

NPS EMPLOYEES WIN INCENTIVE AWARDS

By — Betty R. Koubele
NPS Incentive Awards Officer

The continual nudging by supervisors and managers to assure that deserving employees are recognized under the Incentive Awards Program has finally paid off.

During the second quarter of the 1970 fiscal year, awards in all cash performance categories increased tremendously. By comparison with awards for the same period last year, quality increases in the 1970 fiscal year doubled—from 9 to 18 during the quarter.

Superior performance awards jumped from 14 to 50, an increase of 257 percent! Special act and service

awards increased 150 percent—107 as compared to 41 last year.

The "Suggester of the Quarter" was former Landscape Architect Arthur J. Connell of Blue Ridge Parkway. He was awarded \$300 for his idea on the use of "Polyvinyl Waterstops." Runners up were Cal Keele, foreman IV and John E. Katzenback, mechanic (HD) of Lake Mead who shared a \$300 award.

Although the number of cash awards granted has increased tremendously, the number of suggestions received has decreased. This decrease may be the result of eliminating routine suggestions from consideration.

However, a wealth of significant, outstanding ideas does exist among the 6,500 NPS employees. The Service is looking for HIGH QUALITY ideas—ideas that reduce costs, eliminate waste and create significant methods of managing the Park System more efficiently.



NEWSLETTER



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New Changes in Savings Bonds Explained

E BONDS RATES INCREASE

The interest rate on U.S. Savings Bonds, Series E, has been increased from 4 1/4 percent to 5 percent.

The new rate applies both to E Bonds issued on and after June 1, 1969 (and to all outstanding E Bonds previously issued) beginning with the first semi-annual interest period on or after that date.

For E Bonds issued on or after June 1, 1969, the maturity period is now 5 years and 10 months (instead of the former 7 year maturity).

FREEDOM SHARES DISCONTINUED

As a result of the new rates, the 5 percent Freedom Share Notes, originally offered for purchase only with E Bonds, are unnecessary and have been discontinued. Freedom Shares already issued or currently outstanding will continue to earn interest at their original rates to the point of initial maturity (4 1/2 years from issue date).

Payroll deductions for Freedom Shares will be phased out between January 11, and June 27, 1970. Accounts will be terminated when the full purchase price has accumulated for issuing a final Freedom Share Note. If this does not occur before June 27, the partially accumulated amount will be refunded or, upon request, the employee may add an additional sum to complete the authorized Share or Bond.

The phase-out of participation in Freedom Shares is mandatory. An employee may either have his Freedom Share automatically added to his E Bond

authorization, or he may submit a NEW authorization for E Bonds alone.

AUTOMATIC CONVERSION: The automatic conversion will be made effective with the first pay period following the terminal pay period for the employee's Freedom Share account.

At regular intervals the converted account will produce a single E Bond equal to or less than the previously combined E Bond and Freedom Share. For example, if the employee formerly received one \$25 E Bond and one \$25 Freedom Share at a given interval, his new account will produce, during the same length of time, one \$50 E Bond.

NEW AUTHORIZATIONS: Any employee who does not wish to accept an automatic conversion may file a new authorization on SF 1192, prior to the conversion date for his account. Such filings are recommended if the E Bond and Freedom Shares are in different denominations and are being purchased over a period of time.

For example, if a \$75 E Bond and companion \$25 Freedom Share are being purchased with \$4.50 bi-weekly allotments over 17 pay periods, the automatic conversion is to a \$75 E Bond for purchase with \$3.75 bi-weekly allotments over 15 pay periods.

However, an additional allotment of \$.50 per pay period (i.e., a \$5.00 bi-weekly allotment over 15 pay periods) would result in a \$100 E Bond.



Dana, Jeffrey, Dagmar, Don Jr. and Fred

Dagmar Robinson is a modern, busy housewife who juggles family and community activities with aplomb and who emerges from her hectic schedule with serenity—and a smile.

Frequently acting as travel coordinator for her husband Don (superintendent of Channel Islands National Monument) and their four sons, Dagmar is well acquainted with the nearby air terminals and boat docks. As one family member leaves in one direction, invariably another is due to arrive from the opposite way. As a result Dagmar runs her own auto taxi service to get everyone to his destination.

Being Western Regional chairman of the NPS Women's Organization, Dagmar meets and corresponds with the many interested and concerned NPS women. She also helps with scouting and school activities, and was recently involved in a school reading program.

