

# What's New . . . . . *In Seattle*



By Ron Greenberg

In Seattle you can take the mono-rail to the Seattle Center, site of the 1962 World's Fair complete with the famous Space Needle and many international food and gift shops. You can lunch on fish and chips on the wharf facing the panoramic view of Puget Sound, or you can enjoy the luxuries of urban America back

in the heart of the city. There, midst the offices and businesses of downtown Seattle is the central office for some of the most spectacular units of the National Park System.

## It's New

A lot about the Pacific Northwest Regional Office—less than two years old—is still new; the people (staffing wasn't completed until June

1970); the ideas ("routine" is a word seldom used or thought about); and some of the parks (North Cascades, San Juan Island, and Nez Perce are still in the development stages).

The new region was created to bring support closer to the Northwestern parks, formerly part of the Western Region. One of the staff's biggest jobs is to make the parks

aware of-and use-the resources of the Seattle office.

A second major purpose is to build a meaningful relationship between the NPS and the public throughout the region.

Environmental standards, equal employment programs, NPS urban training possibilities, and the positive response from the private and educational communities have steered the Regional Office along a track more urban oriented than was anticipated two years ago.

As Rod Pegues, assistant director for cooperative programs, puts it: "What we're really working on is not being strangers—we want to establish the type of relationship (with the communities at large) that inspires trust and confidence."

### Big Country

The eighteen park areas in the Pacific Northwest are in five states including Alaska and contain all

categories of resources typical of the National Park System.

Together the parks possess varied logistical problems, weather extremes, and myriad other special situations not the least of which have been the world record snowfall at Mount Rainier, perma frost on Alaska roads, and the needs of wilderness areas like North Cascades and city parks like Fort Vancouver.

Creation of a Northwest regional headquarters has brought a support staff some 800 miles closer to where the need is. Although Seattle is still about 1500 miles from Mount McKinley and there's a two-hour time difference between Washington and Alaska, most of the parks are within easy driving distance from Seattle and transportation to the other areas is good. Associate Director Ben Gale travels to Alaska frequently and Director John Rutter says he can get to Olympic or San Juan Island in time for breakfast.

### AMIALE ASSOCIATE

"I probably have the shortest job description in the Park Service," smiles Ben Gale. "It says I assist the regional director and act for him."

The job sheet may be brief, but the responsibilities it implies are great. As associate regional director Ben handles projects and prob-

Ben Gale



lems as interesting and varied as the parks themselves.

"One of our biggest problems is mining," says Ben. "We're dealing with legal questions of entry and wilderness designation. Both Glacier Bay and Mount McKinley are open to mining. I have to work with the Commissioner of Natural Resources in Alaska—and he's a miner."

Among the exciting things happening are a proposal to establish a Klondike Gold Rush National Historical Park that would tie into a similar park in Canada, and the land acquisition and development planning for the Region's newer areas.

Before coming to Seattle Ben was superintendent of Olympic National Park. He has been assigned to Yorktown, Grand Teton, Petrified Forest and Carlsbad, and was chief geologist in WASO for five years.

### DISTINGUISHED DIRECTOR

For a man who likes to tinker with new things, a new regional office has got to be a dream come true. John Rutter is such a man and he's "tinkering" with new ways of doing things in the Pacific Northwest. What's more, he encourages his staff to do the same.

John Rutter, the man at the top of the Service's newest Regional Office, has brought 35 years of experience to Seattle. Recently honored with the Interior Department's Distinguished Service Award, John has been described by a member of his staff as "the type of person you can talk to—he'll sit down and give you an honest answer."

Director of the Western Region before moving to Seattle, John is at home in the Northwest having been assistant superintendent and then superintendent of Mount Rainier. Earlier duty calls sent him to Badlands, Rocky Mountain, Sequoia-Kings, and Lassen Volcanic.



John Rutter

COVER PAGE PHOTOS (l. to r.):  
Jim Rouse, Anna Lacher, Diane  
Tibbets, Jim Richardson, Bill  
Collins.

