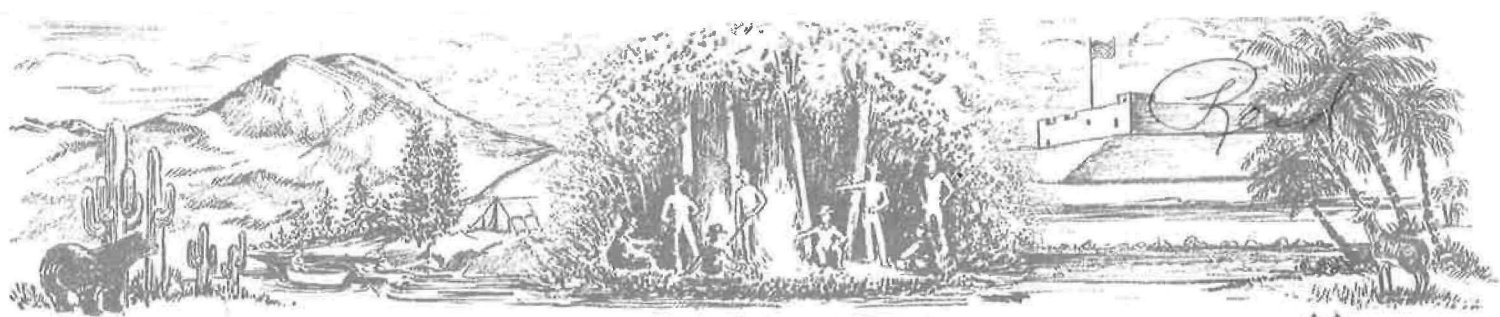




NEWSLETTER

United States Department of the Interior National Park Service



VOL. 2

NO. 5

A SERVICE PUBLICATION FOR SERVICE PERSONNEL

MARCH 9, 1967

What's New in Our Work?

The Civil Service Commission has reported a number of government-wide programs and events which are of interest to all Service people. Betty Koubele, our Personnel Relations "man in WASO," has excerpted the following tidbits from the voluminous circulating mail:

... Increased premium rates will be placed in effect January 1 by 30 of the plans participating in the Federal Employees Health Benefits Program. The increases will be brought about by improved benefits and higher costs of hospitalization and medical care. Improved benefits for mental health care will be offered by 27 of the participating plans.

... No changes in legislation will be asked by the CSC in the Federal Leave System at this time, but instead it will direct its immediate efforts toward improving administration of the present system. The decision resulted from an intensive study of the entire leave system, which showed that the present system was preferred over other plans proposed during the survey. The Commission expects to review the leave system and its administration periodically, and to consider such changes as might improve this important element of the Government's personnel program.

... A Task Force on Career Advancement has been appointed by the President to recommend better uses of education and training, both in the Federal service and outside educational institutions, to "advance and improve the performance" of Federal managerial, professional, and technical workers. Chairman John W. Macy, Jr., of the Civil Service Commission will head the task force. Primary objective of the task force study is the elevation of the performance and the perspectives of career Federal employees so that they may serve the public more efficiently and more effectively.

... All Federal employee laws written since 1874 have been pulled together and codified in a single, logical, easily understandable code— Title 5 of the United States Code. The President signed the bill on September 6 which represented 11 years of painstaking legal work on the part of the Civil Service Commission, Federal agencies, and the staffs of the House and Senate Committees on the Judiciary.

Commenting on the bill, the President stated: "That was a large order. There were some, in fact, who said it would be easier to map the moon!"

... A study of the relationships between test performance, education, experience, and job performance of majority and minority groups is being undertaken by the Educational Testing Service, supported by Ford Foundation funds. The Commission is cooperating actively in the project, since the results are expected to have implications for the CSC's examining programs. Personnel Officers have been asked by the CSC to identify jobs in which significant numbers of majority and minority group employees are working, and for which written tests are accepted as a method for measuring job qualifications. Emphasis will be placed on jobs for which it is possible to obtain objective measurements of job performance.