Funeral Leave

Employees occasionally ask whether or not they may attend family funerals without charge to leave. The question arises because Part 630 of the Absence and Leave Regulations provide for funeral leave.

Funeral leave may be granted only to relatives of Servicemen who die as a result of wounds, disease, or injury incurred while serving in a combat zone. It is limited to no more than three days. Combat zone is defined as "any area which the President of the United States by Executive Order designates *** as an area in which Armed Forces of the United States are or have engaged in combat." At present Vietnam (and its adjacent waters) is the only area classified as a combat zone.

One morning a week Dagmar is a "pink lady" at a local hospital. Her bailiwick is the maternity floor. "The happiest and most exciting place in the hospital," Dagmar reports.

The Robinsons started their marriage and Park Service career in San Diego, where Don was superintendent of Cabrillo National Monument. They made nearby La Jolla their home, and Dagmar speaks fondly of her weekly tennis game with friends who also enjoyed the all-year San Diego sunshine and warm weather.

Moving to Crater Lake National Park, however, was a welcomed challenge and they found the snowy winters awesome and enjoyable. Dagmar particularly liked living in the park and found its activities as exhilarating as San Diego had been. Bridge playing, hiking the trails and helping to judge the Miss Crater Lake beauty pageant are but a few of her pleasant memories.

The Robinsons have been living in Ventura, California, since their transfer to Channel Islands in June 1967. Home decorating, gardening and gracious entertaining are now keeping Dagmar occupied as their sons Don, Jr., Danna, Fred, and Jeffrey grow up.

OCCUPATIONAL HEALTH HAZARDS ?

The following, rather startling, statistics about Federal employees were recently printed in the Natchez Trace Parkway Ranger Bulletin. The figures were included in a talk given by Charles A. Powell, occupational health representative, U.S. Civil Service Commission, Atlanta Region, at Jackson, Mississippi, last November:

- Over 20,000 Federal employees receive disability retirements every year.
- 1 in 36 Federal employees are annually injured severely enough to become a BEC (Bureau of Employee's Compensation) case.
- 1 in 25 now has diabetes.
- 1 in 50 now has glaucoma.
- 1 in 30 now is an alcoholic.
- 1 in 15 would benefit by seeing a psychiatrist.
- 35 percent now have hearing defects.
- When considering the national work force in a recent year, 425 million man days were lost to occupational injuries while only 4.1 million man days were lost to strikes.

Environmental Awareness

In 1865, Walt Whitman was fired from his job with the Interior Department when the Secretary discovered that he had written "Leaves of Grass."

Park Ranger Jessie Sutphin, like the famous Buffalo Mountain that rears its head near the district where he works, "has been here all the time."

Like money in the bank, Jessie is always handy when you need him—especially for the many new rangers assigned to the areas he patrols. Jessie is almost a permanent radio "relay station." If a ranger on the north end of the parkway can't get his message through to one on the south end, he can count on Jessie. If Jessie ever goes off the air, it's only on his lieu days or when he sleeps.

Jessie knows the boundary lines on his district like the back of his hand, and he knows the local neighbors as well. Having grown up with both the "old-timers" and their offspring, he knows how to talk to them and to live their way of life. If they have a sick cow or hog, he can usually tell them what is wrong—and may even stay around and help doctor the animal.

However, Jessie is not much of a traveling man himself. Born south of Roanoke, Virginia, near the Blue Ridge Parkway, Jessie loves his home area.

"When you leave the mountains you just can't breathe good," he says, having tried it awhile in the Army during World War II. "And if you ever take me out of the mountains, I'll spend the rest of my life trying to get back to them."

Beginning his Park Service career in 1950 as a warden, Jessie was converted to a park ranger in 1956. Always interested in land matters, access roads and the land leasing program, he can smell an illegal access around a curve in the road before he ever gets to it. If someone moves in or out of the country, and land changes are being made, he will probably be the first to call it in to headquarters. And if you want to know where someone lives or how long they've been



there, just ask Jessie; if you don't, he'll tell you anyway!

Besides his job, Jessie's main interests are centered around his family and his farm, which joins parkway lands. He and his charming wife, Agnes, have three children: Charles, who is married and in the Air Force, "Little Jessie" and Janet, who are in grade school.

