

nps

newsletter

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National Parks Centennial Year

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New York City youths enjoy Cape Cod National Seashore. Houseparents Lou and Sarah Berger, on porch, left, are proud of Little America Youth Hostel (see photo below) which sleeps 60 hostellers.



Parks Are Hostel Territory



By Jean Bullard

"Hostels are for those who think young," explains Anne Tabor, housemother of the new American Youth Hostel at Indiana Dunes National Lakeshore.

"This hostel makes it possible for people with very little income to visit the dunes and stay overnight or for as long as a week if there is room. We have people of all ages, races and economic levels.

"The whole secret of hosting is the pleasure of sharing a place where you can stay overnight and cook your own meals inexpensively. Hostellers see the dunes here by bike, on foot and on skis, and we already have snowshoe weekends planned."

Anne explains that the 48-bed Dunes Lakeshore Youth Hostel, which is used by individuals and groups, charges only \$1.50 a person per night.

(See HOSTELS, page 2)



Photos By Richard C. Kelsey

This youth hostel at Cape Cod National Seashore was formerly a U.S. Coast Guard station.

Hostels (From page 1)

"Hostels are specifically set up for people who travel under their own steam," she adds. "They get people out of their cars and help bring them back to the natural environment."

Barns and Churches

Anyone who has hosted extensively in our country or abroad is conscious of the great variety of shelters that have been converted into youth hostels.

Hostelers sleep in old railroad stations, castles, school houses, a Swedish sailing ship, an Italian villa, a barracks in Tanzania, a former prison camp in Norway and a Buddhist temple in Japan with the priest as housefather. Many foreign countries have youth hostels in their national parks (12 in Canadian national parks).

"We have made hostels out of all sorts of structures," says John Meloney, of the American Youth Hostel staff.

"The Coast Guard Station at Cape Cod National Seashore was scheduled to be demolished and was saved by conversion to a youth hostel. Many historic buildings in NPS areas could be converted in the same fashion such as old school houses, ranch houses and barns acquired when parks are established or expanded. We have turned private residences, lighthouses, abandoned railroad stations, churches and former tourist and ski lodges into hostels."

John Meloney is the AYH staffer who visits prospective sites all over the country to determine their suitability. He also advises on maintenance and remodeling which are funded by AYH and completed with much help from volunteer labor.

NPS Has Five Hostels

Five youth hostels are now operating in four NPS areas, and all of them have proved to be highly successful according to park superintendents, AYH officials and the hostelers themselves.

 "Our hostel on Cape Cod National Seashore is a perfect example of what can be done," says Superintendent Les Arnberger.



Photo by Gwen Hobbs.

Hostels have bunk beds, showers, do-it-yourself kitchen and common room.

"I believe that the key to the success of this hostel is the manner in which the house parents supervise and run the hostel. AYH screens all of its house parents very carefully and trains them for their dealings with the hostelers, most of whom range in age from 15 to 25.

"The young people come mostly in groups accompanied by trained leaders who teach them conservation practices and respect for the countryside through which they travel," Les continues.

"Because of the fine cooperation we have received from AYH, we are now working on arrangements to establish a second hostel in our park. I have nothing but praise for AYH and the way its programs are conducted."



At Delaware Water Gap NRA there was some hesitancy at first, according to Superintendent Peter DeGelleke.

"While the local people were initially apprehensive regarding the encouragement of hosteling groups, this feeling, to my knowledge, has almost vanished as a result of actual experience."



Supt. John Sansing, Housemother Jackie Alsacker and Mrs. Morton, right.

Mrs. Morton Praises Hostels

"This hostel is really filling a need and doing a great job," said Anne Morton, wife of Interior Secretary Rogers C.B. Morton, when she visited the Laguna Ranch Youth Hostel at Point Reyes in October.

"There are lots of kids visiting national parks who would like to have a roof over their heads but they don't like to camp, can't carry the gear, or can't afford a motel room. The American Youth Hostel organization, which anyone can join, seems to be an ideal solution."

Mrs. Morton noted that AYH takes care of any area and buildings leased to them. "Here at Point

Reyes they tell me the former owners had used their yard as a dump, but you'd never know that now," she said.