Photos by Ron Greenberg

Coffee and cake to celebrate  
John Rutter's Distinguished Service  
Award (l. to r.): Judy Dahlberg,  
Larry Echols, Fran Wickline,  
Sally Rubin, Rutter.



## SERVING THE FIELD

Stan Albright



As Assistant Director for park support services Stan Albright manages a staff whose major purpose is "to provide and expedite service to the field."

Stan and his people work closely with the operations evaluation team. "Through operations evaluation," explains Stan, "we are often made aware of situations that require the attention or advice of members of our staff."

"We confer with the Director of the Region, furnishing information to assist him in setting priorities for funding programs throughout the Region. We also keep a 'shopping list' of what people want—the lower cost things that mean a lot to the small areas."

**STAN'S TEAM:** Larry Echols reviews technical data, project designs, design concepts, and the overall maintenance techniques in the parks. Dan Babbitt works primarily in landscape design and slope and soil restoration projects. Chuck Woodbury is responsible for resources management and visitor protection. Jim "Rocky" Richardson functions in an advisory capacity for park interpretive activities.

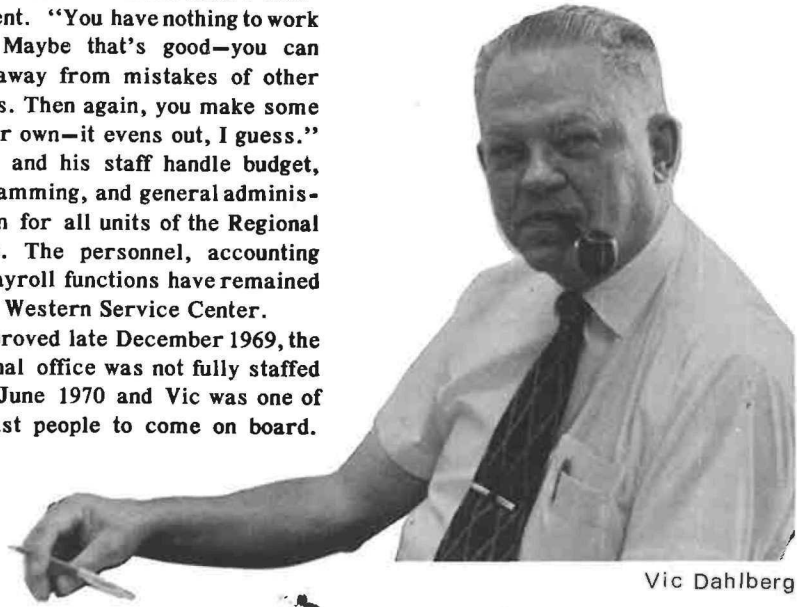
## GETTING THE BUGS OUT

"When you set up a new Regional Office you're starting from scratch," says Vic Dahlberg, chief of the office of administrative management. "You have nothing to work with. Maybe that's good—you can keep away from mistakes of other offices. Then again, you make some of your own—it evens out, I guess."

Vic and his staff handle budget, programming, and general administration for all units of the Regional Office. The personnel, accounting and payroll functions have remained in the Western Service Center.

Approved late December 1969, the regional office was not fully staffed until June 1970 and Vic was one of the last people to come on board.

"We're still working out some of the bugs in our office procedures—new problems keep popping up."



Vic Dahlberg

## ALL-AROUND AO



Bill Locke

"I handle a lot of things that don't seem to fit anywhere else," is how Bill Locke describes his job. As administrative officer for the regional office, Bill is Vic Dahlberg's principal assistant. One of Bill's "odd jobs" was replacing the 72 foot boat at Glacier Bay. The boat supplied material for the monument and was used for protection. Bill got an army T-Boat out of mothballs and had it remodelled to do the job.

## SEATTLE GROUP

Bill Funk has six bosses. They are the superintendents of the parks serviced by the Seattle Group, an administrative services center set up to save manpower in the parks.