... The President signed into law an Act that establishes a Commission on Political Activity of Government Personnel. It will study existing Federal laws which limit the political activity of Federal and certain State officers and employees, and will be concerned with resolving three important questions:

1. How strictly should the Government limit the political actions of Federal employees?
2. How tightly should the Federal Government control the political activities of State employees who work primarily in programs financed by Federal Funds?
3. What penalties should be attached to violations of the political activity statutes?

... Nicholas J. Oganovic, Executive Director of the CSC, provided the following response to the question: "What effect does the so-called 'freeze' on Federal employment have on Federal recruiting?"

It requires a balancing act of sorts. On the one hand, Federal agencies have to take a long, hard look at every vacancy and decide if it is absolutely essential that the position be filled, or whether an employee already on the rolls can be reassigned from less vital work to take up the slack.

However, many vacancies will have to be filled, so much of the recruiting we normally do to compensate for turnover (due to resignations, retirements, etc.) must continue. Hiring may slow down— not come to a full stop. This is particularly true in the case of short-supply skills, such as stenography and typing,

(continued on page 4 column 1)

People on the move

New Places

Bruce, G. Gordan, from Supv. Pk. Ranger, Acadia NP, to Staff Pk. Ranger, NERO
 Bryce, John W., from Hist., Antietam NBS, to same, Pea Ridge NMP
 Carpenter, James M., from Asst. Supt., Yellowstone NP, to Supt., Curecanti RA-Colorado & Black Canyon of the Gunn. NM
 Chapman, Howard H., from Supv. Pk. Ranger, Blue Ridge Pky., to Supt., Coulee Dam NRA
 Davis, Margaret T., from Clk. Steno., NCR, to Sec. Steno., WASO
 Delgado, Ramon J., from Admin. Off., Independence NHP, to Contract Spec., PP & SC
 Dickenson, Russell E., from Supv. Pk. Ranger, MWRO to Supv. Pk. Planner, WASO
 Ehorn, William H., from Pk. Ranger, Lassen Volcanic NP, to Supv. Pk. Ranger, Sequoia-Kings Canyon NP
 Estes, Earl W., Jr., from Supv. Pk. Nat., Cape Cod NS, to Pk. Nat., NERO
 Franklin, Avis E., from Admin. Off., Chiricahua NM, to same, Lehman Caves NM
 Harris, Earl R., from Hist., Scotts Bluff NM, to same, Nez Perce NHP
 Holloway, Sandra, from Clk. Steno., Canyonlands NP, to Sec. Steno., Yosemite NP
 Isenogle, James L., from Pk. Planner, PP & SC to Pk. Programs Off., Delaware Water Gap NRA
 Kelly, Robert M., from Eng. Technician, Canyon de Chelly NM, to Maintenceman, Hubbell Trading Post NHS
 Loveless, Andrew M., from Hist., Custer Battlefield NM, to Supv. Hist., Minute Man NHP
 Martinson, Elmer C., from Pk. Planner, NERO, to same, PP & SC
 Montgomery, Frank, Jr., from Admin. Off., Liberty Pk. JCCC, to same, Delaware Water Gap NRA
 Moore, Pat K., from Sec. Steno., Curecanti RA, to same, SWRO
 McCabe, Joseph O., from C. E. (Gen.), Zion NP, to C.E., SFSC
 McClanahan, Lester F., from Mgmt. Asst., NYCG, to Asst. Supt., Fire Island NS-NYCG
 McIntyre, Robert N., from Supv. Educational Specialist Admin., Mather Training Center, to Asst. Supt., Blue Ridge Pky.
 McKinney, Zeb V., from Supv. Pk. Ranger, Everglades NP, to Supv. Pk. Nat., Isle Royale NP
 Norris, Thomas F., Jr., from Pk. Planner, WASO, to Asst. Supt., Fire Island NS-NYCG
 Palmer, Michael W., from Clk. Typing, Death Valley NM, to Budget Analyst, WRO
 Platt, John D., from Supv. Hist., Independence NHP, to Hist., WSC
 Reed, Gerald E., from Admin. Asst., Great Onyx JCC, to Admin. Off., Harpers Ferry JCCC
 Reichard, Ronald R., from Pk. Ranger, Blue Ridge Pky., to Supv. Pk. Ranger, Minute Man NHP
 Ronek, Roger L., from Pk. Ranger, Albright Training Center, to same, Gettysburg NMP
 Scovill, Douglas H., from Archeologist, Gran Quivira NM, to Archeologist, WASO

