

NEWSLETTER

United States Department of the Interior National Park Service



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NO. 5

A SERVICE PUBLICATION FOR SERVICE PERSONNEL

OCTOBER 20, 1966

New WASO Lineup

A realignment of top level staff responsibilities within the Service was put into effect on October 1. The changes will distribute, more equally among the Washington executive staff, management of the rapidly growing national park system.

A new position, Deputy Director, will be filled by A. Clark Stratton, the present Associate Director. Howard W. Baker, now Assistant Director, Operations, will become Associate Director. Harthon L. Bill, now Deputy Assistant Director, will become Assistant Director, Operations. Howard R. Stagner, present Assistant Director, Resources Studies, will fill a newly established position of Assistant to the Director.

A new Assistant Directorship is being created, for Policy and Program Analysis. Edward A. Hummel, present Western Regional Director, has been selected for this position. He will be responsible for the long range National Park System plan, program analysis and appraisal, and special studies related to park preservation and use.

Other Assistant Directors, who continue in their present positions, are: Jackson E. Price, Specialized Services; J. E. N. Jensen, Design and Construction; C. P. Montgomery, Administration; T. R. Swem, Cooperative Activities.

You and the public

Federal Employee Facts No. 6 entitled "YOU . . . AND THE PUBLIC" published by the Civil Service Commission in September 1966, outlines the role you play as a servant of the people. The pamphlet, a copy of which will be provided you by your personnel office, states that "wherever they work and whatever they do, all Federal employees have one thing in common—providing service to the public." Read the pamphlet through thoughtfully to determine how you can add to the drive to improve services and communications to the public.

In connection with this program all Incentive Awards Committee Chairmen have been instructed to review employee suggestion and work situation contributions to determine whether any particularly significant strides toward improving communications and services to the public have been made by Service employees during the period of July-September. A special awards category is being set up under the Incentive Awards Program to recognize excellence in

More "Open Season" Data

The September 22 NEWSLETTER alerted all employees to the forthcoming OPEN SEASON on health benefits scheduled for November 14-30. During this period all employees enrolled in plans offered under the Federal Employees Health Benefits Program will have an opportunity to change their enrollment. Eligible employees who are not enrolled will be able to enroll. Changes enrolled employees may make are:

- . . . from one plan to another
- . . . from one option to another option in the same or a different plan
- . . . from self only to self and family, or the reverse.

Before November 14, 1966, your personnel office will distribute to each eligible employee an open season instructions pamphlet (BRI 41-117) and brochures of the two Government-wide plans (Indemnity and Blue Cross-Blue Shield), plus brochures of group or individual-practice plans serving your area. Members of employee organizations which sponsor health benefits plans will receive brochures of the organization's plan through the mail direct from the Civil Service Commission.

Any employee who does not receive the appropriate brochures and the instruction pamphlet by November 14, 1966, should contact his personnel office. Any employee who is interested in an employee organization plan brochure will be able to see a copy in his personnel office (requests for these plans have been non-existent in the past thus only one copy was requested for the larger parks and the regional offices). If, after studying the brochures and pamphlet BRI 41-117, an employee has a question, he should contact his health benefits officer or the personnel office.

An employee who will want to change his enrollment, or who is not now enrolled and wants to enroll, must complete the new Health Benefits Registration Form (Standard Form 2809). The completed registration form must be received in the Personnel Office no later than November 30, 1966.

the area of improved communications and services to the public. Everyone is urged to seek methods whereby we may improve our operations in these categories. Suggestions, as well as on-the-job contributions, which result in significant improvements will be eligible for the special award mentioned above.

People on the move . . .

