 9, 2000, Van Nuys, California

John Havicon President  
Russ Hauck, Past President  
Mike Chiesa, Director Region 1  
Jeff Gaffney, Director Region 2  
Cee Cee Cryer, Director Region 3  
Walt Young, Director Region 4  
Lori Hynes, Director Region 5

**Budget and Membership reports:** John provided budget and membership reports. Financial status good, membership down.

**2001 Parks Conference:** The 2001 Conference will be at the Holiday Inn in Sacramento, on Madison, March 15-18.

**Safety Retirement:** Jeff reported on a bill that would add Park Ranger/Peace Officers as defined in P.C. 830.31(b), to the Government Code sections allowing classes of employees to negotiate for safety retirement.

**Park Ranger/Peace Officer Legislation;** Removal of grandfather clause from PRC 4022. Walt discussed the topic of the long-standing issue of removing the grandfather clause from 4022, thus requiring that the title "Ranger" may only be used by peace officers. The purpose of the legislation was discussed as well as the need for a mandated training standard, which PRAC would be forming a recommendation for. The members were given an open forum to discuss the issue and voice their opinions/concerns. A secret ballot advisory vote was taken of the

attending voting members to decide if this issue should be taken to a vote before the general membership. The results were 20 "yes" and 1 "no." The issue will be going to a general membership vote after recommended training standards have been developed and the membership has been given a chance to voice their opinions and learn the facts.

**Committees:** The committees were discussed and volunteers were sought for the Resource Maintenance and Management Committee (Ken Miller, Chair), Interpretation Committee (Lori Hynes, Chair), EMS/Fire Suppression Committee (Walt Young, Chair), Law Enforcement Committee (Jeff Gaffney, Chair), and the Standards and Training Committee (Mike Chiesa, Chair).

**PRAC Web site:** John discussed the idea of adding a forum to the web site so the members would have a place to go to exchange ideas and information.

**Thomas A. Smith Scholarship:** The members voted to name one of the PRAC scholarships the "Thomas A. Smith" scholarship, in recognition for Smitty's dedication to the organization, the profession, and education.

**City of Los Angeles:** Kelly Bryne, City of Los Angeles sought assistance for her agency as the city is trying to strip the law enforcement duties and responsibilities from the L.A. City Rangers. She asked attending members for written letters of support.

# BAEER Fair Workshops a Success

by Mike Chiesa

The Obtaining Voluntary Compliance and the Setting up Nature Hikes workshops held at the BAEER (Bay Area Environmental Education Resource) Fair in January of this year were a success. 19 park employees and volunteers attended the Obtaining Voluntary Compliance instructed by Bob Donahue from the City of Chico. Participants were from several agencies in PRAC Regions 1 and 2 and CSPRA members. Agencies represented were Sonoma County Parks, Marin Municipal Water District, East Bay Regional Park District, San Mateo County Parks, Midpeninsula Regional Open Space District, Monterey County Parks, Monterey Peninsula Regional Park District, National Park Service, and California State Parks-Sonoma Coast State Beach, Half Moon Bay State Beach, and Sacramento.

Everybody learned something from Bob's session and the diverse experiences of the group led to interesting discussions and a lot of good ideas being shared with how to handle various problems people have experienced in their parks. The consensus of the group was that dog contacts were among the worst contacts to make and enforcing leash laws and other dog related laws tended to result in the most negative experiences. This workshop was well worth the time of the participants. The added benefit of being able to participate in the BAEER Fair and receive lots of free literature and other goodies related to interpretation and resource management made it a very fruitful day for all.

The Setting up Nature Hikes workshop taught by John Havicon and Beth Etgan from Sacramento County Parks was also well received. This session was open to all BAEER Fair participants and over 40 people attended this workshop, leaving standing room only in the room. It was quite a diverse group of participants with some rangers from the Obtaining Voluntary Compliance Workshop attending. Represented agencies/organizations included Sonoma County Parks, East Bay Regional Park District, Monterey County Parks, National Park Service, U.S. Fish and Wildlife Service, California State Parks- Sonoma Coast and Half Moon Bay State Beaches, City of Pleasanton, The Marine Mammal Center, Sierra Club, University of California Berkeley, Natural History Museum of Los Angeles, Lindsay Wildlife Museum, several outdoor education organizations, several non-profit resource management organizations, students, and teachers. John and Beth provide participants with tips on how to conduct and improve nature hikes with various techniques. It was a good tie in with the BAEER Fair and introduced many people to PRAC and what we are about.

