

Walker Reports on Reorganization

On September 25, I announced a reorganization in the Washington Office of the National Park Service. My memorandum outlined in general terms the objectives to be achieved by these changes.

Since then, WASO employees have been given detailed information and briefings on the revised structure, plans for implementation, and effects on individual employees. Now I want to explain more fully how the decisions were made on this vital issue.

Shortly after I came aboard last January, I asked some top NPS executives to closet themselves and think about the direction the National Park Service should take in the next 10 to 25 years. In short, I wanted them to help me chart the course of the Service for the Second Century of Parks.

The position paper they produced stressed a number of points. The most significant were:

Stabilization of the National Park System;

Reordering of priorities to more closely conform to the mandate of the 1916 Act which created the National Park Service;

Strengthening the operational capability of our park areas.

Next, I appointed a management review team, for the first time composed of our own employees, to make a Servicewide operations analysis. As you well know, more than 2,000 present and former NPS employees were interviewed; operating plans were evaluated; financial and staffing data were analyzed;

These painstaking efforts produced a comprehensive collection of facts upon which my final decisions were based. In a nutshell it represented what so many of you collectively contributed. Let me repeat that this was the first time a Service reorganization was brought about through an analysis by our own people, not by consultants, and I sincerely appreciate your cooperation. I have tried to thank as many Washington employees as possible personally while stopping by their offices in recent days.

Meanwhile, here is a list of the major findings of the management review team:

1. There was a lack of sufficient personnel at the park level, resulting in operational deficiencies and occasional substandard service to the public.

2. Many employees (notably in Washington) were spending time on programs external to the principal mission of the Service. Many of these activities are worthwhile, but have been pursued at the expense of field operations.

3. The Washington Office and some Regional Offices could be streamlined.

4. Confusion existed in the ranks of management about policies and responsibilities. This contributed in some cases to a lack of decisiveness on the part of field managers.

5. Five critically important functions—maintenance, resource management, natural science research, interpretation, and concessions management—suffered from a lack

of WASO policy guidance and review.

6. Frequently we were working at cross purposes because of conflicts between the externally-related programs and those which directly support operations functions.

7. Professional support in the Washington Office had become out of balance, with the result that resources were being expended in directions not related to the requirements of park operations.

These, then, were the principal deficiencies of the previous organization which this new Washington Office arrangement is designed to overcome. It will mean more authority for the field, and more effective management support from WASO. It will increase personnel resources at the park level to help us better serve the visiting public and preserve the national treasures entrusted to our care.

I have made this point before, but let me say once again that this reorganization essentially represents "decentralization."

It means simply that our park areas need help and we are going to give it to them, even though we'll have to take up our belts in WASO a few notches.

We all know, of course, that the best paper organization in the world is worthless without the people that can make it go. The National Park System, with its widely recognized excellence, reflects the ability and dedication of Park Service people. With your continued support, I am convinced the new Washington Office arrangement will enable us to do a better job.

It can truly make a major difference as we work together to make each park experience more meaningful and more enjoyable for the visitors of today and those of coming generations. When all is said and done, this is what really must count.

Ronald H. Walker
Director

Walker Stresses Cooperation

Mexico Hosts International Seminar



At banquet in Mexico City Director Ron Walker, center, speaks with Mexico's Secretary of Public Works, Luis Bracamontes, right of Walker, at the conclusion of the Eighth International Seminar on National Parks and Equivalent Reserves: At extreme left facing camera is Special Assistant to the Director, concessions, Jon Foust, who accompanied Walker on the trip.

As guests of Mexico Director Ron Walker and 36 park people from 20 countries had an elegant banquet given in their honor on September 9th. It was attended by the Mexican Secretary of Public Works, the Secretary of Public Education, the Under Secretary of Agriculture, the Chief of the Department of Tourism, the Director of CONOPAN, and a number of other Mexican officials and several NPS representatives.

The banquet followed the closing ceremonies of the five-week Eighth International Seminar on National Parks and Equivalent Reserves which took participants to many park areas in Canada and USA and culminated in a three-day post seminar session in Mexico.

Mexican Secretary of Public Works, Luis Bracamontes, the gracious and dynamic host, brought greetings from the President of Mexico, Luis Echeverría, who regretted that because of the earthquakes and floods in Mexico, he was unable to attend the dinner as

originally planned.