"I'm looking forward to working with AYH and the National Park Service in exploring the possibilities of creating hostels where appropriate in parks and on other Interior lands as well. I realize that hostels fit in well with some parks and not with others, so each area must be considered individually.

"Hostels would also be a great asset in 1976 when foreign students have been invited to visit America during the Bicentennial year."

AYH Photo by Warren Asa

What is a Youth Hostel?

American Youth Hostels (AYH) are inexpensive, self-service, dormitory style, supervised accommodations which follow certain customs and are open to all who wish to join AYH and to international hostellers.

Inexpensive: \$1.50 to \$2.00 per night (\$3.00 in winter ski areas)

Self-Service: Cook your own meals (and clean up) in a shared kitchen. Help maintain clean bunk rooms and common room (living room).

Dormitory Style: Often 8 bunk beds or more to a room, mostly double decker. Boys and girls in separate dorms.

Supervised: Houseparents are carefully chosen and attend AYH training course. AYH passes are collected when hosteller registers and could be withheld in case of serious misconduct.

AYH Customs: Use of sheet sleeping sacks is mandatory (carry your own or rent one); alcoholic beverages and illegal drugs are not permitted on hostel property; smoking is restricted to the common room; reservations are usually made in advance; stay is limited to three days except by special permission; lights out and bunk rooms quiet by 10 p.m.; hostels are usually closed 10 a.m. to 4 p.m. Hostellers travel or see areas "under their own steam" as hikers, bikers, skiers, snowshoers, canoeists or by other means.

Open to All: Anyone is welcome to join AYH regardless of age, race, or religion. Membership may be individual, family or group.

International: AYH belongs to the International Youth Hostel Federation with 46 other countries which all honor AYH passes in their hostels. American hostellers spent 641,000 overnights in member countries last year. Over 56% of the hostellers registering at the Washington, D.C. hostel were from other countries.

Hostel Information: Questions about hostels or hosteling will be answered by John Meloney, National Hostel Director, American Youth Hostels, 20 West 17th Street, New York, N.Y. 10011.

Pete said that the AYH people have been very cooperative and responsible in their dealings and have scrupulously lived up to the terms of their 5-year special use permits.

A private residence was adapted for use as a hostel at the Gap. It has bunks for 20 persons who hike, bike and canoe in the recreation area. In winter, snowshoeing and cross-country skiing are encouraged.

The other hostel at Delaware Water Gap was a private family resort with a lodge and five smaller cabins which can house 48 persons.

As long ago as 1935, Pete worked on a report with former NPS Director Conrad (Connie) Wirth in which youth hostels were recommended for parks. Now he has two successful hostels in his area and says that he would welcome more.

"These are just seeds we are planting here that I think have great potential for the future of hosteling in the National Park System," says Pete.



"At Indiana Dunes National Lakeshore we are convinced that a hostel located in a park near a city is a much needed and very successful venture," says Superintendent Jim Whitehouse.

"Our new area, with a minimum of NPS staff, has found the hostel an asset that takes very little supervision or assistance."

Jim says he believes that hostels should be established in accordance with area development and master planning.

"In a small urban park the youth hostel serves as a stepping stone



Delaware Water Gap Maintenance Chief Oni Houston and Supt. Pete DeGelleke work with housemother Karen Weldon.

into non-urban or semi-wilderness areas so people can hike or bike to other hostels," Jim continues.

"We are a link to metropolitan Chicago. The lakeshore region offers hiking and biking trails, and many more are being planned to connect with other State and Federal lakeshore parks. We serve bicyclists like the stage coach stations used to serve travelers."



Hostellers bike to Point Reyes National Seashore from San Francisco about 60 miles away, and from many points in between according to Superintendent John Sansing.

"Often the local council in the Bay Area sponsors a work party weekend in which a great deal of improvement of hostel and grounds is accomplished," he says.

"There are 3,500 hostellers in the Bay Area. A newly established hostel has much work to be done."

John says that as far as he is concerned, "This is coming along great, judging by our first summer, and I have no complaints whatsoever."

