



Members of the Midwest and Rocky Mountain Regional Advisory Committees stretch their legs after several hours of grinding over Canyonlands National Park jeep roads.

Advisory committee seeks meaning to 'A park experience'

By Bill Dean, Associate Director, Cooperative Activities, MWRO

"A park experience!" scoffed Ralph Clark.

"You never explain what it means," he complained, jabbing a forefinger toward Assistant Regional Director Ken Ashley, "but you use it to explain everything else."

A minute later the two went back to the meeting of the Midwest Regional Advisory Committee in Grand Teton's Beaver Creek Recreation Building. Within ten minutes Clark's forefinger was jabbing again, this time in the direction of Don Hummel, chairman of the Conference of National Park Concessioners.

"The trouble with some of these concession operations," Clark de-

clared, "is that they are lowering the quality of the park experience."

Ralph Clark, Denver, Colo., outdoorsman and attorney, plays the Devil's advocate with courtroom skill. This time he was doing it for the benefit of the taxpayers.

On this particular day, Clark and his eight colleagues on the Midwest Regional Advisory Committee were meeting with a dozen concessioner representatives to hear their complaints and suggestions.

Later the concerns of the Park Service and the public were discussed by NPS concessions specialists.

Each NPS region now has an advisory committee. In the nearly

two years since the first ones began to function they have faced a common problem: finding ways to be truly useful and effective and at the same time, as they must be, remain advisory only.

They have struggled to learn as much as possible about the Service and the way it conducts its business, and have searched for methods by which they can make their weight felt.

It was Midwest Regional Director Len Volz who suggested the meeting with concessioners. They jumped at the idea. The meeting produced no solutions, but it exposed a good many problems, with people like Ralph

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Clark probing to produce a frank exposure of the facts.

In the Western Region when the advisory committee met at Death Valley and discussed mining matters, a full house of miners and mining interests turned out for a lively session. The committee afterward recommended changes in NPS regulations for mining claims. Among other things it urged that surface disturbance of the land in annual assessment work be prohibited without approval of the superintendent, that use of bulldozers be banned without a permit and that cleanup of unpatented claim sites be required.

Regional Director Howard Chapman also decided to try Advisory Committee Chairman Lewis S. Eaton as chairman of a Service-sponsored environmental assessment meeting at Yosemite NP.

Eaton, a savings and loan association president from Fresno, Calif., performed so well that Chapman plans to use him again.

Other regions may be duplicating the experiment after discussing it at a WASO meeting. Advisory committee chairmen and committee managers came to Washington to sit in on the spring meeting of the Secretary's Advisory Board. Robert Landau, NPS liaison officer for advisory commissions, hoped the committees would learn from the board's approach and at the same time the various committee chairmen would share ideas.

Encouraged by the Washington meeting, the Midwest Region asked Robert W. Berrey III, a Kansas City,



National Park Concessioners meet at the conference table with the Midwest Regional Advisory Committee at Grand Teton National Park.

Mo., judge who is chairman of the Midwest committee, to be an ex-officio member of a study team for the prairie park proposal in Kansas and Oklahoma.

In the Midwest, superintendents have been told to expect to see more and more of the advisory committeemen. As a starter, representatives of the committee spoke at each one of the three superintendents' zone conferences.

It helped give superintendents a feel for the committee. One of the things they quickly learned from people like Clark was to forget the traditional "but we've always done it this way at Yellowstone" approach. It simply doesn't convince the prominent business and pro-

fessional men and women whom the Secretary has named to serve on the advisory committees.

The advisory committees meet three times a year. At best, meetings take the better part of two days. In the meantime, members receive mailings of background reading, minutes of their own and other committees and documents with which they need to be familiar.

There are compensations, of course.

Several of the committees were restructured as the result of the realignment of the Park Service regions. Part of the Midwest committee split off to form the nucleus of a new Rocky Mountain Regional Committee. Meanwhile, a segment



Don Hummell, Yosemite Park and Curry Company, addresses Midwest Regional Advisory Committee while Chairman Robert W. Berrey III listens.



Ralph Clark makes point to advisory committee and concessioners.



Concessioner-cook Mitch Williams obviously isn't turning out breakfast fast enough to meet the demand. Norman Duke, Lorain, Ohio chemical engineer; Mrs. Fryslie, Erwin D. Sias, Sioux City, Ia. and Lewis W. Jones, Bloomington, Ill.

of the former Northeast Regional Committee joined the Midwest group.

All three segments held a joint meeting in Canyonlands early in May. In four-wheel drive vehicles,

they spent two days in the field learning about management problems, eating meals prepared by Concessioner Mitch Williams and his crew over open fires, and sleeping under the stars.



Mrs. Alice Fryslie, Bozeman, Mont. businesswoman, talks--and the men listen--against a Canyonlands setting.



Denver attorney Ralph Clark (foreground) and Rocky Mountain Regional Director Lynn Thompson do KP.

Everyone agreed it was a great experience, even though Bob Berrey was bitten on the ear during the night by some small, unidentified varmint.

Fun's fun, but back in their business meeting in Moab, Utah, members of the committee were again asking how they could make the most of the time they contribute. The Midwest committee decided to meet next in Duluth, Minn., and explore the problems of NPS areas in the Great Lakes states. Most of these are in the development stage and are wrestling with planning, community relations and land acquisition.