"Mexico," said Bracamontes, "is well aware of the importance of the protection of natural resources and looks to development of national parks for conservation of the landscape and for protection of the flora and fauna. We in Mexico also realize the attraction for local and foreign visitors and the resulting economic and social betterment brought about for those living near the boundaries of national parks."

Director Walker, a key speaker at the dinner, held in one of Mexico City's finest historic restaurants, brought greetings from President Nixon and Secretary Morton. The Director spoke of the importance of Mexico and the US working together and with other nations to see that areas of natural, historical and archeological significance in all countries are protected for future generations. He particularly mentioned cooperation between our country and Mexico, saying, "I look forward to a long and close working relationship."

Ron Walker had the opportunity after he arrived to meet individually each of the seminar participants who are not just students in the conventional sense but are key people in national parks and conservation groups in their own countries. The Director personally heard their impressions of our parks and the park people they had met. He was impressed by their sincere thanks and true appreciation of our NPS hospitality. When he spoke to the assembled guests at the dinner his speech reflected this warmth and excitement of park people from many different nations sharing their experiences. He spoke of the apparent willingness to help each other discover the best ways to manage national parks and equivalent reserves. The persistent theme all speakers mentioned was this spirit of cooperation, not only with Mexico and Canada, but with the countries represented by the seminar and with all other countries around the world.

The formal portion of the ceremony in which the 36 seminar

participants received their certificates was held in the conference room of the Inter-American Center for Social Studies in Mexico City. Participants listened to simultaneous translations in English and Spanish in a dignified room similar to those at the United Nations headquarters.

An original bronze sculpture of a cougar was presented to the Republic of Mexico as a token of appreciation by the participants of the International Seminar. The group chose the cougar as a species representative of all three countries; Canada, Mexico and the USA, to symbolize international efforts toward protection of wildlife and parks.

The day after the International Seminar Director Walker met with Horacio Gallegos, executive director of CONOPAN, the National Commission for Development in National Parks. They discussed the possibility of working together to form an international planning team with NPS and Mexican representatives. Such a team would work on studies of the areas south of Big Bend NP and Organ Pipe Cactus NM, both of which extend considerable distances along the Mexican-US border. An interesting point made by Horacio Gallegos was that Mexico has a most fortunate opportunity to profit by a century of park experience from NPS.

At the post-seminar session in Mexico, participants were given an introduction to Mexico with talks on geography, ecosystems, archeology and on Mexican national parks. They visited Mexican craft and art exhibits and enjoyed an exciting glimpse of Mexican history portrayed

by the music and dances of the colorful Ballet Folklórico. Field trips were taken to the Museum of Anthropology and History, to the ancient city of Teotihuacán with its spectacular ruins of pre-Aztec pyramids, and to the scenic mountains of Ixtaccíhuatl-Popocatepetl National Park.

International Seminar

The International Seminar for Administration of National Parks and Equivalent Reserves is designed for administrators, professional personnel and conservation leaders responsible for the establishment and development of park and wildlife conservation systems and associated tourist programs throughout the world. The first eight courses were attended by 257 participants from 73 countries. This year they came from such differing countries as Zambia, Thailand, Portugal, Lesotho, Chile and Iran, to name a few of the 20 represented by 36 participants.

International Seminar Director Rob Milne said, "We hope in the future to have at least two NPS participants at each session which would result in a better learning experience for everyone. This year there was one participant from NPS—Environmental Education Specialist Raymond Geerdes from SERO.

The 1973 staff for the five-week session included Chairman Rory T. Flanagan, superintendent, Jasper National Park, Canada, and his staff; J. Downs Herold, Director of Conferences and Institutes, University of Michigan; Julio Marrero-Núñez and Bruce Powell, both International Cooperation Specialists, NPS Di-

vision of International Affairs, WASO; Grant W. Sharpe, Professor of Outdoor Recreation, University of Washington; S. Ross Tocher, Samuel T. Dana Professor of Outdoor Recreation, University of Michigan, and Donald R. Brown, NPS Albright Training Center, Grand Canyon.

The speaker at the closing session was Dr. Justin Leonard, Acting Dean, School of Natural Resources, University of Michigan.

The Seminar was jointly offered by NPS, Parks-Canada and the School of Natural Resources of the University of Michigan, with the cooperation of other universities, government bureaus, international conservation agencies and the Navajo Indian tribe.