"Although we consider ourselves part of the field organization rather than the Regional Office," says Bill who, as administrative officer, heads up the Group, "we run the Regional Office's file room and supply function."

"What is it like to work for six superintendents? Well, they all have different ideas and requirements



Bill Funk

and we try to tailor our services to meet the needs and desires of each. We are the ones who decide priorities."

Earl Chase, Keith Shew, and Sally Rubin handle procurement and property management; Don Jones and Virginia Whitcomb handle personnel management; and Stan Taylor and Linda Carlquist are in charge of mail and files.

The six parks sharing Bill and his staff are North Cascades, Olympic, Mount Rainier, San Juan Island, Fort Vancouver, and Fort Clatsop.

(continued)

## OPERATION OUTREACH

Charlie Gebler, who got his first permanent NPS appointment in 1949 at Catoctin, has been stationed at National Capital Parks, Rocky Mountain as assistant chief naturalist, Albright Training Center as a training specialist, and at Mount

Rainier as chief park naturalist. He was special assistant for environmental education in the Western Regional Office before moving to Seattle when the Pacific Northwest Regional Office was established.



Charlie Gebler

"We focus on the national park values in the Pacific Northwest," says Public Programs Officer Charlie Gebler. "We don't propagandize our image—we demonstrate it to the public."

Charlie has put his seemingly limitless imagination and super energy behind a dynamic public information and environmental education program.

"Our people keep constantly stimulated, fresh and alive," asserts Charlie. "They know they're delving into the new and they know they're expected to use imagination."

A lot of the emphasis of the public programs is placed on activities that fit the urban scene. "We concentrate on the 'biggies' like the Seattle Sport Show which draws tens of thousands of people each year," Charlie says. "We've used films, a special movie show for children, a park ranger rescue climbing demonstration and exhibits."

Charlie spends much of his time making speeches to professional societies, conventions, and college students. For evening programs on the campuses Charlie presents his Environmental Medicine Show, "an NPS environmental smorgasbord in sight and sound," using the NPS fingerpainting film, the movie "For All to Enjoy," and slides set to a folk music score.

Some of Charlie's "stimulated, fresh, and alive" people are en-

vironmental education specialists Roy Graybill, Walt Herriman and Sandy Walter (see NEWSLETTER Issue 12). (Cooperative Activities Specialist Bill Collins and Wilderness Coordinator Jim Rouse complete the office of cooperative programs under Rod Pegues' leadership.)

Sandy, Roy and Walt help people in the parks relate to people outside the parks. "We encourage each area to look at their own resources and then work out an appropriate environmental education program," Roy says.

Last February Roy, Sandy and Walt, along with representatives from each field area in the region, attended an environmental education training conference conducted by the U.S. Forest Service at the Cispus Environmental Learning



Rod Pegues

"Parks can't exist in a vacuum. If we were a little more present in the community, social and civic organizations and schools might consider using the parks for their activities."

Rod and his staff are helping the public discover the National Park Service in the Pacific Northwest. A fourth generation Alaskan, Rod was born and grew up in Juneau. He was staff assistant for North Cascades prior to its establishment as a national park and was staff assistant to Director Hartzog for conservation liaison before becoming assistant director for cooperative programs in Seattle.



Center in southwest Washington.

"The meeting produced a better understanding of the whole environmental education program in the region," Roy says, "and it brought the field environmental education personnel closer to their counterparts in the Regional Office and in other agencies."



Roy Graybill (left) and Walt Herriman discuss SEALASKA exhibit on display in Seattle bank window.

## JUNE AT OLYMPIC

June Maguire has worked as clerk-typist for every chief naturalist assigned to Olympic National Park since its establishment more than fourteen years ago. She helps answer the more than 6,000 inquiries received by the park each year, works at the information/sales counter, tours school children through the environmental study area, and gives talks.

Born and reared in Wichita, Kansas, June thinks life in the Northwest is "marvelous."