John and I both enjoyed our day at the BAEER Fair and we hope to be invited back again next year. Members who attended got a lot out of it and PRAC also benefited from it by reaching out to people who may have not known about the organization and possibly even gaining a member or two.

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## Here Comes The Sun!!

by John Havicon

Skin cancer is now being considered as "epidemic" by the Centers of Disease Control with more than 1 million new cases expected this year in the United States. Park Rangers have a greater risk than most because of our outdoor offices. I know three Rangers from my office have already been inflicted with some form of skin cancer. Fortunately for them, it was caught early and treated. Untreated forms can eventually lead to death.

The chief cause of the cancer is exposure to the ultraviolet radiation from the sun. That "nice tan" that everyone desires and sunburns, are actually signs of internal skin damage.

The good news is that most skin cancer is treatable, if detected in it's early stage. Of course, the best treatment is prevention, (which is tough in our jobs, unless you work swing shift). Here are some safety tips recommended by the Skin Cancer Prevention Program:

- Reduce sun exposure when UV rays are strongest, 10 a.m. to 4 p.m.
- Wear tightly woven, loose-fitting clothing that covers as much of the body as possible.

- Wear a wide-brimmed hat (at least 4-inch brim), that produces a shadow that covers the eyes, nose, face, ears and back of the neck. Another good reason for wearing those familiar Ranger Stetsons that some of us still wear.
- Find shade (trees, physical structures), to shield you, especially from 10 a.m. to 4 p.m.
- Use sunglasses that include a warranty stating that they provide 100 percent UVA and UVB (broad spectrum) protection.
- Liberally apply sunscreen to exposed skin one-half hour before going outdoors. The sunscreen should have a sun protection factor (SPF), of 15 or greater and should state UVA and UVB protection. Depending on outdoor conditions, sunscreen should be reapplied at least every two hours.
- Use lip balm with a SPF of 15 or greater.
- Avoid tanning salons, booths or sun lamps.

For additional information, please contact me, John Havicon, (916) 875-6672, onbelay@innercite.com or you can contact the Skin Cancer Prevntion Program at 212-725-5176. They also have a web site: [www.ca5aday.com/cpns/index.htm](http://www.ca5aday.com/cpns/index.htm) then click on the skin cancer icon.

# Urban Canada Goose Management Informational Meeting

by **Sandy Ferreira**

The City of Fremont Staff have spent over fifteen years developing and refining the various components of a successful Waterfowl Management Plan. The first was to enact a "No Feeding Ordinance" which makes it unlawful to feed any domestic, resident or migratory waterfowl, or other park animal. This ordinance has been supported with extensive public education, information and signage. (2) Habitat Modification was necessary to make it less attractive for geese to nest and to reduce the chance of spreading disease. (3) The use of goose barrier fencing, an effective physical and visual barrier, prevents the geese from overgrazing on turf, soiling of picnic areas and pathways and an overall degradation of park facilities. (4) Obtaining a depredation permit which grants one permission to addle the Canada goose eggs. Applying oil on the eggs during incubation prevents the eggs from hatching and is an effective means in population control. (5) Using border collie dogs to "herd" the geese. The dogs are on voice or whistle command. Their job is to keep the geese moving and not let them settle on park lawns where they tend to 'overgraze' and destroy turf areas. The City of Fremont was the first agency to use border collies to herd the Canada geese. We now have our own official goose herding dog, "Luke" a Mac Nab and relative of the border collie. These five key components have been very effective tools in our efforts to control the urban Canada goose population at Lake Elizabeth.

In February, The City of Fremont sponsored a very successful **Urban Canada Goose Management Information Meeting**. The purpose of the meeting was to familiarize Bay Area agencies, golf course managers, local airport managers and private corporate businesses with legal waterfowl management options available to them in and effort to control urban Canada geese. Options discussed were depredation and egg addling permits, hazing, habitat alteration, public education and information and the use of border collie dogs to herd the geese. Guest speakers include **Dr. Robert Trost**, of the U.S. F&W Service who discussed Federal Regulations pertaining to migratory birds, legal management techniques and the recent decentralization of the depredation permit process. **Dan Yparraguirre**, Senior Wildlife Biologist, Dept. of F & G first presented a slide presentation on identification of migratory geese and domestic geese then spoke on Canada goose biology and behavior and defined DFG's role

in regulation of migratory birds and Canada goose management. **Brian Archuleta**, Wildlife Biologist, Dept. of Agriculture (ADC) discussed the permit process, what types of information and data needs to be submitted to ADC in order to issue a

depredation / addling permit, services offered by ADC and fees. **Patrick Hayes**, former Recreation Services Manager presented an outline of Fremont's Waterfowl Management History.