The purpose of the seminar was to learn about policies, administration, planning and other aspects of management of national parks and equivalent reserves. Field operations and facilities were studied in the national parks of Canada and the US. Academic lectures were held along with group seminars at the University of Washington's Lake Wilderness Continuing Education Center, at Parks-Canada's Palisades Training Center in Jasper National Park and at NPS's Albright Training Center at Grand Canyon. Field demonstrations were conducted at parks, recreation areas, forest and wildlife preserves in Washington, British Columbia, Alberta, Montana, Wyoming, Arizona, Utah and Colorado.

"The success of this session," said Seminar Director Rob Milne, "speaks well for an increased exchange in international park ideas and personnel."



Participants in the International Seminar on National Parks and Equivalent Reserves visit Mount Rainier.

New Management Team Named

Naming six key members of the new Washington management team, Director Walker commented, "This new group represents a wealth of experience and skill, both from within and outside the Service. I am confident that it will bring increased efficiency and the improvement of services to park visitors."

Heading the team will be John E. Cook as associate director, park system management, who will report directly to Walker and Deputy Director Russ Dickenson.

Cook, 37, now assistant regional director, Western Region, is a third-generation NPS employee who began his career in 1953 as a seasonal employee at Saguaro National Monument, Ariz. After graduation from the University of Arizona at Flagstaff in 1957, he took his first permanent NPS job as administrative officer at Chaco Canyon NM. He has been superintendent of Hubbell Trading Post NHS, the Navajo Lands Group and the Southern Arizona Group of 11 NPS areas.

Cook will direct operation of five management groups: development, resource management, visitor services, interpretation and concessions. Each group will be run by an assistant director.

Ray L. Freeman will be assistant director, development. Now associate director, operations, Freeman, 54, joined NPS in 1946 as a landscape architect, MWRO. He came to WASO in 1955 where he served as assistant regional director, chief of new area studies, assistant director for design and construction and deputy director for field operations. He is a graduate of Iowa State University.

Joe Brown will be assistant director, resource management. He is now director of the Florida and Caribbean District at Tallahassee, Fla. Brown, 55 joined NPS in 1965 as a superintendent in National Capital Parks-North. In 1969 he became assistant director for operations and deputy general superintendent at National Capital Parks under Russ Dickenson. Brown has been superintendent of Virgin Islands and Everglades NP's. He is past director of parks for Fairfax County, Va.

Joe Rumburg will be assistant director, visitor services.

Rumburg, 52, has been deputy associate director for operations. He began his NPS career as a ranger at Mesa Verde NP in 1945. He was a ranger at four other parks and superintendent of George Washington Carver NM and Wilson's Creek NB, Big Horn Canyon NRA and Natchez Trace Parkway. He was director of the Western Region before coming to Washington in 1971. He attended the Universities of Colorado and Missouri.

Bill Everhart will be assistant director, interpretation. Now director of the Harpers Ferry Center, Everhart, 52, started in NPS as a historian at Gettysburg NMP in 1951. He served as historian at Vicksburg NMP, Independence NHP and Jefferson National Ex-

pansion Memorial. He came to Washington as a park planner in 1962 and served as chief of the Division of Interpretation before taking charge of the Harpers Ferry Center. He has degrees from Gettysburg College and Columbia University.

Jon A. Foust will be assistant director, concessions. Foust, 35, was appointed a special assistant to former NPS Director George B. Hartzog, Jr., for concessions and legislation, and more recently, served as a staff assistant to the President. A graduate of Purdue University with a degree in industrial management, Foust served as an officer in the Air Force and as an executive with Allstate Insurance Company.

Regional Directors Meet in Florida

Disney World, near Orlando, Florida, was the scene of a Regional Director's meeting held September 26, 27, and 28.

Attending with Director Ron Walker were Deputy Director Russ Dickenson and Regional Directors Chet Brooks, Northeast; Len Volz, Midwest; John Rutter, Pacific Northwest; Dave Thompson, Southeast; Frank Kowski, Southwest; Howard Chapman, Western, and Jack Fish, National Capital Parks.

Also Associate Directors Len Norwood, Ray Freeman, Stan Hulett and Ernest Connally, Assistant Director Jon Foust, Executive Assistant Doug Blaser, Administrative Assistant Julie Rowe, Information Director Charlie Keely, Director of Personnel Management Ray Gunter, and Denver Service Center Director Glenn Hendrix.

The realignment of the Washington Office and plans for a revised regional structure to conform with common regional boundaries were presented by Ron Walker, Len Norwood and Doug Blaser.