Skevington, Charles D., from Operator Gen., Death Valley NM, to Foreman II MG (Roads), Mount Rainier NP

Staggers, Allen C., from Realty Off., WSC, to Realty Off., Asst. Chief, Operations, WASO

Von der Lippe, George M., from Staff Pk. Ranger Training Specialist, WASO, to Chief Pk. Ranger, Grand Canyon NP

Williamson, Lynn B., from Supv. Pk. Ranger, Lake Mead NRA, to same, Yellowstone NP

Zollar, Lawrence J., from Reg. Coordinator (JCA), NERO, to Asst. Supt., Fire Island NS-NYCG

New Faces

Ritchie, John E., to Realty Off., WSC

Joining the Alumni

Carter, Dalton H., from Detective U.S. Park Police, NCR

Gregg, Percy A., from Supv. Accountant, WRO
 Jennewine, Violet B., from Supply Clerk, NCR

Training Highlights

Participants in "Orientation for Professional and Administrative Personnel" program conducted at the Albright Training Center, February 6 to 17, 1967.



Fourth row: (l. to r.) Gilbert L. Amaral (Haleakala); Marvin S. Sharpe (Whitman Mission); Richard E. Wonson (Sanford); William M. Rothschild (SSC); Gerald D. Patten (SSC); John B. Sage (SSC); Robert G. Stanton (WASO); Kenneth L. Raithel (SSC); Henry E. Drews, Jr. (SSC).

Third row: (l. to r.) Robert Borrell (Lake Mead); F. Lynn Bawden (Sequoia); John Ochsner (SSC); Gale Greterman (SSC); Philip P. Duggan (SSC); Allan Smith (WRO); Douglas B. Cornell, Jr. (SSC); Ronald G. Replogle (SSC); John H. Calef (SSC); Dean M. Regenos (Custer Battlefield); Curtis K. Townsend (SSC); Reid Malin (SWRO).

Second row: (l. to r.) Roger M. Weber (Organ Pipe Cactus); Felix Hernandez (Big Bend); William F. Locke (Sitka); Catherine Damon (MRO); Susanne Kosiske (MRO); Carol Ponec (MRO); Mary Lavonne Tilloson (Amistad); Carol Gamet (Nez Perce); Phyllis P. Shaw (John Muir); Vendetta Pierce (MRO); Tsugio Ueyama (Hawaii Volcanoes); Ben H. Goon (SSC); Joseph Anaya (SWRO); Thomas L. Lippert (SSC).

First row: (l. to r.) David B. Ames (TC Staff); Tom D. Thomas (TC Staff); Wayne B. Cone (TC Staff); Sydney M. Ruesch (TC Staff); Carol L. Cockrell (TC Staff); John C. Raftery (TC Staff); Donald L. Jackson (TC Staff).

See here, Ladies - - -

WIVES WORK IN "COMPACT" AREA

Service wives at Gran Quivira National Monument accomplished a good deal of extra-curricular work this past year. They produced an area handbook; sponsored the Little Bug-ers' Club (to help keep the kids out of mischief); and alleviated the shortage of towel rack space.

The handbook was prepared mainly to help orient new employees and contains an accumulation of knowledge and experience gained by those already "on the spot." It's a real boon to recent transferees.