New Places

Appling, William V., Supv. Park Ranger, Craters of the Moom to same Cabrillo & Channel Island NM
Badour, Marguerite M., Sec. (Steno.), WRO to Clerk Steno., Mt. McKinley NP
Barbee, Robert D., Park Ranger, Point Reyes NS to Park Naturalist, Big Bend NP
Bean, Norton M., Supv. Park Ranger, Lake Mead NRA to same Cape Cod NS
Beatty, Steven M., Park Ranger, Horace M. Albright TC to same Shiloh NMP & Cemetery
Benham, Martin N., Supv. Park Ranger, Everglades NP to same, Craters of the Moon NM
Breo, Donald M., Caretaker, Casa Grande Ruins NM to Work Leader Foreman, Liberty Park JCC
Bishop, Norman A., Supv. Park Naturalist, Yosemite NP to same Mt. Rainier NP
Brower, Frederick J., Asst. Superintendent, Morristown NHP to St. Asst., WSC
Carrera, Gregorio S.A., Historian, Appomattox Court House NHP to same Independence NHP
Carroll, Orville W., Architect, East. Office, D&C to same WSC
Crawford, Paul B., Park Ranger, Grand Canyon NP to same Lassen Volcanic NP
Denslow, James A., Park Ranger, Horace M. Albright TC to same Everglades NP
Fontes, Richard A., Jr., Park Ranger, Horace M. Albright TC to same Harpers Ferry NHP
Franzen, Archie W., Architect, East. Office, D&C to same WSC
Gjessing, Frederik C., Architect, East. Office, D&C to same WSC
Houston, Oni P., Jr., Civil Engineer, East. Office, D&C to same NERO, Off. of Reg. Coord. (JCA)
Ingersoll, William T. Historian (Pk.), Sitka & Glacier Bay NM to Historian, WASO
McLane, Donald M., Civil Engineer, Mt. McKinley NP to same NERO, Off. of Reg. Coord. (JCA)
Mulcahy, Paul R., Civil Engineer, Glacier NP to Supv. Civil Engineer, Rocky Mountain NP
Nichols, Emmet A., Park Historian, Horace M. Albright TC to Historian, Gettysburg NMP
Pearson, Duane R., Park Ranger, Horace M. Albright TC to same Blue Ridge Parkway
Petrak, Joseph, Architect, East. Office, D&C to same WSC
Reed, John V., Mech., Automotive, Blue Ridge Parkway to same Colonial NHP
Smirlids, Michael D., Park Ranger, Horace M. Albright TC to same Big Bend NP
Siglin, Roger J., Park Ranger, Horace M. Albright TC to same Big Bend NP
Souder, Norman M., Architect, East. Office, D&C to same WSC
Steele, Darryl L., Park Ranger, Horace M. Albright TC to same Yosemite NP
Thompson, Perron A., Park Ranger, Horace M. Albright TC to same Yellowstone NP
Williams, Darwin E., Mgmt. Assistant, Grand Teton NP to St. Assistant, SFSC

New Faces

Acker, Clifton C. to Deputy Director for Work Programs, NERO
Bryant, Steward L. to Legal Asst. (Gen.), WSC
Ford, Robert B. to Park Naturalist, North Capital Parks
Mullen, Robert B. to Personnel Off., NERO
Newton, Myra L. to Historian, Petersburg NB
Smith, Harold J. to Park Ranger (Gen.), Canyon de Chelly NM
Swift, Ellsworth R. to Supv. St. Curator (Mus. Design), WASO
Wright, John W. to Realty Spec., Liberty Park JCC

Training Highlights

Orientation for Professional and Administrative Personnel

January 9 to 20, 1967-Mather Training Center
February 6 to 17, 1967-Albright Training Center

Park Guide Course

Mather Training Center
February 6 to 17, 1967

Executive Leadership Workshop

Mather Training Center
December 4 to 14, 1966

Park Management and Executive Leadership Workshop

Mather Training Center
April 3 to 21, 1967

Land Acquisition

Mather Training Center
May 8 to 12, 1967

New Policy In Hiring "Good Risk" Former Offenders

In support of the national campaign against crime in America, the Civil Service Commission has adopted a new Federal employment policy that will aid in the rehabilitation of "good risk" former offenders.