But reorganization was not the only subject of the busy three-day session. Current programs and problems came in for their share of attention.

Presentations on training were

made by Jon Foust and Ray Gunter; Environmental Impact Statements were discussed by Ray Freeman and Glenn Hendrix; and Ray also covered campground fees and the campground reservation system.

Dr. Connally discussed the natural science program, and a status report on the NPS role in the Bicentennial was delivered by Julie Rowe and Glenn.

The NPS legislative program (status and projections) were gone into by Stan Hulett; regional involvement in information activities was covered by Charlie Keely; and Jon also reported on concessions management proposals.

Following the meetings, the group "shopped the competition" taking a tour of Disney World.

There are great differences between the amusement parks that have gained fame under the Disney name and America's national parks, but Ron explained that NPS people were pleased to have the opportunity to confer with Disney managers about their methods.

"We don't know all the answers," he said, "and Disney has come to the forefront with its methods of handling people, traffic, maintenance and personnel. We are here to learn."

Under our hat

Morton Speaks to Women

Secretary Morton spoke Sept. 20 to an assembly of the Interior Federal Women's Organization. "I would like to call upon all people in the Department of the Interior to examine their own attitudes and goals," he said.

"They must realize that discrimination is not only illegal, but against moral principles and it underutilizes people's potential." Morton said that in Interior he hoped to extend progress into a new era "where equal employment opportunity is not just a matter of law, but is a matter of reality."

Wilma Victor, Federal Women's Coordinator for Interior, introduced all the bureau coordinators including Jeanetta Foreman of NPS. Jeanetta works with Equal Opportunity Director Bob Nunn in WASO to see that all employees, especially women and minorities, are receiving equal treatment in all personnel management practices. She is the WASO contact for the Federal Women's Program Coordinators in all the Regional offices and in the service centers.

"At the present time," says Jeanetta, "we are trying to get more women in management and supervisory positions which includes superintendencies of NPS areas." At present there are seven full-time women superintendents.

At the assembly with Secretary Morton, figures were given for the employment of women in the Department of the Interior. There are no women in grades above GS-15.

	INTERIOR		NPS	
	Women	Men	Women	Men
GS-15	19	978	0	101
GS-14	39	1929	3	197
GS-13	108	3377	13	430

Anyone wishing to know more about the Federal Women's Program may contact Jeanetta Foreman, Equal Opportunity Office, National Park Service, Washington, D.C. Phone (202) 343-6738.

New Federal Pay Scale

	1	2	3	4	5	6	7	8	9	10
GS-1	\$5,017	\$5,184	\$5,351	\$5,518	\$5,685	\$5,852	\$6,019	\$6,186	\$6,353	\$6,520
2	5,682	5,871	6,060	6,249	6,438	6,627	6,816	7,005	7,194	7,383
3	6,408	6,622	6,836	7,050	7,264	7,478	7,692	7,906	8,120	8,334
4	7,198	7,438	7,678	7,918	8,158	8,398	8,638	8,878	9,118	9,358
5	8,055	8,323	8,591	8,859	9,127	9,395	9,663	9,931	10,199	10,467
6	8,977	9,276	9,575	9,874	10,173	10,472	10,771	11,070	11,369	11,668
7	9,969	10,301	10,633	10,965	11,297	11,629	11,961	12,293	12,625	12,957
8	11,029	11,397	11,765	12,133	12,501	12,869	13,237	13,605	13,973	14,341
9	12,167	12,573	12,979	13,385	13,791	14,197	14,603	15,009	15,415	15,821
10	13,379	13,825	14,271	14,717	15,163	15,609	16,055	16,501	16,947	17,393
11	14,671	15,160	15,649	16,138	16,627	17,116	17,605	18,094	18,583	19,072
12	17,497	18,080	18,663	19,246	19,829	20,412	20,995	21,578	22,161	22,744
13	20,677	21,366	22,055	22,744	23,433	24,122	24,811	25,500	26,189	26,878
14	24,247	25,055	25,863	26,671	27,479	28,287	29,095	29,903	30,711	31,519
15	28,263	29,205	30,147	31,089	32,031	32,973	33,915	34,857	35,799	36,741*
16	32,806	33,899	34,992	36,085*	37,178*	38,271*	39,364*	40,457*	41,550*	
17	37,976*	39,242*	40,508*	41,774*	43,040*					
18	43,926*									