Near the Laguna Ranch Youth Hostel, Point Reyes National Seashore will have a NEED camp for schools in the Bay Area. The hostel will be used by school groups which can get a year's membership for \$15 for up to 25 people. Teacher workshops for environmental education have been held at Point Reyes and at several other hostels.

Outside Parks Too

Some NPS areas have American Youth Hostels near their borders, such as the 260-bed hostel between Yellowstone and Grand Teton National Parks; the Ashford Youth Hostel near the Nisqually entrance to Mount Rainier; the Sandy Hook Hostel across the Potomac River from Harpers Ferry National Historical Park; the Claremont Hostel near St. Gaudens National Historical Site; the Cumberland Youth Hostel by Lock 74 on the C&O Canal on land that in the future may become part of NPS; and the new Grand Lake Youth Hostel which will open next June with 32 beds on the southwestern edge of Rocky Mountain National Park.

Fed Women Meet

By Burt Coale, MWRO

What is the Federal Women's Program?

Why was it necessary to have such a program?

And, most important of all, where is it going?

These were several of the questions examined at an all-day seminar on October 20 of the Federal Women's Council in Omaha, Nebraska.

Over 300 women from about 10 agencies throughout the Midwest attended the seminar, which had as its theme "Women Can Do." The participants included Federal women program coordinators from six NPS areas, 16 women employees of the Midwest Regional Office in Omaha, and six men employees who attended various sessions.

Women Need Courage

In a morning session, Betty Abbott, the only woman on Omaha's City Council, told the group that women need courage, the willingness to stand up and be counted, and to speak out against prejudice and discrimination.

"Society is changing," Mrs. Abbott said, "and competent and secure men are not afraid of these changes. They welcome full utilization of all human resources with dignity and with knowledge that women's liberation means men's liberation, too."

A panel of nine successful Federal women included L. Lorraine Mintzmyer, program coordinator for the Midwest Region.

Mrs. Mintzmyer emphasized that there were few positions in the Federal Government that could not be handled as well by women as by men.

"Women workers have favorable records of attendance and labor turnover when compared with men employed at similar job levels and under similar circumstances," Mrs. Mintzmyer said. "The National Park Service is really serious about this program and the upward mobility of women. As evidence of this fact, the Service has the largest representation from the widest

geographical area at this seminar. Management, from our Director, George B. Hartzog, Jr., on down, is using the Affirmative Action Plan as a management tool and not just statistics on a report."

Other speakers at the morning and afternoon sessions of the seminar reminded their audience that there was challenge and opportunity for women in the Federal service. But it frequently means talking to

women, both young and mature, about their education, training, expectations, motivation, and aspirations.

Personnel representatives, at a panel discussion closing the seminar, brought out the fact that women can pursue any career they choose and not be bound by the past into stereotyped occupations where their education and full potential as human beings are under-utilized.



Fed Women's Program

By Jeanetta M. Foreman

The Federal Women's Program was designed to place special emphasis on the elimination of sex discrimination in Federal employment and programs. As part of the Government's Affirmative Action Plan, the Federal Women's Program began in 1967 as an independent program sponsored by the Civil Service Commission.

In 1968, amending Executive Order 11246, CSC established the Federal Women's Program as part of the overall Equal Employment Opportunity Program and required each Executive agency to establish a counterpart program. In 1969 and 1970, pursuant to Executive Order 11478, the CSC called for the integration of the Federal Women's Program and the Equal Employment

Opportunity Program. Each Executive department was directed to make sure that women are assured equal opportunity in every aspect of personnel management programs.

The Federal Women's Program is to assure that women are free to pursue their interests and apply their abilities without the impediment of discriminatory barriers.

The National Park Service recognizes the important responsibility and opportunity it has in bringing about changes in attitudes and habits regarding the rigid traditional roles of women and men and to assure that equality of opportunity is extended to everyone regardless of race, sex, religion or national origin.

(Note: Jeanetta M. Foreman is responsible for coordinating the Federal Women's Program in NPS's Equal Employment Opportunity Office, under the supervision of Bob Nunn, EEO Officer. Federal Women's Program coordinators are functioning in each regional office as well as the Denver Service Center and Harper's Ferry Center.)



