

NATIONAL PARK COURIER - Have you read it lately ?

If joining the Employees and Alumni Association is something you've been meaning to do but keep putting off, why not join today by mailing the coupon on page 4 of this NEWSLETTER ?

E&AA membership will not only provide you with your monthly copy of the National Park COURIER, but it will give you an opportunity to participate actively in some of the new projects of the Association.

For instance, you may not have heard about the new Educational Aid Fund that the E&AA just recently launched. According to

Association Chairman Howard W. Baker, the Fund will be available for no-interest loans to the parents of any child of an NPS employee or alumnus who is in good standing as a member of the E&AA, and who can demonstrate a need for financial assistance in carrying out the educational program for his children.

SOURCES OF FUNDS

This fund will be developed through:

- Donations in lieu of flowers or gifts
- Voluntary cash contributions
- Beneficiary designation in

insurance policies and wills

- Bequests
- Contributions in forms other than cash, provided that the E&AA remains free to convert such contributions to cash with little or no expense to the Association.

Initial donations have been made in memory of the late Jean Pinkley, former Service Archeologist, and the late Hazel Carnes, wife of William G. Carnes. Earl "Tiny" Semingsen reports that other funds are also available which can be transferred to this fund with the approval of the Board.

See E&AA, Page 4.



NEWSLETTER



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AUGUST 21, 1969

Equal Employment Counselor

In implementing the Equal Employment Opportunity Program, the Office of the Secretary has specified in its regulations that all Bureaus and Offices of the Department of the Interior shall appoint Equal Employment Opportunity Counselors who will assist employees in resolving any problems which may arise in connection with their employment. Posters giving the name and address of local counselors have been posted on all employee bulletin boards.

Your Equal Employment Opportunity Counselor will serve as an extension of management. He will report on equal employment opportunity matters to the National Park Service EEO Officer and submit recommendations to him regarding the EEO program as a means of assisting him in carrying out the most effective equal employment opportunity program possible in the Service.

As your counselor, he shall:

a. Maintain an open and sympathetic channel through which you may raise questions, discuss grievances, get answers, and, on an informal basis, get resolutions of problems connected with Equal Employment Opportunity.

b. Serve as a bridge between you and management and try to clear up problems brought to his attention.

He will do this by:

- (1) discussing the problem with you and your supervisor or associates, if necessary.
- (2) advising you of the merits of the matters brought to his attention.
- (3) finding solutions to the problems you bring to his attention when it is possible to do so.

See Equal Employment, Page 3.

Hospital for a Park ?

The General Services Administration has agreed in principle to swap a downtown office building for the Glen Echo Amusement Park.

The trade would end the threat that the park on Maryland's scenic Potomac Palisades might be used for highrise apartments.

In return for the 17-acre amusement park, a Washington landmark for more than 60 years, its owners would receive the old Emergency Hospital Building at 1711 New York Avenue, N.W.

If completed, the deal eventually would lead to Glen Echo's use as a public park maintained by the National Park Service.

See Here, Ladies

"...the support of one's partner—either husband or wife—is essential to top performance in the job," GBH

When Director Hartzog recently gave his "Distinguished Alumni Address" at the Federal Executive Institute, Charlottesville, Virginia, he made some very interesting observations about park wives. In the context of "National Park Service Management," here is some of what he had to say:

"My third belief about management in a public agency is this: . . . the support of one's partner—either husband or wife—is essential to top performance in the job.

"It is, therefore, the function of management to provide the avenues by which an employee's family (as well as former employees and their families) may relate to the organization and its programs in meaningful ways.

"The 'team' is generally the basic work unit in day-to-day park management, such as mountain climbing, rescue, fire fighting, underwater swimming, wildlife management, and a wide variety of other responsibilities.

"One of the most effective applications of the 'team' principle in the National Park Service is the family. We have conscientiously and systematically tried to encourage this family team effort. For example, as I

mentioned earlier, one section of our employees' NEWSLETTER is devoted to the activities of our park wives. We have encouraged them in maintaining a national park wives organization. They do much significant work without which our programs would simply founder. They are the hostesses in the parks, many of which are isolated; they are a vital link between the official organization and the community; in an emergency they serve as the unpaid—yet indispensable—communication link between a rescue team and home base; they advise constructively and creatively on many of our management programs such as employee housing, park communications, etc.

"The stories that I could share with you—based on my personal experience in the field—as to the invaluable contributions of our park wives, would require a second alumni presentation. As a matter of fact, I am so thoroughly convinced of the value of the wife's commitment and contribution to her husband's career and the agency's mission that I suggest it would be well worth the money for the Institute to provide a training opportunity for Government wives. I suggest that the taxpayers would get the biggest dividend for their money ever offered by a sovereign!"

Silhouette

Claire L. Benjamin



Claire Louise Benjamin's home is in Alabama, at Horseshoe Bend National Military Park. Claire is enjoying her first experience as a superintendent's wife, and although she is busy, as anyone would be with two young children to care for, a home to attend to, and a college teaching career to manage, she is looking forward with enthusiasm to her newly acquired responsibilities as Southeast regional chairman of the National Park Service Women's Organization.

