

nps

newsletter

Vol. 7

No. 22

National Parks Centennial Year

November 13, 1972



National Parks around the world range from mountainous areas, like Banff National Park in Canada (above) to jungles like the Jim Corbett National Park in India (below).

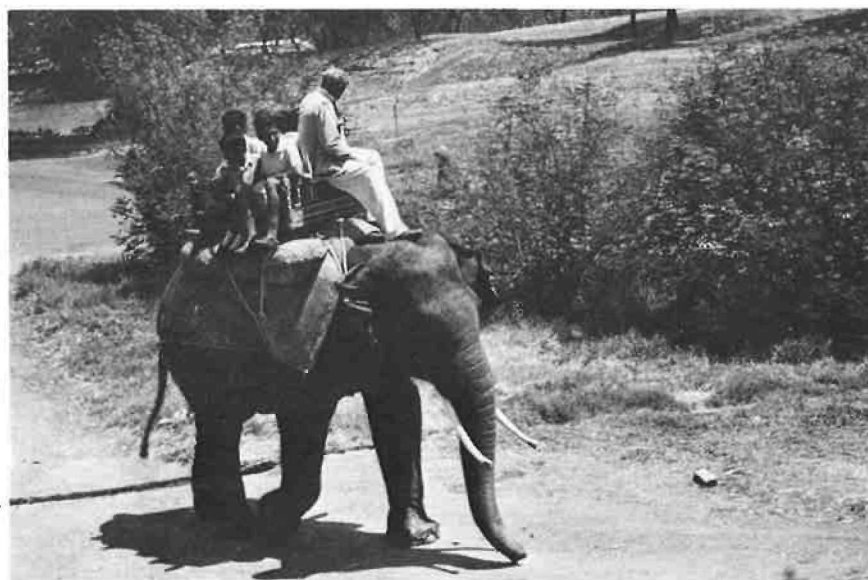


Photo By W.B. Bullard

In India's Jim Corbett National Park (above), a concessioner offers elephant rides into the jungle where visitors can safely observe wildlife without disturbing the animals or the environment. As Robert F. Schloeth, Director of the Swiss National Park, said in his Second World Conference paper on transportation, "Sooner or later every park will have to come to terms in one way or another with its own special problem concerning methods of transportation," (The Conference later recommended that "more imaginative systems of transportation" be found in lieu of automobiles in parks.)

"A Matter of Survival"

By Loretta Neumann

When asked why they came, most delegates to the Second World Conference cited the chance to meet with other park leaders and to share their experiences.

"Most important to me is that a world conference like this carries much weight with my government back home," said one park director from a developing country.

The following is a brief look at some of the issues that delegates discussed and the recommendations they adopted at the technical sessions at Grand Teton National Park Sept. 22-27. The details of the conference will be published in mid-1973.

(See SURVIVAL, page 2)

(From page 1)

NOMENCLATURE AND STANDARDS was a topic of great concern because, as one British conservationist noted, "A single word such as 'unimpaired' can involve a host of scientific and technical as well as legal and administrative complexities."

In addition, how parks are defined determines whether a country really does have a national park according to international standards. (Forty-three countries do not.)

The International Union for Conservation of Nature and Natural Resources (IUCN) meeting in New Dehli in 1969, defined five basic conditions for natural parks: wide expanse, outstanding contents; an effective system of protection; establishment and management by the highest competent authority in the country, and opportunity for public use.

So, although West Germany has a number of "Naturparks" (like recreation areas), and other areas where strict protection is provided, the country has few large, natural, uncultivated areas left—and thus it has no natural parks in the strict sense. Nor does Scotland, which has many county and municipal parks and other protected areas. Nor does Trinidad, which has 11 wildlife sanctuaries.

Rather than merely exclude these areas, delegates asked for further definitions. They recommended that the IUCN define the various purposes for which protected areas are set aside and develop suitable standards and a nomenclature for them.