The policy was developed in response to a directive included in the President's March 9 message to Congress calling for a national strategy against crime.

President Johnson called for reexamination of Federal policy regarding the hiring of released "good risk" offenders and for preparation of "progressive and effective policies to deal fairly and sensibly with them."

New Commission policy stresses the need to consider each applicant for employment on his or her individual merits. It also provides for elimination of arrest-record questions on applications for employment, requiring instead only the listing of convictions for certain offenses.

The policy also permits agencies to employ parolees and probationers without prior approval of the Civil Service Commission.

Voluntary Insurance Program

In a recent memorandum to the Heads of Bureaus and Offices, Secretary Udall has advised:

Last year the Interior Department Recreation Association inaugurated a group accident insurance program under which many Interior Department employees and their families purchased this insurance at low group rates. This year, IDRA is planning to make the same insurance again available and to add a term life insurance option.

Negotiations are presently being carried on to obtain the most coverage at the lowest possible rates. I am pleased to see that our employees are making this opportunity to protect themselves and their families in an economical, personal, voluntary manner.

In the next few weeks, each part of the Department of the Interior will receive a supply of printed information regarding the plans and the cost. I would like each Bureau and Office to distribute the material promptly to each employee.

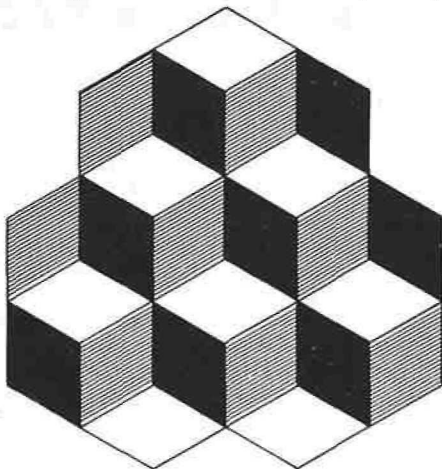
The WASO will mail this material to the Regions for redistribution as soon as it is received. Service people interested may then deal directly with the Interior Department Recreation Association in making application for insurance coverage.

Your Attention Please!

Please note the figure below. At first you may see only six cubes, but if you stare a while you will be able to count seven.

This applies to your job too. If you study your work situation long enough, you may unexpectedly find a new improvement idea. It may be a way to increase production or improve quality; a plan to save time, space, or materials, a method to reduce accidents or improve services and communications to the public.

If this occurs, get your idea down on paper. Look it over; polish it up; and then send it to your local incentive awards committee. Employees in the Washington, D. C. locality are reminded that the Dial-a-Suggestion system is still in operation and ready to receive your new thoughts. Just Dial 343-8041, and dictate your suggestion if you are in the area served by the system.



Profile . . . Fred C. Fagergren



A native of Salt Lake City, Utah, Fagergren, 58, is married and has two of his three children still living at home. He is a member of the Society of American Foresters and the Wildlife Society, and has attended the University of Utah and Utah State Agricultural College.

He first entered on duty with the National Park Service as a ranger at Zion National Park, Utah, in 1930, following earlier service with the Department of Commerce and the Geological Survey. He served in several capacities at Zion and Bryce Canyon National Parks, being chief ranger from 1943 to 1951. He was named assistant superintendent of Mesa Verde National Park, Colorado, and served in that capacity from 1951 to 1956. He became superintendent of Petrified Forest National Park, Arizona, in 1956, before going to Grand Teton National Park, Wyoming, in 1962, as superintendent.

Honors received include special commendation for the excellent manner in which he conducted a study on the economic values of Zion National Park (1937), and in 1944 for effectively carrying through a deer reduction program at Zion. He also was recognized for the efficient handling of problems resulting from a DC-6 airplane crash at Bryce Canyon in 1947.

He has been Regional Director of the Midwest Region in January 1966.

Joining the Alumni

Rullan, Louis F., from Park Guide, San Juan NHS
Slagle, Jefferson H., from Maintenance man, Coulee Dam NRA
Taylor, Florence O., from Secretary, WRO

Sound Off!