Claire graduated from the University of Connecticut where she received her Bachelor's degree in liberal arts. In 1960 she received her Master's in English and then worked at Newsweek magazine in New York City for a year. In 1961 she and her husband were married.

The Benjamins' first visit to the national parks was an adventure Claire says they will always remember. On their honeymoon they camped across our great country visiting many of the parks. Their trip was not an ordinary sightseeing tour since it turned out to be an experience that changed their lives. Because they learned to love what the national park idea represents they decided to become members of the Service.

Since joining the National Park Service in 1963, the Benjamins have lived in six parks. Their first Park Service home was a volkswagon camper-bus in which they spent the summer while Claire's husband worked as a seasonal campground ranger on the Blue Ridge Parkway. The following winter they moved to the west where Albert worked as the campground ranger at Organ Pipe Cactus National Monument. In 1964 they moved to Booker T. Washington National Monument, their first permanent position, where they lived for two years until moving to the Natchez Trace Parkway. While at Natchez Trace, they spent one month at Chalmette on temporary assignment. Last year the family moved to their present home at Horseshoe Bend.

Claire returned to a college campus last fall, not as a student, but as an instructor. Through her teaching position at Alexander City Junior College, Claire has become a part of the local community. She is a member of the faculty club, and through her children, has become an interested parent in the Presbyterian Nursery School. Their little red-headed girls, Jackie, 4, and Licia, 3, enjoy their opportunity to play with other children every day.

Claire says that being a working mother means a busy schedule, but that the people she meets more than make up for the effort involved.



Bill and Anne Supernaugh live in their own home just a few blocks from Monument Headquarters in Twentynine Palms, where Bill is the superintendent of Joshua Tree National Monument. Bill came to Joshua Tree in 1958, and since that time has left his permanent stamp on many activities that will become part of the history of this Monument. When he first arrived, most of the roads in the Monument were "two tracks" and few campground facilities were available. Now all of the main roads are paved and there are two developed campgrounds, and many improved picnic and camping areas. He has seen the completion of the new headquarters building and the visitor center at the Twentynine Palms entrance to the Monument. His major contribution to the area has been the acquisition of inholdings. For many years legislation has prohibited the purchase of private property within the Monument, and the only means of acquisition was through exchange of Government lands outside the area. Even with these restrictions, almost 100,000 acres of inholdings have been acquired by the Monument since Bill arrived, and inholdings have been reduced to less than 7% of the total area.

Bill attended Washburn College Law School, Topeka, Kansas, and began his Government career at the same time as an "axeman" with the Department of Agriculture. He soon shifted his allegiance to the National Park Service when he was employed as a seasonal laborer at Rocky Mountain National Park and was later appointed a park ranger there. His next assignment was as the custodian, and later, superintendent of Organ Pipe Cactus National Monument. He was the first superintendent there, pioneering that new area near the Mexican border where even the boundaries were uncertain. Few employees now coming up in the Service will ever have the opportunity for that kind of experience. After 13 years at Organ Pipe Cactus National Monument, he was promoted to superintendent of Platt National Park, and later assigned as assistant superintendent of Lake Mead National Recreation

Area, and then in October 1958 to his present superintendency at Joshua Tree National Monument.

His 23 years of desert experience at Organ Pipe and Joshua Tree have qualified him as an authority on desert life. Bill has done three years research on reptiles, working with accredited herpetologists. He assisted in the archeological survey and study of geological formations and mineralization at Organ Pipe National Monument. He also carried on research in desert vegetation, and is credited with having discovered several new species of plants. With this background he has been accredited as a teacher by the College of the Desert, Palm Desert, California, and for the past academic year has taught an evening extension course in "Desert Life" for that college.

Bill has strong ties in the High Desert with both the local community and the Twentynine Palms Marine Corps Base, the largest in the country. He has been an active member of Rotary International, the Elks Club, Boy Scouts of America and the Morongo Valley Peace Officers Association, and is currently serving on the Police Science Advisory Committee to the College of the Desert. He is a respected member of the community and a much sought after speaker on desert subjects. Anne and Bill are both avid bowlers, active in several leagues; and their home displays many trophies attesting to their skill in this sport.

Bill and Anne's son, Bill, Jr., is following in his dad's footsteps, carrying on the Park Service tradition. He is now serving as a park ranger at Natchez Trace Parkway, Mississippi.

At the recent Superintendents Conference in San Francisco, Director Hartzog presented Bill with his 30-year service pin.

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Equal Employment

Continued from Page 1.

c. Report to the EEO Officer his findings in particular cases. Your name will be used only when you permit the EEO Counselor to do so, and as necessary to make recommendations for action to the EEO Officer where the EEO Officer's involvement is necessary to reach a solution to correct a problem.

d. Inform you of your right to file a complaint when attempts at informal resolution fail.

e. Maintain records of all pre-complaint counseling and will submit quarterly reports thereon to the EEO Officer in accordance with the Department's regulations.

f. Advise you on how to file a complaint, using the "Departmental Manual" instructions stated in 370 DM 713 as a guideline.

Employees having questions on this program and desiring more detailed information thereon should contact their EEO Counselors.