I presented a slide presentation of the "**Key Elements of a Comprehensive Waterfowl Management Program.**"

Other speakers include **Rich Langevin**, Park Supv. City of Newark, who discussed Domestic Goose Management in an Urban Park Setting and **Jan Scott**, Goose Busters and Herding Dog Trainer, presented a session "So, You're thinking about getting a goose herding dog."

After all presenters spoke there was an open forum to discuss hot topics and issues, and an opportunity to share individual success and failure stories with waterfowl management techniques. It was a very interesting program and well received by all of those who participated. 83 people attended the meeting representing 22 agencies throughout the greater Bay Area. It was an opportunity to share information and to develop a regional approach to Canada Goose Management.

On a closing note, our Urban Canada Goose Management Informational Meeting was submitted to the CPRS District III 1999 Awards Program. Our category entry: Recreation & Community Services Program, Planning and Problem Solving for Urban Canada Goose Management **won**. Our agency will be presented the CPRS District III award March 30, 2000.

## Sharing the same feeling by **Lee Hickinbotham**

I decided to attend the PRAC conference in Van Nuys this year. Being the only person from my agency that was attending, I called on some friends of mine from a neighboring agency. They invited me to drive down with them. All it would cost me was some good stories; a thermos of coffee, and to ride shotgun to keep the driver to speeds under 80 mph (those of you who know Jeff Gaffney, need I say more).

I found the conference full of great information, exciting entertainment, and fun field trips. The thing I found most rewarding was the camaraderie between Rangers. I met quite a few new people and got reacquainted with some that I had not seen for a couple of years. It is nice to see that although there is the issue of to be or not to be a peace officer, we all still believe in what really matters. To be an educator of the environment, a protector of the natural resources and a role model to kids.

I came back from the conference with new information for my agency and a proud feeling of being a Park Ranger. Thank you, to all that share the same feeling.



# Smitty's Book Report

All of us live on a budget. It would be nice to be able to just buy everything for your park that would help you be a better ranger. But alas, sometimes that just doesn't happen very often. You just have to be smart with your purchases. This time I have found a book that fits the small budget and one that is small enough to be carried in day packs, jacket pockets, etc. It is the latest Audubon Society publication, **A Field Guide to California**, and is only twenty bucks! Believe me, this is a great resource for all of us. It contains an easy to use field guide for identifying 1000 of California's flora and fauna. It is also a complete guide to California's natural history. It covers everything from geology, wildlife habitat, and even covers the weather and the stars! Not only that, it gives a sampling of where to go to see what is mentioned in the book. It contains 1500 full color images, 1300 photographs, 15 maps, and 16 night-sky charts, as well as 150 drawings. Peter Alden is the principle author along with several others of note. The part I liked the most is the sections on habitats and conservation and ecology. Included in the last section is one on introduced species, environmental threats and safeguards, and endangered species. It has 447 information packed pages in the popular Audubon soft-cover format that is 4" by 8." Obviously it doesn't include everything you need to know about California. As an example, it talks about introduced species without even a whisper about pigs!

I usually buy a book, review it, then give it to County Parks. Sorry guys, this one goes into my day pack. You'll have to buy your own.

Alden, Peter, et al, **National Audubon Society Field Guide to California**, Alfred A. Knoph Publishing Company, New York, 1998. 447 pages, \$19.95

## CeeCees' Shoes

Dear PRAC Members,

I am writing to all of you to let you know who I am and what I am doing for PRAC. First of all, I am Cynthia Cryer, but please don't call me that, I prefer CeeCee. (Only my father calls me Cynthia.) I like to think of all the roles in my life as wearing different pairs of shoes—not hats. The first pair of shoes, I think of, have wheels attached. I am the In-Line Skating Coordinator for the County of Sacramento's In-Line Skating Trial Period. I get paid to patrol the American River Parkway on in-line skates and bicycle. Another pair of shoes is my student running shoes. In May 2000, I plan to finish the requirements for a Masters Degree from CSU, Sacramento. This means my shoes are getting quite a work out running all over town trying to finish my Masters Project. A third pair of shoes I wear is similar to Cinderellas glass slippers. I am planning for my once in a lifetime ball, my wedding to the most wonderful man in the world. Of all the shoes I do wear, the most influential are my Park Ranger boots—both steel toe and hiking.