(Over 1200 national parks and equivalent reserves are in the IUCN-prepared book, "United Nations List of National Parks and Equivalent Reserves." Copies in English at \$19 each, may be ordered from HAYEZ, Imprimeurs-Editeurs, Rue Fin 4, 1080 Bruxelles, Belgium. A supplement, listing areas added between 1967 and 1970 is included.)

PRESERVATION AND USE came up often, was discussed by 40 speakers at one session alone. Most felt that preservation of natural values was the highest priority.



Dr. Kenton Miller from the United Nations Food and Agriculture Organization (FAO) right, talks to fellow panelist Dr. Ross Tocher from the University of Michigan. Dr. Miller reviewed the skill required for the management of parks and stressed the need for a team approach. "The mere number of variables and skills required...are rapidly passing beyond the reach and possibility of an individual's intellect," he said. Dr. Tocher described the annual one-month traveling International Seminar sponsored by the U.S. and Canadian National Parks Services through the University of Michigan. Offered for the past seven years, it has been attended by 221 persons from 70 countries.

Even those who urged greater use of parks agreed that this is best done by a gradation of parks from urban areas, through nearby regional parks, to the great natural reserves.

A Japanese speaker said that parks do not have an unalterable goal but change with people's needs. A delegate from Costa Rica disagreed and said that preservation was the main purpose. An American economist urged a "balanced approach of sequential uses" in which preservation would dominate in some parks, tourism in others.

Delegates voiced strong opposition to selecting parks just for their scenic beauty or attractiveness to tourists. They felt that the main goal should be to set aside samples of representative ecosystems, and specific recommendations drew attention to tropical forests and grasslands, polar regions, islands and underwater habitats.

"It's a matter of survival," said an American conservationist. "We're in a more serious position than we think. What we save may determine whether life survives on this planet."

POPULATION PROBLEMS came up in many sessions, from park plan-

ning to wildlife management. Most parks already feel the impact of too many people, and those that don't (like the Australian deserts), are preparing for them.

In the developing countries, tourists are needed for economic reasons, to justify their parks' existence. In the developed countries, increased affluence and leisure time have made a yearly park visit the way of life for millions.

In some countries, like Kenya, most visitors are from other countries; in others, like Chile, as many as ninety percent of the visitors are citizens. All need to find ways to cope with increasing numbers of people.

As Assistant Interior Secretary Nathaniel P. Reed noted, the world population, at present rates of growth, will increase in the next 30 years to 7 billion people and possibly in the following 30 years to 14 billion. "Overcrowding in our national parks in recent years becomes a relatively small item against such a massive scale of future population pressures," he said.

The conference recommended that zoning systems and carrying capacities be set up and that tourist facilities be put outside parks when possible.

(See SURVIVAL, page 3)

They asked for "more imaginative systems of transportation" to the automobile and cited the trams at Yosemite NP as an example.

They also urged governments to ban such "disturbing activities" as hydro-electric works, prospecting, mining, timber cutting, grazing of domestic animals, constructing inappropriate roads and recreational facilities and using vehicles in ways incompatible with park objectives.

PLANNING: Almost every session stressed the need for careful park planning. A British landscape architect said that all lands must be planned along sound lines of conservation, that alternative experiences should exist throughout the countryside. "Parks must not be oases of natural life set in a polluted desert...(nor) the only places people go to get away from dreariness."

NPS Director Hartzog agreed. "Parks should not be treated as isolated reserves, but as integral parts of the complex economic, social and ecological relationships of the region in which they exist. Joint planning, then, with all levels

of Government and the private sector, is essential."

He said that all developments in parks must be guided by a plan, made by a team of professionals from many disciplines.

"Every increase in capacity is followed by an increase in use," he warned. "When in doubt, don't construct!"

Some delegates urged making alternative plans or, in countries where research is scarce, even "periodic plans," which can change as information improves. All agreed that master plans are needed (many preferred the term "management plan") and that they should be made on a long-term, comprehensive basis.

INTERPRETATION AND ENVIRONMENTAL EDUCATION were frequently mentioned and, although separate sessions met on each, the two terms were often used interchangeably. Indeed, a British conservationist defined interpretation as "the art of explaining the place of man in his environment."