People on the move—

NEW PLACES

Albro, Elizabeth R., from Staff Curator, NCR, to Supv. Museum Curator, Edison NHS
 Becraft, Thomas L., from Resident Youth Worker, Catoctin Mtn. Pk., to Bldg. Repairman, Gettysburg NMP
 Bennett, Peter S., from Pk. Nat., Grand Canyon NP, to Research Biologist, WASO
 Brooks, William P., from Maintenance Program Analyst, WASO, to same, WSC
 Collins, Franklin G., from Landscape Arch., WSC, to same, WASO
 Cook, William R., from Caretaker, Glen Canyon NRA, to Truck Driver, Grand Canyon NP
 Couch, Jerry L., from Gen. Supply Asst., Great Smoky Mtn. NP, to Pk. Tech., Grand Canyon NP
 Dove, Sandra K., from Sec. Steno., WASO, to same, WSC
 Fisher, Beverly E., from Sec., WASO, to same, WSC
 Fout, Paul R., from Training Instr., Catoctin Mtn. Pk., to Maintenceman, Antietam-C&O Canal NP Service Group
 Fox, Richard W., from Tree Worker, National Capital Parks-Central, to Tree Worker Leader, George Washington Mem. Pkwy.
 Furlong, Albert W., from Corpsman Asst. Supv., Wellfleet JCCCC, to Maintenceman, Grand Canyon NP
 Goodwin, James A., from Plumber, Death Valley NM, to Maintenceman, Whiskeytown NRA
 Gray, William G., from Mgmt. Asst., Adams NHS, to same, Saugus Ironworks NHS
 Guardipee, Francis X., from Pk. Ranger, Assateague Island NS, to Supv. Pk. Ranger, Colonial NHS
 Guraedy, Paul D., from Hist., El Morro NM, to same, Virgin Islands NP
 Kangas, Leo J., from Resident Worker, Cape Cod NS, to Pk. Tech., Morristown-Edison Group
 Kearney, Carl E., from Oper., Catoctin Mtn. Pk., to Mixed Gang Leader, George Washington Mem. Pkwy.
 Knowlen, Richard O., from Resident Worker, Acadia NP, to Pk. Tech., Glen Canyon NRA
 Lacher, Anna M., from Sec., Joshua Tree NM, to Sec. Steno., Northwest Dist. Off.

Leimer, Virgil G., from Supv. Pk. Ranger, Colonial NHS, to same, Whiskeytown NRA
 Moffitt, David L., from Horticulturist, WASO, to Maintenance Supt., Minute Man NHS
 Ogle, Carroll W., from Conser. Center Dir., Great Smoky Mtns. NP, to Mgmt. Asst., Antietam-C&O Canal NP Service Group
 Patton, Warren H., from Civil Engr., WSC, to Landscape Arch., WASO
 Robinson, Delmar P., from Program Spec., WASO, to Conser. Center Dir., Great Smoky Mtns. NP
 Rudolph, Roger Allen, from Pk. Ranger, Albright TC, to same, Channel Islands NP
 Troxell, James B., from Enrollee WorkSupv., Catoctin Mtn. Pk., to Mixed Gang Leader, Antietam-C&O Canal NP Service Group
 Wilcox, Helen F., from Info. Receptionist, Joshua Tree NM, to Pk. Aid, Wupatki NP
 Williams, James R., from Gen. Supply Spec., Catoctin JCCCC, to Prop. Mgmt. Spec., Harpers Ferry NHP

JOINING THE ALUMNI

Bailey, Vernon Gibson, from Maintenceman (Signs), Lake Mead NRA
 Byers, Ernest H., from Foreman II, Mixed Gang (Roads), Yosemite NP
 Hewitt, Arthur W., from Legal Asst., WASO
 Pederson, Vance Delmer, from Laborer, Lake Mead NRA
 Tarbell, Ardra E., from Admin. Off., Acadia NP

E&AA, from Page 1.

The principal and such interest as the fund may derive will be administered by an Educational Aid Fund Committee consisting of the E&AA Executive Secretary (Colin Ritter) as Chairman, the E&AA Treasurer (Ray Martinez), and the Trust Fund Officer ("Tiny" Semingsen).

The COURIER will keep E&AA members advised when the fund is ready for initial loan applications.

Contributions to the Educational Aid Fund will be accepted by the Treasurer or the Trust Fund Officer at any time.

Commenting on the new E&AA project, Chairman Howard Baker said: "We think this is a worthwhile endeavor—one which brings additional purpose and meaning to the Association."

Ray Martinez, Treasurer
 Employee & Alumni Association
 National Park Service
 1100 Ohio Drive, S.W.
 Washington, D.C. 20242

☐ New Member ☐ Employee
☐ Renewal ☐ Alumnus
☐ Other

ENCLOSED is \$ _____ for E. & A. Association Membership and Subscription to the National Park Courier.

NAME _____

STREET ADDRESS _____

CITY & STATE _____ ZIP _____

MEMBERSHIP RATES: Employees less than 10 years with NPS - \$ 3.00 a year.
 All others - \$ 5.00 a year.