"I couldn't be happier anywhere else," she declares. "I'm nuts about the beach, but it took years for me to get over being afraid of the open ocean. The tide pools are especially interesting to me—all those creepy animals."

June can see the Strait of Juan de Fuca and Vancouver Island through her office window. From her home she watches the ferry as it leaves



Victoria and "If I don't like that view I turn around and look at the mountains." June and her husband Henry, Olympic's trails foreman, and their two adopted daughters live

in a rustic simulated log cabin on a piece of land once part of a homestead owned by Henry's grandparents.

June's avocation is writing. She has written for history books, for a book for and about loggers (her husband was a logger), and she has contributed to a column in a newspaper for loggers. She has also authored "Backpacking," a breezy little handbook used in Mt. Rainier, North Cascades, and Olympic National Parks.

June sees life as a series of anecdotes. "Every person who comes in here is not just a face in the crowd. I think of each as an individual human being—and they're all interesting. A lot of people come here to retire. I give them extra special attention since they're going to spend the rest of their lives here."



## SIZING THINGS UP

"We're here to help the Director of the Region and the park superintendents run more efficient and effective areas," says Ed Kurtz, operations evaluation chief,

"Our first job was to help park staffs understand the tools of management including management objectives, goals and roles, performance standards, and activity standards," Ed explains.

"We went to every area in the region to explain how to use these tools. Now we're going back to the areas to evaluate their activities. We want to see what developments have occurred as a result of using these tools.

"We go out to see if a job listed among a park's goals has been accomplished and if it meets the standards set for it. The evaluations also tell us about attitudes—if there is effective communication between staff and superintendent and if performance and activities comply with policy."

Operations evaluation is the successor to the management appraisals system. "Formerly a team would visit an area, make an appraisal and write a report," says Ed.



Sue Sampson

Ed Kurtz

"This was supposed to occur every three or four years. But between appraisals there would be a change in the team members causing a lack of continuity. Setting up operations evaluation teams as a regular function in each region corrects the continuity problem.

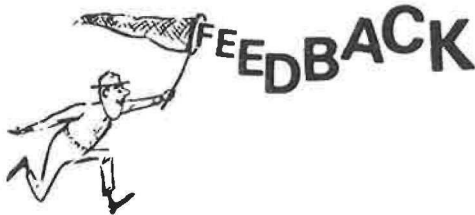
"Hopefully after a trip or two we get acquainted with the superintendent and his staff and develop some rapport. That's when we start to be effective and useful to the park staff as well as to the Director of the Region,"

There are two other team members besides Ed, a former superintendent of Bryce Canyon and Point

Reyes. They are Glenn Gallison who was chief of interpretation and a member of the evaluation team in the Midwest Region before moving to Seattle and John Earnst, a former park superintendent.

"A three-man team can't represent all the disciplines in the Service," says Ed. "We try to remain generalists. If we find something in a park that needs the attention of a specialist we can get someone else in on the team."

Ed has access to everyone in the Regional Office and he can go to the Western Service Center or to any one of the big parks for assistance.



## More on Women

Dear Editor:

The NEWSLETTER of June 28, devoted to women of the National Park Service, somehow didn't furnish the uplift I had expected.

Perhaps the front page graphic—emphasizing huge eyelashes and a painted puckered mouth—made me doubt the article's break with the traditional woman stereotype.

And then, when I turned the page to read "Why must women seek full equality in employment," I found out that it's either because they have been abandoned, widowed, divorced, or still unmarried—in other words, because no man is around to do it for them.

What I couldn't find in the entire introduction was the very essence of the problem. Women have vast talent to give and they seek positions that offer fulfillment and meaning, in addition to a larger paycheck. For me, the article never scratched below the surface.

Bonnie M. Campbell  
Sociologist  
Western Service Center

## EEO Discriminates

Dear Editor:

I would suggest changing the title "Equal Employment Opportunity" (EEO) to "Discrimination In Hiring Procedure" (DIHP) then we would at least be honest with ourselves and the general public.