A speaker from Uganda saw interpretation as a management tool

to spread visitor use. A Canadian viewed it as a luxury that needed more research. A man from India warned that the interpretive program in one country might not work in another.

Most agreed that both interpretation and environmental education must extend beyond park boundaries to be effective. "Our aim is the conservation of the total human environment," declared a Korean speaker.

Several NPS environmental education specialists took small groups of delegates outdoors to demonstrate ways to use parks for environmental education. Later, delegates voted to draw attention to the NPS Environmental Study Area concept and to urge all national park authorities to plan special programs for youth.

The conference agreed that parks have a role to play in environmental education and a need to interpret park values to visitors. Developing countries, in particular, must convince their leaders of the economic and ecological value of parks. The survival of their parks depends on it.

WILDLIFE AND RESOURCES MANAGEMENT:

Some 200 people attended the session on this topic and, according to the official rapporteur who summarized the session, it was historic because, "in the past, administrators of national parks in many areas of the world have been almost afraid to think of the topic, let alone discuss it in a public forum."

Much talk centered on how (and whether) to manage wildlife. The author of the background paper warned that some people think that management of wildlife in parks is mainly to protect and control animals: "The greater part of wildlife management lies in the conservation of the animals' habitats." He said only popular opinion attached more value to animal life than to plant life.

Most concern was with the management and cropping (selective shooting) of large mammals such as elephants, when overpopulation threatens the ecology of some African parks. Most agreed that animals should not be allowed to

(See SURVIVAL, page 4)

Among the delegates were many representatives of conservation groups from all over the world. "We have two here from our government and three from the private sector," said Anders Björvall, left, from the Swedish Society for the Conservation of Nature. "My resounding impression is that all countries basically have the same problems," remarked John Grandy, right, from the (U.S.) National Parks and Conservation Association.



drastically change an ecosystem, but disagreed on who should control them and on what and how much basic knowledge was needed.

They also discussed the need to protect predators such as the mountain lion (approaching the "endangered species" status in much of North America) and the tiger (only 200 Bengal tigers are left in India.)



"There cannot be a different standard for National Parks in developing countries and developed or industrialized countries," declared Perez Olindo, Director, Kenya National Parks.

CO-OPERATION AND CO-ORDINATION between countries was repeatedly stressed, and there was much applause when a panelist from Senegal declared, "Ecosystems don't know borders!"

The conference asked countries to work closely to plan and manage parks along international borders, and urged Central America to set up a regional system of protected areas.

They urged that the Antarctic Continent be made the first World Park, under the United Nations. They also endorsed President Nixon's World Heritage Trust proposal under which a list of cultural and natural areas of worldwide concern would be identified, and which might provide funds to help protect endangered areas.

In related topics, the conference recommended international sharing of training, research, information, and technical and financial aid.

Trace makes sorghum

By Sherry Mohlhenrich

It is fall on the Natchez Trace Parkway and history comes alive. The art of making sorghum has been revived, one of many living history programs in NPS.

After much searching a source of sorghum cane was located. The men of the maintenance division built a cooking shed with a split rail fence around it. Mr. James Franks of Frankstown, Mississippi and his brother, Bill, provided the mules to turn the grinder. The making of sorghum by slow cooking was demonstrated to several thousand parkway visitors.

President of the organization, Billie June Masters, chairwoman Sherry Mohlhenrich, committee members Barbara Black, Nancy Lynch, and Martha Westmoreland, along with Faye Ogle, Donna Riley, Nita Mann, and Martha Sarver baked biscuits. The sorghum was provided by Mr. Franks.

Roxanne Trotter, Judy Lynch, JoAnna Westmoreland, Linda Ogle, and Geni Mohlhenrich, dressed in period costumes, helped serve approximately 475 biscuits and sorghum to interested visitors.

(Ed.'s note: Sherry Mohlhenrich is married to John Mohlhenrich, Natchez Trace Parkway chief of interpretation and coordinator for the park's VIP program.)