NPS women attending the Federal Women's Council seminar in Omaha in October included (front row, left to right): Sherma Bierhaus, Federal Women's Coordinator for MWRO; Sandra Julian, Canyonlands; Ellen Murphy, Glen Canyon; and Lorraine Robertson, Glacier. Back row: Diane Worthington, Denver Field Office; Mardell A. Latiolais, Ozark Riverways; and Irene Wilt, Grand Teton.

NPS MANAGEMENT SYSTEM

(Note: The following is part three in our series on the new "National Park Service Management System.")

Definitions - Management Tools

Mission: The broad National Park Service charter reflects legislative enactments and Executive directives—

a. To manage and develop the National Park System for public use and benefit by such means and in such manner as to leave its resources and values unimpaired for future generations.

b. To cooperate with Federal, State, and local governments and the private sector in programs to preserve the natural and cultural inheritance of our Nation.

This mission is summarized in our statement of Management Philosophy which we call a Pledge of Public Service.

Administrative Policies implement and supplement the Service mission and statement of Management Philosophy. They do not stipulate "How to do the job"—they set broad parameters within which day-to-day management decisions may be made.

Long-Range Objectives are definitive statements of desired end results which point the direction of program implementation.

In the National Park Service, objectives are generally long range—involving a time span of more than one year.

Long-Range Objectives for the National Park Service are developed and kept relevant by the Office of the Director. Regional Long-Range Objectives are supportive of the National Park Service objectives and also identify those objectives which have application to the individual Region involved. Long-Range Objectives for each field area are stated as Management Objectives in the statement for Management and Planning.

Activity Standards are measurable statements, by the Director, of the results or conditions that will exist when activities of the Service have been carried out satisfactorily. They are expressed in a single level of acceptability and apply Servicewide to all offices and areas engaged in the activity.

Activity Standards cover the principal activities but are not contemplated for the supportive actions (clerical, stenographic, etc.) needed to carry out the principal activities.

Goals are incremental steps in furthering an organization toward the Service mission and the objectives of the area or office, and are generally short range, involving a time span of one year or less.

They are measurable, specific statements of expected end results of actions, other than day-to-day operations, which require "stretch" and are achievable within the resources and authorities available to the organization.

Role and Functional Statements are descriptions of the principal functions and responsibilities of an organizational unit together with the relationship of that unit to other units within its sphere of influence whether Servicewide, Region, Park, Service Center, or external organizations and groups.

Personal Performance Standards are statements developed by the supervisor and subordinate which describe the results and conditions that will exist when the employee has performed his functions satisfactorily. Personal Performance Standards are essential for constructive dialogue between the employee and his supervisor with respect to the job to be done and evaluating the job actually done.

The Southwest Region Evaluation Team consisting of Luis A. Gastellum (standing), Bill Loftis (center) and Bob Bendt discuss the NPS Management System with key staff in the southwest at the region's superintendents' conference in early November. The team has put on several two-day workshops at district and area locations. Their programs feature working on management objectives, goals, resource requirements data to support activity standards, and roles and functional statements.



Under our hat

THIRTY-THREE MAINTENANCE-MEN AT BIG BEND NP attended a resources management orientation course conducted by Ron Cotten, NPS Chief of Maintenance, in October. "This was a most successful session, and it put across the idea that our park is a resource, one in which we are all involved," said Superintendent Joe Carithers. "For the first time, our maintenancemen felt that they were part of a team with a common goal, and not just out there picking up beer cans."

The all-day class began with a talk by Chief Park Naturalist Bill Rabenstein who explained how NPS began and how Big Bend became a part of it. He emphasized that Big Bend was a part of the National Park System, and not a separate, isolated area. The class also saw a movie on people's attitudes and on park maintenance.

After an explanation about "weak

links" (projects that never get done), the men were divided into small groups, given a Polaroid camera and sent out to photograph things that should be done in the park. They returned later and presented their photos with plans of action on how to correct the problems they saw. The session ended with a question-and-answer period with Ron Cotten, who clarified Service philosophy and policies.

Big Bend's Chief of Maintenance, Dick Simmons, summed up the course by saying, "There has been a tremendous reaction to it. This is the first time that most of them in grades WG-7 and below have had a chance for any kind of formal training."