When we must arrange applications for seasonal employment as to priority in the following order, race, veteran and then job experience requirements being the least important, it is no longer equal consideration, but flagrant discrimination.

When a person files an application for consideration for employment with the Park Service and he is a non-veteran, nor a member of a

minority group, he has wasted his time and ours under present personnel management policies.

Talents to perform in the position applied for should be top priority regardless of race or veteran status.

We have jumped overboard in our efforts to correct discrimination practices in the past to the extent we have moved in the opposite extreme.

The present policies and guidelines for hiring seasonal and permanent personnel are neither intelligent nor fair to job applicants, the visiting public, or the Park Service operation. . .

Earnest Scott  
Park Ranger  
Dinosaur National Monument

## Where Does it Stop?

Dear Editor:

In response to Cynthia Pollack's letter in your July 26 issue, I would like to ask where we stop in making areas "safe" for the public.

Man is by his very nature prone to be negligent of his own safety, prone to ignore or deliberately violate warnings, prone to take chances. The National Park Service cannot take up the slack for every inattentive father, for every individual who ignores warnings about feeding bears, for every driver who disregards speed limits, nor should it.

If a driver is killed in an accident while driving 70 mph on a park road posted at 35 mph, it is asinine to suggest that it is the fault of the NPS for not supplying said driver with a 70 mph road, as was implied recently in the *Washington Post*.

Miss Pollack says that it is the responsibility of the NPS to make each visit to a park safe. But where do we stop, Miss Pollack?

The only way to make Yellowstone totally safe is to close the park totally to visitors. It takes no special brilliance to recognize that the boiling, steaming, thermal pools at Yellowstone are dangerous; nevertheless for every type of railing that is erected around them there will be some individual who will get around it, climb over it or crawl through it.

I've seen safety get out of hand at

an old fort in the West, where a superintendent hounded by regional safety officers—as normal practice not because there had been any accidents—finally erected little two-foot-long railings to the front porch of nearly every historic structure, railings which seriously intruded on the historic scene, were aesthetically objectionable and were entirely unnecessary to insure safety.

Where, indeed, does it stop?

Gordon Chappell  
Ranger-Historian  
National Capital Parks

## No More Noise and Smell

Dear Editor:

Charles E. Shedd, Jr., SERO, has called something to our attention which we feel needs wider circulation.

Says "Pete" Shedd: "Apropos my soul-stirring lecture on how we are letting our own maintenance operations louse up historic scenes, I had to go back to Appomattox yesterday to wind up a couple of matters on the evaluation. To my surprise and delight they had located an electric mower (operates off battery like a golf cart) which the maintenance men said would do the job as well as or better than the noisy, smelly types now in use.

"Granny Liles was there as cluster superintendent. He liked the idea so much he thought he could get up the money. Maybe a lot of areas are using them, but I haven't seen it. Strikes me as something planners could, at least, be alert to. It's really ironic with all our preaching we stink up the parks and raise the decibel count with all our clattering equipment."

Pete's thoughts deserve wider distribution than to our inner circle, so I thought you might like to print them. His suggestion is both environmental and in keeping with the high standards we hope to attain for living interpretation programs.

Of course, if machines of any kind are not your bag, would you believe SHEEP (actually quite appropriate for Living Farms)?

Alan E. Kent  
Interpretive Planner  
Eastern Service Center (HFC)

# Under our hat

**GOOD NEWS FROM DIPS:** During the first pay period of this fiscal year, the computer payrolled 9,640 checks and only 50 were supplemental checks. And, to top that, during pay period number two, it payrolled 9,818 checks and only 44 were supplementals!

Most of the rejected timecards were due to key punch errors, incorrect social security numbers and discrepancies between personnel separation date and last day on T&A. (Only one was the fault of the computer.)

The DIPS staff, headed by new branch chief Ron Foust, has made arrangements with the Treasury Department to pick up all codes 5, 6 and 7 checks on Friday before payday and airmail them so that employees will get them on time.