Audubon Society Donates \$5,000 to Patrick Fund

The Board of Directors of the National Audubon Society voted at their Sept. 25th meeting to send a major contribution to the Kenneth C. Patrick Reward Fund and sent the following telegram to Director Walker: SHARING THE SHOCK AND OUTRAGE OF THE NATIONAL PARK SERVICE AT THE MURDER OF RANGER KENNETH C. PATRICK WHILE ON PATROL FOR POACHERS IN POINT REYES NATIONAL SEASHORE, THE BOARD OF DIRECTORS OF THE NATIONAL AUDUBON SOCIETY TODAY PLEDGED \$5,000 FOR THE REWARD OFFERED BY PARK SERVICE PERSONNEL FOR INFORMATION LEADING TO THE ARREST AND CONVICTION OF RANGER PARTICK'S ASSAILANT OR ASSAILANTS. THIS ACTION WAS TAKEN IN MEMORY OF GUY BRADLEY AUDUBON WARDEN WHO IN 1905 WAS SHOT TO DEATH BY POACHERS IN WHAT IS NOW EVERGLADES NATIONAL PARK.

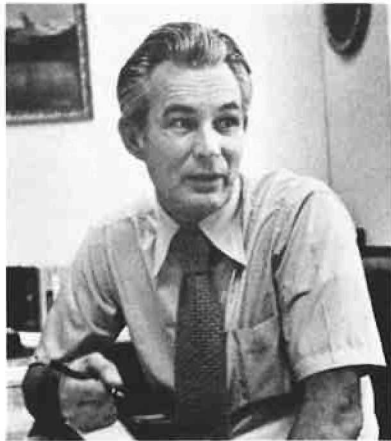
ELVIS J. STAHR PRESIDENT NATIONAL AUDUBON SOCIETY.

In a reply letter to Elvis Stahr, Deputy Director Russ Dickenson wrote, "This is an extremely fine gesture on the part of the Society and I will share this with the members of the National Park Service. On their behalf, we thank you very much."

Russ also mentioned in his letter that if the reward money is not utilized for its intended purpose, it has been decided by Service employees that the money will go to Ken Patrick's widow, a mother of four, who plans to return to school to further her education.



Indian artists represented NPS recently at the Northwest Regional Folk-Life Festival in Seattle, Washington. Richard Mike, a Clallam Indian woodcarver who demonstrates carvings at the Visitor Center in Olympic NP, talks with admiring visitors. Also featured were the crafts of the Nez Perce Indians who are an integral part of living history demonstration at Nez Perce NHP.



Let's Make a Difference

Tuning In to the Budgetary Process

For too long, too many of us have tuned out the very process that provides the means of accomplishing our mission. Is there any program that does not require funding? The fact is that the budgetary process is the lifeline of the Service. How well we fare in obtaining appropriations, indeed, sets the parameters for how, when, and in what manner we are able to carry out Service programs.

Granted, we have made considerable progress in attaining increases in appropriations in the last 10 years. But in today's fiscal climate competition for the Federal dollar is keener than ever. For all those people who believe being for parks is like being for motherhood, there are just as many people who would favor monthly shuttles to the moon. We cannot rest on our laurels. We need to do better to meet needs of today. Let's look at some statistics that reveal where we have come in the last 10 years.

—Increase in appropriations for operating programs (in terms of constant dollars)	137%
—Increase in staffing	21%
—Increase in number of NPS areas	36%
—Increase in visitation	101%

Consider these statistics in light of the critical problems now facing the Service that will require significant funding. As of Fiscal 1974, funding requirements to eliminate the serious operating deficiencies plaguing the Service total \$28 million while the funding requirements for development are estimated at \$2.5 billion. It is apparent that we need to make immediate inroads into these critical areas if we are to preserve the unique resources within the National Park System and provide a quality park experience for the visiting public. This requires that greater attention be given to planning and scheduling as it relates to construction and that better justification material be available to support needed operating and professional services increases.

In detailing the Service's programs before the Congressional Appropriations Committees, it is rather difficult to read the mind of a park superintendent as to why he needs an increase for his park area. He is in the best position to know what his needs are. In keeping with Director Walker's management philosophy of delegating responsibility down to the level of expertise, adequate support data begins with each park superintendent communicating the need for increase to his Regional office.