Maintenance Worker Ysidro Garcia agreed. "The guys that came with me, they really learned a lot," he said. "To have something like that just for us—it was really good."

BIG BEND MAINTENANCE MEN MEET: First Row (kneeling) Left to Right: James Wilkerson, Dick Simmons, Mack Waters, Ysidro Garcia.

Second Row (seated): Juan Hernandez, Hershel Fowler, Esiquel Pena, Felipe Hinojos, Luis Ramirez, Margarito Cobos, Vicente Molinar, Tomas Tarango, George McGuire, Manuel Garcia.

Third Row (standing): Ron Cotten, Juan Sanchez, Eliseo Riojas, Longino Olvera, Pedro Martinez, Joel Rodriguez, Cornelio Ramirez, Taloe Estrada, Juan Martinez, Benjamin Macias, Priciliano Hinojos, James Chambers.

Back Row (standing): Lucio Covos, Ricardo Gonzales, Arthur Cash, Tom Morris, Secundino Ramos, Cruz Cordova, Daniel Rodriguez, Antonio Garcia, Francisco Grano.



NEW GOALS FOR NOMINATIONS

for NPS honor awards for 1973 have been announced by Leonard Norwood, associate director for Administration. Citing a "significant deterioration in our recognition of employee performance" in the past ten years, he urged all regions and parks to survey their personnel (GS, Wage Grade and Wage Board) for possible candidates. He stressed that "In order for an individual to be considered for an honor award, he (or she) need not be a senior level grade or near retirement. It is far more preferable to give individuals appropriate recognition at various stages of their careers."

Included in the list of the awards are the following (with the 1973 nomination goals in parentheses):

- **Distinguished Service Award:** (15) Highest Departmental employee honor award, given for outstanding or exceptional contributions to the public service.

- **Meritorious Service Award:** (75) Second highest Departmental employee honor award, given for a notable career or for a superior or significant contribution resulting in an important achievement.

- **Superior Service Award:** (50) Given at any time during an employee's career for significant acts, services, or achievements that materially aid or effect the successful accomplishment of the Department's mission.

- **Conservation Service Award:** (6) May be granted to individuals or groups outside the Service that have performed outstanding and direct service to the Department in the field of conservation. (On the same level as the employee Distinguished Service Award).

- **Public Service Award:** (6) For indirect contribution to the Department through a service which is related to the Departmental mission.

- **Honorary Park Ranger Award:** (6) Highest NPS award; its purpose is to recognize citizens and/or organizations for exceptional contributions to the Service

- **Outside Honor Awards:** (5) These awards provide an additional opportunity for recognition of deserving Departmental employees. (Examples are the Fleming, Jump, Rockefeller awards, etc.)

"WE'RE AFTER QUALITY AND AUTHENTICITY, as well as quantity," says Herb Martin, museum specialist on six-month detail to Harpers Ferry NHP as management assistant to Superintendent Martin Conway. Herb is heading a project to make authentic reproductions of period clothing, for use throughout the System, based on exhaustive research by Patricia (Pat) Gibbs, pattern master, and with extensive help from Bill Kay, living history specialist in the Southeast Region.

The costumes are not limited to military uniforms, and they will produce clothing from any period or group—Indian, cowboy, soldier, homesteaders, etc.

"We hope to become a central supply depot for living history props," Herb continues. "Right now we don't know exactly what the needs of the Service are, but the regional directors have been asked for that information."

Herb says that the Harpers Ferry Historical Association will produce the clothing. "It's an interpretive feature of the park, as well as a tailor's shop," he explains. "Visitors can watch the garments being sewed. It's a wedding of latest sewing techniques to improve quality while retaining the authentic methods. Where hand sewing was done, for instance, we do it."

An unusual feature is the making of women's garments. Undergarments used to be built into dresses and required close and frequent fittings. "Today we use an adjustable dress form and 'rebuild' the person here rather than ship people all over the country," Herb explains. "We also allow for small adjustments by using extra wide seams."

Herb says that the project was an off-shoot of the park's Youth Conservation Corps program last summer, in which four-button fatigue jackets and Civil War uniforms were made. "Those youngsters encouraged everyone here. They showed us it could be done. In fact, many of them were so interested in the operation that they returned as Volunteers in Parks (VIPs) and are doing the detailed and time consuming hand sewing on the garments."