The Little Bug-ers set up a roadside stand on nearby private property and sold products made by the members from native materials. (The kids chose their group's name to contrast with Litter-bugging.) Among their home-fabricated sales items were Chinese figures (two flat rocks glued together and painted, with protective felt underneath); porcupine quills; and rattlesnake rattles! Refreshments (soft drinks and cookies) were provided by parents for sale, but the little members somehow consumed most of them before the sale started! However, the revenues were adequate to finance a trip to town for the young enterprisers (an entire day!), a trip to the dumpyard in search of usable material for the next sale; and a weekly swim in a neighboring ranch tank.

The third project helped solve the problem of insufficient towel racks in kitchen and bathroom in park quarters. One end of a towel was gathered to a double-thickness cloth "tab," cut the width of the opening through which it would slip up and fold over, envelope-style, and long enough to reach back down to the gathered end of the towel. The tab was then secured to the gathered end of the towel by two buttons or gripper-snaps. These towels were especially satisfactory for drawer handles, refrigerator and oven doors and extension-pole towel bars because they could not slip off the slick metal surface and the tab could be cut to fit any sized opening.

Mrs. Besse M. Ripley
Gran Quivira National Monument
Route 1
Mountainair, New Mexico 87036

CRUISING DOWN THE RIVER - OR WAS IT?

Even tho it was mid-August, and the Quinault River in Olympic National Park is perhaps less wild at this time, Mary Whitney (Park Ranger Larry Whitney's wife) and Eve Farrell (Supervisory Park Ranger Don Farrell's wife) were apprehensive. Their half-hearted intention was to shoot the three rapids between Old Graves Creek and the Graves Creek Campground. With Mary at the oars and Eve in the bow—ready or not—the current did the rest. The girls were sprayed, tossed, and battered, and ran the gamut of emotions—the greatest of which was surprise. For, as they neared their destination, they noticed a welcoming throng cheering them along.

Next summer they plan a longer trip. Vanity? No, bravado!

Eve M. Farrell
Quinault River Ranger Station
Route 2, Box 76
Amanda Park, Wash. 98526

Profile . . . Frank E. Harrison



Asst. to the Dir. Legislation

Frank Edward Harrison, a native Georgian, was born in that world-famous peach community, Fort Valley, on August 7, 1915. He was graduated with an AB degree by the University of Georgia at Athens, and received a degree in law from the Georgetown Law School, Washington, D.C. In 1941, Frank entered military service as an Ensign and was released from the Naval Service in 1945 with the rank of Lieutenant. He entered the National Park Service on June 25, 1950 as a legal adviser in the Washington Office. Previously, he had served with the Social Security Board, Federal Security Agency, Department of Labor, and the Navy. In March 1964, he was appointed to his present position as Chief, Division of Legislation and Regulations, where he has streamlined the submission of information on proposed legislation to Congress.

Besides authoring many publications, Frank assisted the Bureau of Outdoor Recreation legislative staff in preparing reports and bills which would assure policy continuity where interests of the Bureau and the Service overlap. He acted as liaison with the Department of State in implementing the proposal for the Roosevelt-Campobello International Park. In recognition of his splendid legislative accomplishments, Frank received a quality increase in 1965 and, in April 1966, was granted the Distinguished Service Award.

Frank and Marguerite Harrison have five children: Catherine, 16; Janice, 13; Bernard, 14; Philipps, 11; and Gregg, 2 years and 6 months. The Harrisons' residence is located in Fairfax, Virginia.

NPS NEWSLETTER

Issued biweekly by the Office of the Director for personnel of the National Park Service.

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

The Editor, NPS NEWSLETTER,
National Park Service
U. S. Department of the Interior
Washington, D.C. 20240

Edited and published by the Division of Park Practice, Cooperative Activities.

engineering and physical science. And it is true of our efforts to recruit able young people on the college campus. We have to keep the gates open today to attract young people of potential who will be needed to fill positions of high responsibility in the future.