Ron asks that timekeepers be sure to submit all timecards accurately and on time and check that a new employee's social security number a-



Ron Foust

grees with his personnel papers. If the information is inaccurate or inconsistent with Personnel's information, the employee will only receive his 80-hour check.

"If you are having problems, get in touch with our Regional Payroll Coordinator," advises Don Proulx, Director of the Office of Finance and Management Control. "Include, if you can, some samples showing the discrepancy. We assure you that you'll be hearing from us soon. And watch the NEWSLETTER for more information on DIPS."

**MAINTENANCE COURSE:** The Division of Training has announced that a course in the maintenance of air conditioning and refrigeration equipment will be conducted by the York Division of Borg-Warner Corp. at their training facility in York, Penn. Two two-week courses will be conducted October 18-29, 1971 and Feb. 7-18, 1972. Each class will be limited to 20 participants. All travel, per diem and course costs will be funded by the Division of Training, WASO; nominations are due in that office by Sept. 7. Interested employees should contact their supervisors for further information.

**SWAPing STORIES:** Wendy Williams, coordinator of the Summer Work Alliance Program, SWAP (see NEWSLETTER, May 17, 1971), has already received some feedback from students who participated in the program this summer.

Frank Vielmas, 22-year-old student and park technician at the Statue of Liberty writes that "It is a great opportunity that I shall hold in eternal memory to you and others that have given us such a big 'slice of life.'" Equally enthusiastic are other SWAP participants at the Statue: Isidore Florez, a 24-year-old park technician and psychology student, and Hugh Lacy, a 23-year-old park aid and sociology student.

On the other side of the country, Minnie Ammons, a park aid at Grand Teton National Park, Wyo., says "I'm still in a daze with all the wonders to see and explore. The job is great and so are the people." Minnie is studying to be a social worker at the University of Nebraska.

SWAP, through NPS and the Office of Economic Opportunity, provided 195 disadvantaged and minority youths with seasonal jobs in 15 national parks this summer.

"We feel this program is a great success so far," says Wendy, "and we anticipate that the benefits to the individuals and parks involved will far exceed our expectations."

**NEW ASSIST. DIRECTOR:** Henry G. (Hank) Schmidt has been named assistant director of NPS for field operations, with offices in Phoenix, Arizona. He will travel extensively throughout the System, reviewing, evaluating and assisting local park management programs and procedures. His goal is to insure continued excellence in management of field areas.

A 30-year NPS veteran, with much field experience, Hank comes to his new job from Philadelphia where he was Director of the Service's Northeast Region.



Keeping Informed? Hank Schmidt talks to Ed Winge, director of the Office of Information.

**ENOUGH NEWSLETTERS?** Every office and park should receive enough NEWSLETTERS so that each permanent employee receives his own copy, with several pass-on copies for seasonals. If you do not receive enough copies, please let us know the number you need, and we'll adjust our mailing list.