Serving hot biscuits and sorghum to visitors at Natchez Trace Parkway are left to right, JoAnna Westmoreland, Linda Ogle, Geni Mohlhenrich, Sherry Mohlhenrich, and Barbara Black. Holding a biscuit at right is Nita Mann.



Top teacher

Rowena Richardson, wife of Rocky Richardson, interpretive management specialist with the Pacific Northwest Regional Office, has been named one of the Outstanding Elementary Teachers of America for 1972. Her biography and accomplishments will appear in the annual awards volume published by the Outstanding Elementary Teachers of America.

Rowena has spent much of her teaching career in or near national parks. She began teaching in 1949 in Mesa County School District 51 after graduating from Colorado State College in Greeley. She has also taught in the Grand Canyon NP School and in the Mineral School, adjacent to Lassen Volcanic NP.

While Rocky was stationed in Washington, D.C., she was one of the pioneers in the ungraded school system of Fairfax County, Virginia. Rowena is now one of the prime movers in the same kind of approach at the John Muir School in Kirkland, Wash.

In addition, she has devised new techniques in individualized teaching and made major contributions to the Westinghouse computer-managed school program.

NOTE: A recently printed booklet describing the concepts and philosophy of the new management system of NPS has been distributed to all park superintendents, WASO and field directors. It makes good reading for everyone, however, regardless of job title, because it gives the "why's" within which we all work. The following is the Preface. Other portions of the booklet will be published in succeeding issues of the NEWSLETTER.)

NPS

MANAGEMENT

SYSTEM

"In 1917, Steve Mather and Horace Albright organized the National Park Service pursuant to the act of August 25, 1916, and instituted the "systems" approach to management. Secretary Lane's letter to Mather dated May 13, 1918, established the Service's first long-range objectives.

Role and Functional Statements were established between Mather and his first Superintendents by means of personal letters in which responsibilities and relationships were agreed on. Policies were lifted from legislative language and congressional committee deliberations.

Due to the then small number of park areas, the management system was quite informal. And, it served very well for its time and formed a sound basis for modern management concepts and procedures to follow in later years.

As the number of parks increased, it became apparent to Mather, Albright, Cammerer and other early Directors that the developing park system needed additional management concepts. A specific and clearly evident need was to manage parks in a sufficiently similar fashion so that national policies and procedures would be evident.

Hillory Tolson, in the early 1930's, compiled those early policies to be applied on a national

basis. Operating handbooks were developed in the 1940's and 1950's which served to articulate specific procedures through which the work of the Service would be carried out.

In the 1950's comprehensive legislative histories were developed to better familiarize field managers with congressional mandates and interests. These, too, were effective and extremely helpful for their day. To a considerable extent, however, they contributed to a highly centralized management system.

In the early 1960's Congress, the Bureau of the Budget, and the Secretary began to take a more critical business-like look at the affairs of the National Park Service, as well as other bureaus. Industry and business had meanwhile developed new "systems-oriented" approaches to management. Government bodies, as mentioned above, saw practical application in some of these approaches.

Congress was no longer content to examine only short-range programs. Congressional committees became more intently interested in future year funding commitments and at the same time in the day-to-day management of the National Park System. The Secretary and the Bureau of the Budget became interested in more effective and economical management and in-

sisted on future year budget projections for the rapidly growing National Park System. Underlying all this was a growing awareness of and interest in National Park management by the tax paying public.

All of the above dictated the need to reexamine the effectiveness of management by the National Park Service of the rapidly growing system. Many management concepts of the past could be retained. Others needed to be modified and some new concepts introduced.

Importantly, those procedures (mostly in handbooks and Administrative Manuals) which served to stifle innovation and constrain the effectiveness of decentralization and delegated authorities and responsibilities would have to be abandoned.

At the same time, concepts which would encourage management innovation, flexibility, and local decision making would have to be developed. To a large extent, this has now been accomplished.

In lieu of handbooks and Administrative Manuals, a "systems-oriented" type of management—**Management by Objective**—has been instituted that provides a sound basis for the local manager to develop today's action programs in the light of the present needs of the still growing National Park System."