People on the move—

NEW PLACES

Bainbridge, James L., from Asst. to the Reg. Dir., SERO, to Civil Engr., ESC
 Bradsher, James W., from Gen. Supply Asst., Glacier NP, to same, Canyonlands NP
 Bruce, Walter T., from Supt., Fort McHenry NM & HS, to Pk. Mgr., (Supt.), Lyndon B. Johnson NHS
 Clark, William D., from Supv. Pk. Ranger, Antietam NHS & Cemetery, to same, Death Valley NM
 Coleman, James W., Jr., from Supt., Saratoga NHP & St. Gaudens NHS, to Spec. Task Force Coordinator, WASO
 Coleman, June J., from Sec., NCP, to same, NCP-North Cramer, Rowland E., from Truck Driver, Crater Lake NP, to Operator Gen., Lassen Volcanic NP
 Curran, Earle G., from Pk. Ranger, Padre Island NS, to Supv. Pk. Ranger, Death Valley NM
 Echols, Lawrence E., from Supv. Civil Engr., Mount Rainier NP, to Civil Engr., NWRO
 Harris, Ralph, from Pk. Ranger, Haleakala NP, to same, City of Refuge NHP

Henderson, Sam R., from Pk. Ranger, Navajo NM, to Supv. Pk. Ranger, Hubbell Trading Post NHS
 Heyne, Alvin E., from Foreman II, Mechanic, H.D., Death Valley NM, to Mechanic, H.D., Sequoia-Kings Canyon NP
 Ivey, Gerald S., from Pk. Ranger, Albright TC, to same, Rocky Mtn., NP & Shadow Mtn., NRA
 Johnson, Arthur T., from Supt. Pk. Ranger, Everglades NP, to same, Lake Mead NRA
 Kimball, David A., from Pk. Planner, ESC, to same, NERO
 Pfeifer, Roger L., from Pk. Ranger, Rocky Mtn. NP & Shadow Mtn. NRA, to Supv. Pk. Ranger, Curecanti NRA
 Pope, Randall R., from Landscape Arch., MWRO, to Supt., Herbert Hoover NHS
 Reid, Donald L., from Maintenceman, Golden Spike NHS, to Engineering Equipment Operator, Petrified Forest NP
 Reynolds, Harvey B., from Asst. to Reg. Dir. Program Coordinator, MWRO, to Ch., Off. of Program Mgmt.
 Stenmark, Richard J., from Pk. Ranger, WASO, to Staff Asst., NWR, Alaska Group
 Tate, Clifford E., from Maintenceman, Lassen Volcanic NP, to same, Olympic NP
 Troutwine, James W., from Pk. Guide, Carlsbad Caverns NP, to Pk. Techn., Wupatki-Sunset Crater NM
 Weaver, William J., Jr., from Admin. Off., Vicksburg NMP, to Program Analyst, WASO

PEOPLE, Cont'd on page 4.

People on the move~

Cont'd from page 3.

NEW FACES

Reynolds, David F., to Program Analyst, WASO
Sturgill, Lowell V., to Ch., Div. of Program Coordination and Appraisal

JOINING THE ALUMNI

Cabot, John B., from Arch., ESC
Connell, Arthur J., from Landscape Arch., ESC
Doyle, Earl M., from Foreman III, Carpenter, NCP
Katz, Paul Emery, from Truck Driver, Joshua Tree NM
Orcutt, Milton J., from Landscape Arch., ESC
Thomas, Chester A., from Supv. Archeologist, SW Archeological Center

Leave Record

THE WASHINGTON POST

The Federal Diary

Name _____

1970	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
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Feb.																															
Mar.																															
Apr.																															
May																															
June																															
July																															
Aug.																															
Sept.																															
Oct.																															
Nov.																															
Dec.																															
Jan. 1971	H																														

ANNUAL LEAVE

Pay Period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	F	W
Unused Balance																												
Earned																												
Used																												

SICK LEAVE

Pay Period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	F	W
Unused Balance																												
Earned																												
Used																												

KEY

✓ On the job 8 hours A—Annual leave S—Sick leave W—LWOP C—Compensatory Leave
M—Military leave J—Jury leave O—Overtime H—Holidays □ Saturdays and Sundays

The leave year begins Jan. 11, 1970, for most classified employees and ends Jan. 9, 1971.

For postals the leave year starts Jan. 10, 1970 and ends Jan. 8, 1971.