Herb says that the project is being conducted with the coopera-

tion of the Harpers Ferry Center. For further information, contact him at Harpers Ferry NHP.

GUNTER HEADS PERSONNEL : Director George B. Hartzog, Jr. has announced the appointment of Raymond W. Gunter as chief of



Ray Gunter

Organization and Manpower for NPS. Gunter, 43, assumed his new job on Dec. 3. He had been the personnel officer for the Bureau of Indian Affairs in Washington, D.C.

"Ray Gunter has had an outstanding and wide ranging career in personnel management," Director Hartzog said, "and I am pleased that he has joined our staff."

Gunter was selected after careful consideration by a special committee selected by Director Hartzog. Chairman was Joseph Rumburg, deputy associate director, Operations. Other members were Charles Mangers, assistant director, Management Services, WASO; Amil Mask, personnel officer for the Southeast Region; Ivan Parker, superintendent of Jefferson National Expansion Memorial and former NPS personnel director; and Len Volz, director of the Midwest Region. They reviewed over forty applications submitted from NPS, Interior and other Government agencies.

Gunter succeeds Lawrence C. Zollar who is now Co-Director of the Albright Training Academy at Grand Canyon NP.

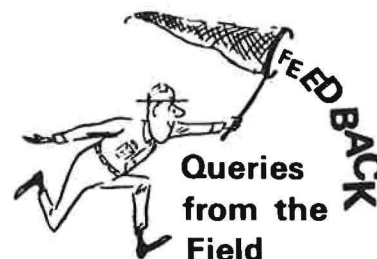
A native of Hoquiam, Washington, Gunter began his career in govern-

ment in 1957 as a personnel and management trainee for the Bonneville Power Administration in Portland, Ore. after three years of service as a Naval officer.

He assumed positions of increasing responsibility with Bonneville Power, including responsibility for cooperative programs with other Department of the Interior agencies. He became chief of the Bureau of Indian Affairs' personnel office in 1967.

Gunter is a graduate of Washington State University and holds a Master of Public Administration degree from the University of Washington and an L.L.B. from Lewis and Clark University's Northwestern College of Law. He is a member of the Oregon State Bar.

Gunter and his wife, Anita, live in Fairfax, Va. with their four children.



Q. If you put on your 10-180's that you are willing to accept a lower graded position—but your supervisor recommends you for promotion or lateral transfer only—will you still be considered by the Bureau of Employee Evaluation or your regional office for the lower graded positions?

A. Yes. In such instances, which are rare, the separate 10-180 form is made up in BEE for the individual at the lower grade.

When either an employee or the government initiates action to lower the employee's grade and this action is found to be in the best interest of the Government, then pay may be retained at the higher grade for two years.

However, if it is for personal reasons that an employee wishes to take a position at a lower grade (for example to transfer to a preferred location) then pay will be at the lower grade.



People On the Move

New Faces

BEMBRY, Lawrence, to Personnel Mgmt Spec, Off of Organiz Devel & Manpower, NERO

BUCHHOLZ, Norbert F. to Computer Spec, Div of Systems Design, WASO

CANNON, Cleveland B., to Maintenance Worker, Ocmulgee NM

CARROLL, Mark S., to Mgr Editor, Assoc Dir Prof Serv, WASO

DAVIS, Lawrence D., to Oper Account, Div of Finance, WASO

DEL POMO, Albert J., to Supv Personnel Mgmt Spec, Off of Organiz Devel & Manpower, NERO

HARTIE, Arlett L., to Clk (Typist), Deputy Dir, WASO

HILL, June R., to Clk (Typing), Grand Teton NP

HUGHES, Jacob W., to Personnel Mgmt Spec, Div of Training, WASO

JARVIS, Judith C., to Personnel Clk (Typing), Off of Organiz Devel & Manpower, MWRO