**DIVISION OF TRAINING**  
**Advance List**  
**72 Servicewide Training Programs**

| <i>Subject</i>                                                                             | <i>Location</i>                             | <i>Dates</i>                                                                |
|--------------------------------------------------------------------------------------------|---------------------------------------------|-----------------------------------------------------------------------------|
| <b>GENERAL MANAGEMENT</b>                                                                  |                                             |                                                                             |
| Dealing with the Unions<br>at the Park Level Seminar                                       | Mather T C (MTC)<br>Albright T C (ATC)      | Nov. 15-19<br>April 17-21                                                   |
| NPS Executive Seminars                                                                     | MT C<br>Washington DC (WATC)<br>AT C        | Dec. 5-17<br>Jan. 23-Feb. 4<br>March 5-17                                   |
| Park Management                                                                            | MT C                                        | Jan. 31-Feb. 4                                                              |
| Urban Environmental Influences<br>in Park Management                                       | MT C<br>WAT C                               | Feb. 23-25 *<br>April 12-14<br>Nov. 1-3                                     |
| Introduction to Park Planning<br>Mid-Level Manager Development<br>Program Assessment Labs. | MT C<br>MT C<br>AT C                        | To be Announced<br>Sept. 12-17<br>Sept. 19-22                               |
| Federal Executive Institute                                                                | Charlottesville, Va.                        | To be Announced                                                             |
| <b>SUPERVISORY DEVELOPMENT</b>                                                             |                                             |                                                                             |
| First Line Supervision                                                                     | Regional<br>WAT C                           | 6 To be Announced<br>Sept. 27-Oct. 1                                        |
| First Line Supervision Instructors                                                         | WAT C                                       | October 4-6                                                                 |
| Introduction to Supervision                                                                | Regional<br>WAT C                           | 6 To be Announced<br>Sept. 13-17                                            |
| Introduction to Supervision Instructors                                                    | WAT C                                       | Sept. 20-23                                                                 |
| Supervision and Group Performance                                                          | Regional                                    | 7 To be Announced                                                           |
| Supervisory Safety                                                                         | AT C                                        | October 18-22                                                               |
| Managerial Grid Phase I                                                                    | Regional                                    | 5 To be Announced                                                           |
| <b>LAW ENFORCEMENT</b>                                                                     |                                             |                                                                             |
| Law Enforcement (Basic)                                                                    | WAT C                                       | 2 July 12-Oct. 1<br>Oct. 4-Dec. 23<br>Jan. 5-March 24<br>March 27-June 16   |
| Management Seminar in Law<br>Enforcement                                                   | WAT C                                       | Dec. 5-11                                                                   |
| Law Enforcement (Seasonal Basic)                                                           | AT C                                        | March 20-April 1<br>June 5-17<br>June 5-17                                  |
| Law Enforcement (Instructors)                                                              | MT C                                        | June 19-23                                                                  |
| FBI National Academy                                                                       | Washington, D.C.                            | To be                                                                       |
| Fort Gordon Riot Control School                                                            | Fort Gordon, Ga.                            | To be Announced                                                             |
| Specialized Courses (To be<br>determined by Parks and Regions)                             | Regional                                    | To be Announced                                                             |
| <b>MAINTENANCE TRAINING</b>                                                                |                                             |                                                                             |
| Intro. to Maintenance Mgm't.                                                               | AT C                                        | November 8-12                                                               |
| Maintenance Management                                                                     | MT C                                        | Feb. 28-March 3                                                             |
| Maintenance Craft Program                                                                  | New York City                               | To be Announced                                                             |
| Maintenance Mgm't. Ed. Program                                                             | New York City                               | To be Announced                                                             |
| York Institute for Air Conditioning                                                        | University of North Carolina<br>York, Penn. | To be Announced<br>To be Announced                                          |
| <b>ADMINISTRATIVE TRAINING</b>                                                             |                                             |                                                                             |
| Administration Advanced                                                                    | MT C                                        | March 20-24                                                                 |
| Administration for Line Managers                                                           | AT C                                        | January 24-28                                                               |
| <b>ORIENTATION</b>                                                                         |                                             |                                                                             |
| Orientations to Service Operations                                                         | AT C                                        | December 6-17                                                               |
| Fundamentals of Training                                                                   | MT C                                        | February 7-18                                                               |
| Introduction to Park Operations                                                            | AT C                                        | October 11-15<br>September 27-Dec. 3<br>Jan. 3-March 24<br>April 13-June 23 |
| <b>INTERPRETATION</b>                                                                      |                                             |                                                                             |
| Communications: Speaking                                                                   | MT C                                        | March 6-17                                                                  |
| Communications: Visual Aids                                                                | MT C                                        | March 27-31                                                                 |
| Environmental Interpretation                                                               | AT C                                        | January 17-21                                                               |
| Living History                                                                             | MT C                                        | April 17-28                                                                 |

*For further information contact the Division of Training, WASO  
Telephone number (202) 343-8823*