The budget field is a dynamic one and one in which I encourage young Service personnel to enter. It provides an ideal opportunity to gain an overview of Service operations. It also affords an opportunity to see a great deal of interaction among the bodies of Government; an agency and the Department, the Department and the Office of Management and Budget, the Administration and the Congress. It takes—a great deal of commitment and hard work. It gives—a great sense of responsibility and hopefully, accomplishment in knowing your part of a process that provides the vehicle for programs to move forward.

Service personnel at every level well recognize our responsibility in protecting and preserving the unique resources that abound within the System and providing the visitors with a quality experience. The dollars and cents values of the physical assets within the System is staggering. The intangible value of a quality park experience that remains imprinted in the minds of the park visitors is immeasurable.

Let's not brush aside those basic administrative chores necessary to carry out our mission by saying, "it's too technical." We can make the difference by recognizing our responsibility in planning, scheduling and properly identifying our needs through the budgetary process. Let's tune in to the very process that can make the difference. There's a great deal at stake.

W.C. Quick
Director, Office of Program Planning and Budget



People On The Move

New Faces

ANDERSON, William H., to Research Plant Pathologist, Southeast Ecological Serv Lab
BLINEBURY, Bernice R., to Sec, Assist Dir Coop Act, NERO
BRADLEY, Alcyone B., to Pk Tech, Everglades NP
BURHANS, Mary C., to Pk Aid, Sagamore Hill NHS
CARTER, Dwayne G., to Supv Classification & Employee Devel Spec, Off Personnel Mgmt & Devel, NERO
COUCH, Mary C., to Clk-Steno, Blue Ridge Pkwy,
DOUGLAS, Charles L., to Research Biologist, Assoc Dir Prof Support, WRO
GRIFFIN, Deborah, to Pk Tech, NCP
HALLBURG, Wayne A., to Purchasing Agent, Olympic NP
HOOKS, Brenda W., to Staffing Clk, Off Organiz Devel & Manpower, NCP
JANNEY, Evelyn L., to Cartographic Tech, Assoc Dir Prof Support, MWRO
KARR, John W., to Engineer Equipm't Oper, Crater Lake NP
LOMONACO, June F., to Clk Fire Islands NS
MAY, Larry A., to Biologist, Research & Consult Serv, DSC
MUEHLEIB, Jo W., to Clk-Typist, Div Info Serv, WASO
ROMO, Joseph B.G., to Electronics Tech, Div of Audio-visual Arts, HF Center
SEDILLO, J. Daniel, to Engineer Draftsman, Graphic Serv, DSC
SMITH, Maureen, to Clk-Typist, Graphic Serv, DSC

New Places

AIKEN, Nancy J., from Pk Ranger, Assoc Dir Prof Support, MWRO, to Same, Div of Manpower Devel, WASO
BABOS, Lydia G., from Clk-Typist, Navajo Lands Group, to Same, Big Bend NP
BARIL, Peter E., from Pk Ranger, Cumberland Gap NHP, to Same, Div of Manpower Devel, WASO
BAUER, John P., from Pk Ranger, Lava Beds NM, to Same, Div of Manpower Devel, WASO

BELKOV, Meredith A., from Recreation Spec, NCP, to Supv Recreation Spec, Golden Gate NRA

BEMBRY, Lawrence, from Supv Classification & Employee Develm't Spec, NERO, to Personnel Mgmt Spec, Dir Off of Personnel Mgmt & Devel, NERO

BLALOCK, William W., Jr., from Pk Ranger, Guilford Courthouse NMP, to Same, Home of FDR NHS

BLATT, Henry C., from Pk Ranger, Edison NHS, to Same, Div of Manpower Devel, WASO

BOELTER, Richard H., from Pk Ranger, Everglades NP, to Same, Div of Manpower Devel, WASO

BOURQUIN, Sharon L., from Pk Ranger, Sequoia NP, to Same, Div of Manpower Devel, WASO

BRADLEY, Thomas A., from Pk Ranger, Hatteras Island, to Same, Div of Manpower Devel, WASO

BRAGGS, James K., from Pk Tech, Grand Canyon NP, to Pk Ranger, Div of Manpower Devel, WASO

BRODERICK, Mary Jane, from Pk Ranger, Area II, NCP, to Same, Div of Manpower Devel, WASO

BROWN, Michael A., from Pk Ranger, Canyonlands NP, to Same, Div of Manpower Devel, WASO

CASEBEER, Loren B., from Pk Ranger, Yosemite NP, to Same, Div of Manpower Devel, WASO