Under our hat

THE NATIONWIDE COMBINED FEDERAL CAMPAIGN, which enables Federal employees to help hundreds of charities through a single donation, is underway and will run through the end of November in some areas.

Such national and international charitable organizations as the American Cancer Association, the American Heart Association, the Muscular Dystrophy Association of America, CARE, Project Hope, the March of Dimes and others will benefit from the donations. Many local charities also participate.

Employees may contribute either by cash or check, or by payroll deduction. Also if contributors so wish, they may specify to which charity their donation will go.

For further information contact the CFC headquarters in your area or your regional coordinator. NPS Regional Office coordinators are: WASO, Don Proulx; NCP, Posey Howell; NERO, J. Robert Braden; MWRO, Kenneth Schaefer; SERO, Ira Mitchell; SWRO, Vern Gibson; HFC, Ron Williams; PNWRO, Don Jones; and WRO, Theodore Owings.

ENVIRONMENTAL WORKSHOP :

John Tyers, environmental education specialist in the Southwest Regional Office, conducted a free three-session evening workshop in October at the College of Santa Fe. Designed for parents, teachers and environmentalists, the class studied the five conceptual strand approach worked out by NPS. They also took part in a field experience.

John reports a great deal of interest among the teachers in Santa Fe and Los Alamos, as 18 persons signed up for the class. (The average night class enrollment is 12 per class.) Next step will be workshops for teachers on conducting NEED programs and setting up National Environmental Study Areas.

NEW ASSISTANT DIRECTOR FOR FIELD OPERATIONS, EAST, Robert (Bob) Maynard will serve as the Director's alternate in the field in the eastern part of the country. He was appointed to the position Oct. 15 to become the opposite number of Hank Schmidt, who is assistant director for field operations, West.

Bob has been the vice president since 1966 of the Yosemite Park & Curry Co., the concessioner of Yosemite NP. A long-time employee of the company, he began working there in 1949 and has held various managerial positions including manager of the Ahwanee and Wawona hotels in the park.

He spent two years at the University of California and graduated from San Jose State College. He is married and has two children. In his new job, he will be a field inspector, evaluating policy and program implementation of Service missions for the Director.

AN UPDATED LAW ENFORCEMENT MANUAL is being prepared by three NPS rangers, (law enforcement specialists) and by Inspector Frank Arthur, chief of the Division of Security and Protection. It is scheduled for completion by year's end, Frank said.

"Changes in the law, new laws and recent court rulings have made the old 1964 edition badly outdated," he explained.

The revised manual will provide NPS law enforcement personnel with guidelines on such things as the use and care of defensive weapons and the operation of emergency vehicles. It will also outline Service policy for handling incidents in the parks, issuance of courtesy citations, crowd control, making arrests and radio procedures. Information on jurisdictional problems will be abbreviated and simplified.

Working with Inspector Arthur on the manual are Emmet Nichols, Olympic NP; Ken Miller, Sequoia-Kings Canyon NPs, and Jim Arnott, Padre Island NS.

HELPING OVERSEAS: NPS park planners have helped some 19 countries to plan national parks or equivalent reserves, according to Chet Brown, chief of the Division of International Affairs. "They are sent at the country's request," Chet explains. "Authority, funding and the availability of particularly qualified personnel have to be worked out in each case. But we believe it is a truly rewarding experience for both sides."

• **Greece:** Chet Brown left in late October, at the request of the Directorate of National Physical Planning of Greece, to work on a comprehensive program for the natural, cultural, recreational resources of that country. He will be gone six weeks now and six weeks in the spring. He will develop basic guidelines for planning and specifications for later studies for the development and protection of these resources.

• **Kenya:** Working through the African Wildlife Leadership Foundation, John McLaughlin, superintendent of Sequoia-Kings Canyon NPs, leaves this month for a six-month assignment to Kenya. He will help develop policy, planning and management guidelines so that master plans can be made for their parks and for rounding out their National Park System. A foundation grant will cover major costs, with Kenya also giving support.