The shoes I love the most are those previously worn by John Havicon. I am now walking around in his over-sized, worn-out, black leather, steel-toed, Region Three Director boots. You know, the ones with the soles wearing out and the hole at the toe. At first I thought they were heavy and clunky. Now I realize I love them as much as he did; I just had to grow into them. I found making small steps at the beginning allowed me to get used to them. My first steps were to meet and work with other PRAC members and directors here in Sacramento. With the help of these people, I realized I could wear the boots of a PRAC Director. When the March 2000 Conference rolled around, I had the opportunity to larger steps in my new boots. For such an event, I was glad to be in the comfortable setting of my old hometown of Van Nuys, California. At this Con-

ference, I had the honor of making friends with many of you. I also realized there was not a large enough representation of people from my community. I decided then; I needed to try to increase the membership of my region. So, I set a challenge for myself...I intended to increase the membership of Region Three, a big step of these boots.

During the 2000 Conference, I must have made some impact on you because I now wear another pair of boots. This pair of boots, previously worn by Russ Hauck, our Past President and Chair of the 2000 Conference Committee, are also big on me. The sweat, dirt and tears that have collected on them allow me to know they greatly were loved. I will wear these boots when I work with Ron Brean, of CSPRA, on planning the 2001 Conference here in Sacramento. Some of you may have seen me wearing these rugged things when I asked for your ideas and suggestions. Others of you will get your chance in the short future.

You see, this coming Tuesday, April 18, 2000, Ron and I are having our first 2001 Conference meeting. The meeting will provide the ideal arena for giving and brainstorming ideas, but this is only the first step. What I would like, is some help. I need people who want to serve on the Conference Committee with me. I also need your ideas about the upcoming conference. What do you want to see again? What new things would you like to do? What don't you want to see again? Let me know as soon as possible, so I can begin discussing them with the rest of the committee. You can call or e-mail me with your ideas. Please feel free to contact me about serving on the committee and/or attending the meetings to come.

I can't wait to here from you soon,

CeeCee  
Region Three Director

**Park Rangers Association of California  
Board Officers  
2000**

**PRESIDENT**

JOHN HAVICON  
(916) 875-6672  
FAX: (916) 875-6632  
E-Mail: ONBELAY@INNERCITE.COM

**REGION 1 DIRECTOR**

MIKE CHIESA  
(707) 847-3245  
FAX: (707) 785-3741  
E-Mail: MCHIESA@MCN.ORG

**REGION 2 DIRECTOR**

JEFF GAFFNEY  
(408) 779-3634  
FAX: (408) 846-1602  
E-Mail: UCJAKE@IX.NETCOM.COM

**REGION 3 DIRECTOR**

CEECEE CRYER  
(916) 875-6672  
FAX: (916) 875-6632  
E-Mail: CEELCEE@JUNNO.COM

**REGION 4 DIRECTOR**

WALT YOUNG  
(310) 858-7272 EX 102  
FAX: (310) 858-7212  
E-Mail: YOUNG@SMMC.CA.GOV

**REGION 5 DIRECTOR**

LORI HYNES  
(619) 527-7683  
FAX: (619) 235-5902  
E-Mail: PARKFUZZ16@AOL.COM

**PAST PRESIDENT**

RUSS HAUCK  
(818) 548-3795  
FAX: (818) 548-3789  
E-Mail: RUSTYHAWK@AOL.COM

**THE SIGNPOST EDITOR**

DAVID BROOKS  
(831) 336-2948  
FAX: (By ARRANGEMENT)  
E-Mail: PRANGERD@IX.NETCOM.COM

**Scholarship**

BILL HENDRICKS  
(805) 756-1246  
FAX: (805) 756-1402

**Office Manager**

CAROL BRYCE  
Office: (800) 994-2530  
LOCAL: (916) 558-3734  
FAX: (916) 387-1179  
E-Mail: PKRGRAC@EARTHLINK.NET

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**Submission deadlines ARE THE LAST day of JANUARY, MARCH, May, July, SEPTEMBER, AND NOVEMBER.**

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PRANGERD@IX.NETCOM.COM

**Membership Application**

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PHONE \_\_\_\_\_  
HOME \_\_\_\_\_ WORK \_\_\_\_\_

EMPLOYER OR SCHOOL \_\_\_\_\_

JOB CLASSIFICATION OR MAJOR \_\_\_\_\_

**VOTING MEMBERSHIP**

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**NON-VOTING MEMBERSHIP**

AGENCY:

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SUPPORTING ..... \$100 \_\_\_\_\_

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P O Box 292010  
SACRAMENTO, CA 95829-2010  
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