Superintendent Wing in his "Sound Off" comments in the September 22 issue of the Newsletter has expressed good thoughts on a subject of basic concern to the future welfare of the Service. Some of his comments apply to work being done by the Servicewide Evaluation Committee which is in the business of identifying skills and talents and matching them to Service needs. The Employee Background and Skills Inventory, Form 10-180, and supplemental forms 10-181 and 10-182 contain headings and spaces for a considerable amount of highly significant career development data. Unfortunately in many instances, the forms have not been adequately completed by the employee or by the supervisor. The Servicewide Evaluation Committee is consequently often handicapped in its search for the best qualified candidates for openings. Health, location preference, and related conditions listed by employees also affect their placement and utilization.

Employees have been and are urged to review the data they have supplied on the forms and to confer with their supervisors in bringing them up-to-date. Supervisors are being asked to review their comments and to provide additional data where the entries are not considered adequate. Regional Offices are expected to review all forms for completeness and to provide guidance where inconsistencies and inadequacies appear. In the meantime, the Servicewide Evaluation Committee is working with personnel specialists and others concerned with the development of career ladders and related skills utilization.

Superintendent Wing mentions a "clearing house" for special assignments. During the past several months the Washington Office has circulated vacancy announcements for positions such as Hydraulic Engineer, Classification Specialist, Naturalist (Instructor), Training Assistant, and Employee Relations Specialist. Calling attention to such announcements in the Newsletter may help publicize them. However, as Mr. Wing indicated, skills identification is merely preliminary to the actual process of development which comes through good supervision.

WASO Evaluation Committee

Safety Is Your Concern Too

The Civil Service Commission announced recently that workers in 50 agencies were hailed for fewer on-the-job injuries. In its announcement the Commission stated that Federal employee efforts to cut down on-the-job injuries have begun to pay off. Citing safety achievements in a special report requested by the President, 50 agencies commended employees for their increased activities in accident prevention during the first year of Mission Safety-70.

The results of their accomplishments were cited by Vice President Hubert H. Humphrey when he presented the annual President's Safety Awards at a ceremony at the U.S. Capitol.

Six agencies received recognition. The Department of the Air Force, General Services Administration, and the Department of Labor took top honors in their respective categories.

Three runner-up agencies, the Departments of Agriculture and Interior, and the Government Printing Office, received honorable mention citations.

President Johnson summarized the first full year of Mission Safety-70 efforts by disclosing:

—A 4.3 percent decline in the overall Federal injury frequency rate.

—One thousand fewer disabling injuries to Federal employees during the first year of the program.

—A reduction from 2 to 26 percent in the injury rates among the 14 largest agencies, employing over three-fourths of the 2.5-million Federal workers.

The President said: "We are pleased with these results. But we must press on to meet our long-range goals. Accidents still cost the Government about \$200 million each year plus untold human suffering."

President Johnson spoke of suffering and production loss of employees because of off-the-job injuries. He said: "Off-the-job safety programs are becoming increasingly important, and I expect administrators to encourage their employees to live safely as well as work safely."

All agencies reporting to the President lauded employee interest and participation in safety activities. All held high hopes for the accomplishment of the Mission Safety-70 goal of a 30 percent reduction in Federal employee injuries by 1970.

William Proper to S E C

Mr. William Proper, NERO Personnel Officer, was called to Washington recently on detail to assist in the Servicewide Evaluation Committee operations during the illness of the late Assistant to the Director Larry Cook. Mr. Proper now has been named as a full-time member of the Committee with an additional function as executive secretary. He will provide field experience and a strong background in personnel management to its operations. A full-time chairman of the Committee will be named in the near future. There will be two rotating Committee members, one from a Regional Office or Service Center, and a park superintendent. Each of these members will serve for approximately six weeks.

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All items of general interest to NPS personnel concerning management, operations, economies or service to the public should be sent to:

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