• **Venezuela:** A planning team recently returned from Venezuela after six months of field study in Canaima National Park, largest in South America. Based on this study and because of possible further enlargement of the park, they suggested it now be called Gran Sabana NP. Team captain was Charles Krueger, retired assistant director of NPS, helped by Landscape Architect Ron Treabess from the Phoenix Field Office and Naturalist Larry Henderson of Organ Pipe Cactus NM. Ron's wife, Marilyn, an artist and NPS cartographic technician, also helped with the project.

HEALTH BENEFITS PREMIUM RATES for 75 per cent of Federal employees will be lower in 1973 for the first time in 12 years, the Civil Service Commission announced Oct. 19.

CSC said an "open season" from Nov. 15-30 is scheduled during which eligible employees and retirees may enroll or change benefits plans or options under the 38 existing plans and two new plans. Eligibles may change from self-only to family plan at this time.

Although rates for 32 of the plans will increase by varying amounts to pay for improved benefits, two government-wide plans, in which more than three-fourths of all employees and annuitants are covered, will be reduced. Four other existing plans will maintain 1972 rates.

Blue Cross-Blue Shield rates will drop 10 per cent in the high option category and 15 per cent in low option. The government-wide Indemnity Benefit Plan will be reduced 5 per cent in both categories.

CSC said reductions were made possible in part by August, 1971, price controls.

The Government's contributions will be increased from \$3.79 to \$4.04 biweekly for self-only coverage and from \$9.48 to \$10.17 biweekly for family enrollment.



Question

Dear Editor:

We have always been eager and willing to make known transfers and promotions, but I cannot recall in over 20 years of reading in any of our internal communications that a person was fired—terminated yes, but fired no!

I suppose it may come as a shock to some to learn they can be fired.

True, in cases where someone has been around several years this may be difficult, but impossible, no! However, it is easier for the manager to do this when his regional personnel people support the action.

Even without this support, if the case is well documented and the actions are properly taken, a supervisor can accomplish the task...

May I suggest when you publish "Out of the Traces" you indicate if the person has retired, was fired, or quit. It is important to know this in the event of application for reemployment by the discharged; because commendation may be in order; or as a morale factor in informing the rest of the NPS family what transpired.

Jack R. Williams
Superintendent
Nez Perce NHP

Answers

To "Firing"

The Personnel Office says the official documentation of personnel actions is available where it should be—in the files—and the NEWSLETTER is not the proper medium for publishing any information which might invade the privacy of an individual.

They stated that good managers all know that dismissal of employees is one of the tools available, and when merited it ought to be used.

One of the most common problems a manager faces in trying to dismiss an unsatisfactory employee is when the case is not well documented ahead of time. The personnel office explains that an undocumented instant decision to fire anyone usually falls on deaf ears, whereas a carefully planned request would find support all the way up the management line when warranted.

To Changing "Traces"

It sounded like a fine idea to be able to give our readers information about whether people listed under "Out of The Traces" retired or separated from the Service, but we are unable to do so. The Branch of Manpower Planning and Analysis says, "The Civil Service Commission has a number of personnel codes which relate to the immediate way a person leaves an agency. An employee could leave under a variety of categories and later file for an optional retirement. Also some people separate thinking they will retire, then subsequently are rehired into the Federal Service. Because of these variations it is not possible to give reliable retirement figures.

"This problem of whether or not a person should be classified as retired has been pointed out to CSC and we have requested a revision of their coding system so that we can capture better data.

"At present a Federal office only knows that a person has separated from the Service. The actual processing of retirement papers is a personal matter between the individual and CSC."

The 1000-year old sport of jousting came alive once more, this time happily and without bloodshed, on October 15 beside the Washington Monument, with the aid of National Capital Parks in Washington D.C. when the National Jousting Association held its 5th Annual Tournament. Some 1500 fans watched as riders headed down an 80-yard course toward a tiny suspended ring at the end. Within eight seconds or less the rider must spear the ring with his lance.