CHECOTAH, Ben G., from Pk Aid, Horsehoe Bend NMP, to Same, Ocmulgee NM

CLARK, Neal T., from Pk Aid, New York Dist, to Same, Manhattan Properties

CORYELL, Pamela A., from Pk Ranger, Vicksburg NMP, to Same, Div of Manpower & Devel, WASO

FEHR, Randy K., from Pk Ranger, Big Bend NP, to Same, Div of Manpower Devel, WASO

FOX, James E., from Pk Ranger, Glen Canyon NRA, to Same, Lassen Volcanic NP

FRANKEL, Leah S., from Pk Ranger, Manhattan Properties, to Same, Div of Manpower Devel, WASO

GARRY, William W., from Pk Ranger, Yosemite NP, to Same, Div of Manpower Devel, WASO

GOATCHER, Albert James, from Tractor Oper, Fort Larned NHS, to Maintenance, Badlands NM

GRIFFIN, James M., from Pk Ranger, Blue Ridge Pkwy, to Same, Div Manpower Devel, WASO

HATFIELD, Adrian, from Foreman II, Grand Teton NP, to Maint Supv, WR

HOOFNAGLE, Keith L., from Pk Ranger, Saguaro NM, to Same, Div Manpower Devel, WASO

JENNER, Daniel J., from Pk Tech, Big Bend NP, to Supv Pk Tech, Chamizal NM

JOHNSON, Einar L., from Pk Mgr, Crater Lake NP, to Same, Assist Dir Admin, PNRO

JARAMILLO, Ezekiel D., from Pk Ranger, Saguaro NM, to Supv Pk Ranger, Organ Pipe NM

KEELING, Robert P., from Admin Assist, Off Personnel Mgmt & Devel, WRO, to Admin Off, Saratoga NHP

KNIGHT, Preston R., from Laborer, Area I, NCP, to Tractor Oper, Area II, NCP

KEMPF, Robert L., from Supv Pk Ranger, Area I, NCP, to Same, Organ Pipe Cactus NM

KOLTER, Jane Bentley, from Pk Ranger, Grand Teton NP, to Same, Div of Manpower Devel, WASO

KORTGE, Lloyd P., from Pk Ranger, Yellowstone NP, to Same, Div of Manpower Devel, WASO

KRAUSHAAR, John M., from Pk Ranger, Mount Rainier NP, to Same, Div of Manpower Devel, WASO

LESKO, Russell T., from Pk Ranger, Joshua Tree NM, to Same, Div Manpower Devel, WASO

LINAHAN, John D., from Supv Pk Ranger, Padre Island NS, to Same, Great Smoky Mountains NP

LIVINGSTON, Michael C., from Pk Ranger, Area I, NCP, to Same, Div of Manpower Devel, WASO

LOSEKE, Leroy O., from Account Tech, Off of Fin & Control, MWRO, to Admin Assist, Off Program & Budget, MWRO

MAHN, Robert E., Jr., from Pk Ranger, NCP, to Same, Div of Manpower Devel, WASO

(Cont'd on page 8)

(From page 7)

MARRIOT, Robert C., from Pk Ranger, Delaware Water Gap NRA, to Same, Div of Manpower Devel, WASO
MARTIN, Linda A., from Pk Ranger, Yellowstone NP, to Same, Div Manpower Devel, WASO
McCLURE, Duane P., from Pk Ranger, Manhattan Prop, to Same, Div Manpower Devel, WASO
JACKSON, Victor L., from Supv Pk Ranger, Grand Teton NP, to Same, Zion NP
McGINNIS, Terrence J., from Admin Assist, Off of Program & Budget, MWRO, to Admin Assist, Off Fin & Control, MWRO
McLAUGHLIN, James L., from Pk Mgr, Padre Island NS, to Same, Delaware Water Gap NRA
MELLION, Paul L., from Pk Ranger, Sagamore Hill NHS, to Same, Div Manpower Devel, WASO
MURRAY, William B., from Pk Ranger, Gulf Islands NS, to Same Div Manpower Devel, WASO
MYERS, Calvin R., from Maint, Montezuma Castle NM, to Maint Foreman, Canyon De Chelly NM
NICHOLS, William O., from Pk Ranger, Mammoth Cave NP, to Supv Pk Ranger, Cumberland Gap NHP
PHILLIPS, Maurice E., from Pk Ranger, Fort Frederica NM, to Same, Great Smoky Mountains NP
RICHARD, Ellis E., from Pk Tech, Cabrillo NM, to Same, Fort Vancouver NHS
ROACH, Elsie R., from Pk Tech, GW Mem Pkwy, to Same, NCP
SALISBURY, Norman W., from Pk Ranger, Glen Canyon NRA, to Supv Pk Ranger, Grand Teton NP
SAVERING, Terrie R., from Pk Ranger, Area I, NCP, to Same, Div Manpower Devel, WASO
SEIPLE, William E., from Pk Ranger, Mount Rainier NP, to Same, Div Manpower Devel, WASO
SHEETS, Barbara H., from Program Clk, Off Program & Budget, SERO, to Sec, Assoc Dir Prof Support, SERO
SLAUGHTER, Carol L., from Pk Ranger, Mount Rainier NP, to Same, Div Manpower Devel, WASO