... In a recent survey, the CSC found that of 2 million Federal employees surveyed, 1.5 million or about 75 percent have access to occupational health services of some type either at their places of employment or at other nearby Federal installations. The survey, which covered 3,531 Federal installations where 50 or more workers are employed, grew out of a Government effort ordered by the President to assure that Federal employees are provided with model occupational health services.

In ordering the survey, President Johnson asked Federal agencies to assure employees of prompt attention to on-the-job illness and injury, correction of working conditions that may be detrimental to employees' health, education in health maintenance, and health examinations and disease-screening examinations and immunizations.

Of the government installations offering occupational health facilities or with access to them, more than 75 percent reported that the facilities met their needs. The CSC said agencies are already working on the problem of providing access to occupational health facilities for the 500,000 employees that the report showed were not provided with services.

... The Bureau of Labor Statistics, the U.S. Office of Education, the Internal Revenue Service, the Bureau of Standards, the Department of the Air Force, the Labor Department and the Federal Aviation Agency are conducting special studies for the Presidential Task Force on Career Advancement. This Task Force is making the first comprehensive review of Federal training activities since the Government Employees Training Act was passed 1956. Data on training needs and activities, as they are received from Federal agencies, are being examined by consultants and project teams working at CSC headquarters. Ross Pollock, an architect of the present training law and Assistant Director of the Office of Career Development in CSC, is serving as executive staff director for the Task Force.

Economy Champions



The Newsletter, Volume 2, Number 4, carried an article on the Economy Champions. This is the first Economy Champion Exhibit photograph to be published by the Civil Service Commission.

Recognition at Grand Teton

The Director granted exclusive recognition effective December 16, 1966 to Local Union No. 322 of the International Brotherhood of Electrical Workers to represent all ungraded employees of Grand Teton National Park except Foreman II and above. This recognition, in accordance with the provisions of Executive Order 10988, gives the union the right and the obligation to act for and represent all employees in the unit. Local Union No. 322 is currently in the process of negotiating a Basic Agreement with Park Service management.



Dennis E. Footer, Chm. of the Grand Teton Unit of I.B.E.W. Local Union, No. 322, receives the Director's Certificate of Recognition from Acting Supt., Robert C. Haraden, while Carl F. Brown, International Representative of the I.B.E.W., looks on.

Recent Awards

Congratulations to the following for having earned the commendations listed below.

CASH AWARD FOR SUGGESTION

Einar L. Johnson, Division of Personnel Management and Manpower Development

MERITORIOUS SERVICE AWARDS

Rendel B. Alldredge, formerly Chief, Branch of Statistics Analysis, now with the Office of the Secretary.
Carlisle Crouch, Grand Canyon

James M. Eden, Superintendent, Blue Ridge Parkway

QUALITY INCREASE

Sarah F. H. Ballard, Division of New Area Studies and Master Planning

James H. Husted, Division of New Area Studies and Master Planning

SUPERIOR PERFORMANCE AWARD

James F. Batman, Center Director, Cumberland Gap Job Corps Conservation Center

"The Extra Step"

A 30-minute 16 mm color motion picture "The Extra Step," was produced by the American Telephone and Telegraph Company at the request of and in cooperation with the Civil Service Commission. The film is directed specifically to Government employees and emphasizes the extra step that employees need to take to provide the best possible service to the public. It also stresses proper attitudes of service and shows how this is important to the public, to the Government, and to the employee himself. It is recommended for viewing by all employees and for orientation sessions for new employees. Prints of the film are available on loan to agencies. Offices wishing to obtain a print of the film on a loan basis for training sessions, particularly when the "special improved services and communications to the public" program are stressed, may do so by calling or writing to appropriate CSC Regional Office or, in the Washington, D. C. area, by calling Mr. Joe L. Rubens (code 183, ext. 7559).