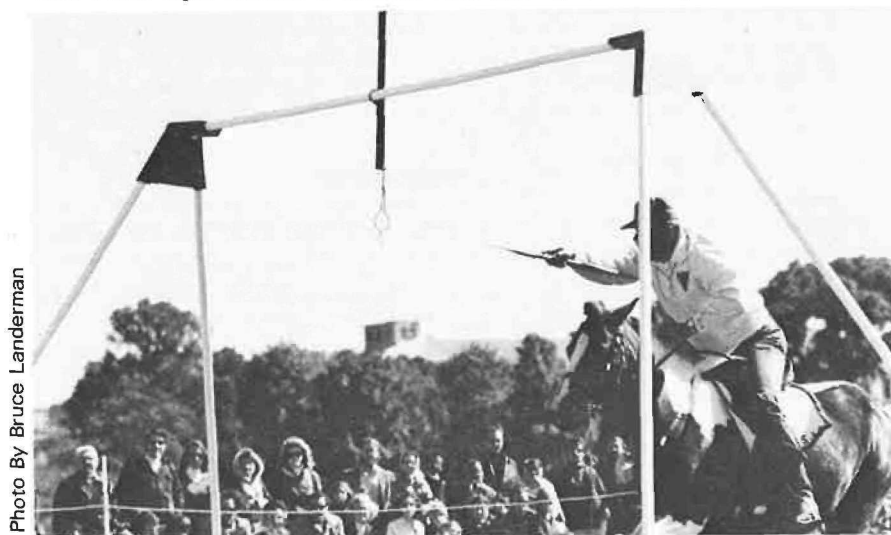


Photo By Bruce Landerman



People On the Move

New Faces

AMMONS, Douglas M., to Private, US Park Police NCP
 BARBER, Frankie M., to Clk-Typist, Arizona Archeological Center
 BARHAM, Hugo, to Supply Clk Harpers Ferry Job CCC
 BENNER, Joyce L., to Sec (Steno), Yosemite NP
 BRAXTON, Michael A., Sr., to Private, US Park Police, NCP
 BRENT, Larry W., to Private, US Park Police
 BROOKS, Charles E., to Pk Tech, Gila Cliff Dwellings NM
 CAPOCASA, Elizabeth J., to Clk-Typist (Dispatching), Natchez Trace Pkwy
 CHAMBERS, Teva A., to Clk (Typing), Hot Springs NP
 COCHRAN, Allen E., to Museum Spec (History), Div of Museums, Harpers Ferry
 CUNNINGHAM, Ernest B., to Private, US Park Police, NCP
 DAVIS, Philip H., to Computer Spec, Div of Systems Design, WASO
 DAYHOFF, Fred E., to Pk Tech, Everglades NP
 DILLON, James P., Jr., to Private, US Park Police, NCP
 HARDGRAVE, James B., Jr., to Private, US Park Police, NCP
 HOENIGMANN, Ernest A., to Private, US Park Police, NCP
 HOLLEY, Henry F., to Private, US Park Police
 HOUSE, George W., to Private, US Park Police, NCP
 JENKINS, Barbara J., to Sec (Steno), Off of Oper Eval PNRO
 KYTE, Littleton W.T., to Private, US Park Police, NCP
 LINGLE, Paul R., to Electrician, Jefferson Nat'l Expansion Memorial NHS
 LOVE, Earl W., Jr., to Private, US Park Police, NCP
 MacDONALD, Jack D., to Appraiser, Asst Dir Oper, WRO
 MATHEWS, Michael A., to Pk Tech, Manhattan Prop, NERO
 McCALLUM, Archibald R., to Realty Spec, Assoc Dir Prof Support, SERO
 MOORING, Crumel C., to Private, US Park Police, NCP
 RICCIARDI, Donna M., to Clk-Typist, Off Fin & Control, NERO