SMITH, Russell P., from Pk Ranger, Prince Willima Forest Pk, to Same, Div Manpower Devel, WASO
SPRINKLE, Joe E., from Realty Spec, Assist Dir Coop Act, NCP, to Same, Assist Dir Coop Act, NERO
ST. JOHN, Kenneth P., Jr., from Supv Pk Ranger, Shenandoah NP, to Same, WRO
SYCH, Ernest G., Sr., from Electrician, Colonial NHP, to Electrician Foreman, Shenandoah NP
TANN, Ella L., from Staff Clk Off Organiz Devel & Manpower, NCP, to Data Serv Tech, Off Oper Eval, NCP
THOMAS, Richard W., from Pk Ranger, Mount Rainier NP, to Same, Div Manpower Devel, WASO
TORVINEN, Kim, from Sec, WR, to Clk-Steno, Yosemite NP
TURPEN, Byron B., from Pk Ranger, Canyon De Chelly NM, to Same, Div Manpower Devel, WASO
TURNER, Marvin G., from Appraiser, Indiana Dunes Lands Off, to Same, Assist Dir Coop Act, NERO
VENABLE, Leslie J., from Personnel Clk, NCP, to Supv Personnel Clk, Off of Organ Devel Manpower, NCP
VOSS, Glenn H., from Supv Pk Ranger, Catoctin Mountain Pk, to Same, WR
WHELAN, Quintin N., from Pk Ranger, Joshua Tree NM, to Same, Div of Manpower Devel, WASO
WILSON, Ronald G., from Pk Ranger, Allegheny Portage Railroad NHS, to Supv Pk Ranger, Lincoln Boyhood NM
WYATT, Charles D., from Admin Off, Wolf Trap Farm Pk, to Pk Ranger, Fredericksburg & Spotsylvania Btld Mem NMP

Out of the Traces

BIGGERS, William W., from Pk Tech, Area I, NCP
BOHAC, Richard M., II, from Plumber, Kennedy Center Support Gp
BORGEL, Josephine M., from Employee Devel Assist, Off of Admin Mgmt, SWRO
BRISCOE, Bettye J., from Sec Amistad RA
BROWER, Annamaria, from Sec Off of Personnel Mgmt & Devel, DSC
DANSBERRY, Gale L., from Pk Aid, William Howard Taft NHS
DAVIDS, Jacqueline K., from Clk-Typist Off Personnel Mgmt & Devel, MWRO
DOAN, Roscoe L., from Building Repairman, WRO
HANSEN, Christopher S., from Admin Off, Whiskeytown NRA
HEATH, Caroline R., from Tech Collections Mgr, Div Historic Architecture, WASO
INGRAM, Gerald E., Jr., from Group Aid, Harpers Ferry Job CCC
KERNS, Saint E., Jr., from Private, Tech, US Pk Police
MARTIN, Ruth H., from Supv Pk Tech, Fort Necessity NB
McCALL, Thomas J., from Private, Tech, NCP
PERDEW, Edward D., from Plumber, Kennedy Center Support Group
PICKEL, Judy L., from Sec, Great Smoky Mountains NP
POYNTER, Jewell C., from Painter, Mammoth Cave NP
QUICK, Clyde E., from Pk Ranger, Yosemite NP
RICHARDSON, James L., from Janitor, Independence NHP
ROACH, Alan C., from Payroll Clk, Off Oper Eval, NCP
REDMOND, Charles III, from Div Natl Register, WASO
SANCHEZ, Ronald L., from Pk Ranger, Shiloh NMP

(Continued in next issue.)



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U.S. Department of the Interior
Secretary Rogers C.B. Morton

National Park Service
Director Ronald H. Walker



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