LANCASTER, Bobby P., to Clk-Typist, Nat'l Register, Div of Nat'l Register, WASO

ORTIZ, Sharon D., to Clk (Typing), Div of Nat'l Reg, WASO

POWELL, Lottie M., to Clk-Typist, Div of Nat'l Reg, WASO

RECORD, Patricia J., to Clk-Steno, Grand Teton NP

REILLY, Neil M., to Clk-Steno, Div of Historic Architecture, WASO

SACKHEIM, Donald E., to Historian, Div of Historic Architecture, WASO

SHULL, Carol D., to Historian, Div of Nat'l Reg, WASO

STRAIN, Jack D., to Pk Ranger, Assist Dir Coop Act, MWRO

VAIL, Ronald W., to Tree Worker, Area One, WASO

VARNADO, Brian R., to Supv Pk Ranger, Lyndon B. Johnson NHS

VINSON, Joan M., to Fed Womens Program Coord, Div of Recruit & Employee Eval, WASO

VOGEL, Judith A., to Clk-Steno, Off of Fin & Control, PNRO

WEIDENHAMER, William E., to Realty Off, Div of Land Acquisition, WASO

New Places

PARHAM, Gladys B., from Caretaker, NCP East, to Pk Tech, Frederick Douglass Home

PATTERSON, Ralph E., from Pk Ranger, Antietam & C&O Canal Gp, to Supv Pk Ranger, Fort Matanzas NM

PITZER, Hope D., from Sec (Steno), Assoc Dir Prof Support, to same, SERO

POINTS, Doris E., from Personnel Clk, Off of Organiz Devel & Manpower, MWRO, to Admin Clk, Off of Fin & Control, MWRO

SCOGIN, Thomas E., from Maint Foreman, Mammoth Cave NP to Roads and Trails Foreman, Shenandoah NP

SEWELL, James F., from Realty Assist Dir Coop Act, NERO, to same

SEWELL, Joseph L., from Supv Pk Ranger, Pea Ridge NMP, to same, Padre Island Nat'l Seashore

SPONSEL, Arthur M., from Procure & Prop Mgmt Assist, Coulee Dam NRA, to same, Death Valley NM

VAUGHAN, Thomas G., from Supv Pk Ranger, Haleakala NP, to Pk Ranger, Point Reyes Nat'l Seashore

WARREN, Ralph C., from Engineer Equip Oper, Great Smoky Mtns NP, to Roads and Trails Foreman, Shenandoah NP

WILCOX, Helen F., from Admin Clk, Great Sand Dunes NM, to same, Grand Canyon NP

HARRIS, Bernice E., from Sec (Steno), Assist Dir Coop Act, MWRO to same, Assoc Dir Prof Support, MWRO

MORTON, Lawrence C., from Admin Off, Mammoth Cave NP to Staff Mgmt Assit, Florida-Caribbean District

ROBINSON, Stanley, F., from Personnel Mgmt Spec, Off of Organiz Devel & Manpower, to Personnel Off, Florida-Caribbean District

SMITH, Edward P., Jr., from Pk Ranger, Perry's Victory & Intl Peace Mem NM, to same Everglades NP

Out of the Traces

AGNEW, Esther L., from Pk Tech, Fort Sumter NM

BATHURST, Dale A., from Clk Steno, Klamath Falls Gp

BENNER, Joyce L., from Sec (Steno), Yosemite NP

BOLEN, Ida M., from Sec (DMT) Div of Programs Control, WASO

BROWN, Diane K., from Clk, US Park Police

CURLEY, Bob R., from Pk Tech, Navajo NM

CURRO, Francis A., from Laborer, Minute Man NHP

DOSSEY, George V., from Ferry Oper, Mammoth Cave NP

FULTON, John W., from Buildings and Utilities Mainte Foreman, Crater Lake NP

HARTWELL, Betty G., from Clk-Typist, Div of Recruit & Employee Eval, WASO

HAYES, Cristan M., from Private, US Pk Police

HUBERS, Rose G., from Sec (Steno), Div of Media Serv, WASO

JOLLY, Charles F., from Pk Guide, Mammoth Cave NP

JONES, George W., from Guard, US Pk Police, WASO

LARKIN, Deborah J., from Clk-(DMT), Grand Canyon NP

LOGELIN, Karen L., from Clk-Typist, Olympic NP

LUCERO, Benito B., from Laborer, Fort Union NM



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