SAXON, Jessie, to Computer Tech, Div of Systems Design, WASO
 SCOTT, Robert L., to Private, US Park Police, NCP
 SMITH, James O., to Private, US Park Police, NCP
 STASULLI, Bernard T., to Private, US Park Police, NCP
 WEAVER, George A., to Private, US Park Police, NCP
 WILLIAMS, Richard W., to Maintenance Worker, Kennesaw Mt Natl Btld
 WINFIELD, Ernest C., to Private, US Park Police, NCP
 WRIGHT, Cheryl A., to Clk-Typist, Div of Pers Mgmt, WASO

New Places

ANDERSON, Sharon P., from Sec (Steno), Assoc Dir Mgmt, NERO, to Admin Clk (Steno), Assist Dir Oper, NERO
 CALHOUN, Gilbert W., from Supv Pk Ranger, Natchez Trace Pkwy, to Pk Mgr, Great Smoky Mtn NP
 GILLEN, Marilyn K., from Clk-Steno, Off of Oper Eval, MWRO to Sec (Steno), Asst Dir Coop, MWRO
 GRIFFITHS, Thomas W., from Supv Pk Ranger, Yellowstone NP, to same, Curecanti NRA
 HAMMOND, Jerry W., from Pk Ranger, North Cascades NP, to Supv Pk Ranger, Everglades NP
 HOOPER, William O., from Realty Spec, Blue Ridge Pkwy, to same, Assoc Dir Prof Support, SERO
 HUTTON, Marjorie L., from Clk (Typing), Grand Teton NP, to Admin Clk, Great Sand Dunes NM
 KIRBY, Kathleen A., from Pk Ranger, Grand Portage NM, to same, Div of Training, WASO
 KNOWLEN, Richard D., from Pk Tech, Glen Canyon NRA, to same, Amistad NRA

PRANGE, William F., Jr., from Pk Tech, Point Reyes NS, to Pk Ranger, Div of Training, WASO

PRIDEMORE, Franklin D., from Supv Pk Ranger, George Washington Memorial Pkwy, to Pk Mgr, Catoctin Mtn Pk & Balto-Wash Pkwy Gp

ROBINSON, Walter L., from Account Tech, Off of Fin & Control, WRO, to Equal Employment Opportunity Coord, Off of Organ Devel & Manpower, WRO
 SCHLEGEL, Stanley E., from Supv Pk Ranger, Lava Beds NM, to Pk Ranger (Resource Mgmt), Mt. Rainier NP

SPICE, Martha B., from Pk Ranger, NCP Central, to same, George Washington Memorial Pkwy

Out of the Traces

BRUCE, Charles W., from Pk Guide, Harpers Ferry NHP
 CORUM, Elijah, Jr., from Pk Tech, Gettysburg NMP
 EBERLING, Joe A., from Automotive Mechanic, Mesa Verde NP
 FOX, Elizabeth J., from Clk-Typist, Grand Canyon NP
 JANDA, Catherine M., from Clk (Typing) Fort McHenry Natl Mon & Hist Shrine
 KOHL, Elmer, from Laborer, Hopewell Village NHS
 MORGAN, Ernest F., from Maint Worker, Yellowstone NP
 PATTEN, Warren E., Jr., from Pk Tech, Yellowstone NP
 PEREZ, Rito D., from Maint Worker, Guadalupe Mtns NP
 SCHEFFLER, Ernst C., from Landscape Architect, Construction Serv, Denver
 SHARSMITH, John D., from Pk Ranger, Grand Teton NP
 STROTHMAN, Dalc R., from Appraiser, Assoc Dir Prof Support, SERO
 WAITE, Diana L., from Clk-Steno, Everglades NP



NPS NEWSLETTER

U.S. Department of the Interior National Park Service



Issued biweekly by the office of the Director as a communication medium for Service personnel. Edited and published by Internal Publications, Office of Information

Loretta Neumann Editor
 Jean Bullard Associate Editor
 Daniel S. Hughes Assistant Editor
 Glenn Snyder Art Editor
 Ronnie Spiewak Editorial Clerk

Tamol Bldg., National Park Service, Washington, D.C. 20240 Phone (202) 282-7380