Out of all of this activity an interesting thing has developed. Park Service wariness and suspicion has given way to respect for the outsiders. And on the other side, taxpayers' skepticism also seems to be changing to respect. It is a good start. But it is obvious to both Service managers and committee members that it is only a start. Still needed is an NPS rank-and-file commitment to make the committees work. And for the committees a lot of hard work and donated time lies ahead.

Fred Tidwell new NPS safety chief

Fred D. Tidwell has been appointed chief, Safety Division, National Park Service. In that position he is responsible for public, employee, concessioner, and contractor safety.



Fred D. Tidwell

In the coming weeks Tidwell will seek an understanding of NPS functions. "I won't be changing any safety goals or objectives. I think they are reasonable and pretty much as they should be," he says.

But he will be reviewing accident and safety records in the parks in an effort to "zero in" on areas that need assistance. "There's been too much of an overall approach and we need to make more of a concentrated effort to find out what the problems are," he said.

One objective is to develop regional safety managers who will run the safety program in the parks. "We can't run the safety program from the Washington Office. The firing line is in the parks and we just support their efforts."

Tidwell's safety background includes employment with Texas Employers Insurance Association and Fireman's Fund Insurance companies before he entered the Federal service.

Prior to joining NPS he was with the Bureau of Indian Affairs as assistant chief, Division of Safety Management at the Bureau's office in Albuquerque, N.M. He was with that office for eight years.

A recipient of the 1967 Department Award of Merit for fire protection and fire prevention, Tidwell

is a registered professional engineer and a member of the American Society of Safety Engineers and the National Safety Management Society.

He attended Southeastern State College, Durant, Okla., prior to entering the Air Force in 1951. After completion of military service

he returned to college, attending Arlington State College in Texas and then graduated from Southern Methodist University in Dallas, receiving a Bachelor of Science degree in mechanical engineering.

Tidwell and his wife are natives of Durant, Okla. They have two children.



Safety: Always in Season

In NPS areas nationwide, drownings now are the single largest cause of accidental death.

And water accidents on the Potomac River are a constant concern to the National Park Service and to local government in Washington, D.C. and nearby Maryland and Virginia.



Walker reviews his lines with TV director.

Several persons have drowned this year canoeing in dangerous parts of the river.

Even strenuous safety measures are not always enough to prevent visitors to the two Great Falls Parks—one on the Maryland side of the river and one on the Virginia side—from falling off the huge rocks into the swirling waters.

The most recent case was a young woman climbing with a male companion on the Virginia bank. Suddenly she slipped down a small slope, then plunged over the edge of a 60-foot cliff and into the river. Encouraged by others, she held on for an hour in waist-deep water until rescued by firemen and taken to a hospital.

To give a boost to the campaign for a safer Potomac, Director Ron Walker recently made a public service spot announcement for television. The spot emphasizes the need for careful conduct of all river-related recreation activities.



Director awaits cue in canoe.

New overtime provisions important to supervisors, employees

The Fair Labor Standards Amendment of 1974, recently signed by President Nixon, brings Federal employees under the Fair Labor Standards Act, (FLSA).

Significant provisions of this act include:

- An increase in the minimum wage—to \$2.00 an hour within the National Park Service.
- Compensation for overtime work under the FLSA as well as Title 5 of the United States Code.
- Federal Employee coverage under the Age Discrimination in Employment Act.

Basic overtime provision

Of particular interest to employees are the overtime provisions of the Fair Labor Standards Act. (FLSA). There is no change in overtime provisions for exempt employees; these generally include employees in executive, administrative, and professional positions who are at the full working level for their jobs.

All clerical positions and most technical positions are considered nonexempt. Nonexempt employees who are permitted to work in excess of 40 hours per week are entitled

to overtime pay for all such hours worked. It is no longer required that overtime be ordered by the supervisor. The fact that he permits overtime to be worked by a non-exempt employee is sufficient for a claim for overtime pay.

All employees have been notified that they either are exempt from the overtime provisions or are non-exempt and therefore are covered.

Overtime entitlement under the FLSA does not begin to accrue until the employee has completed 40 hours of actual work in a week. Actual work does not include excused absences with pay such as holidays, sick and annual leave, and other paid leave.

For example, an employee whose tour of duty is Monday through Friday takes 8 hours (1 day) of annual leave on Wednesday; if he then works 8 hours on Saturday, he has only worked 40 hours, and would not be entitled to overtime under the FLSA. However, in this instance

overtime entitlement would come under Title 5, USC.

Meal periods are not considered as "hours worked." Employees must be completely relieved from duty for the purpose of eating regular meals. When an employee's meal periods are uninterrupted except for rare and infrequent emergency calls, the meal periods can be excluded from working time.

On the other hand, if the meal periods are frequently interrupted by calls to duty, the employee would not be considered relieved of all duties and all the meal periods must be counted as "hours worked." If an employee is completely freed from duties during his meal periods it is not necessary that he leave the premises for the time to be excluded from work time.

FLSA vs. other pay laws

The FLSA does not change anything on overtime entitlements with respect to exempt employees; however, nonexempt employees, for overtime purposes, beginning May 1, 1974, are covered by two laws. Where the FLSA and other statutes are not consistent, non-exempt employees will receive the greater benefit. For example, although an employee may not be entitled to overtime pay for periods of work in excess of 8 hours per day under the FLSA, he may be entitled to overtime under Title 5, USC.

Compensatory time off

The FLSA requires that a non-exempt employee be compensated for hours in excess of 40 hours a week at a rate not less than one and one-half times his regular rate. This means that compensatory time off for overtime work is probably not appropriate for a nonexempt employee. This is an issue that is presently under study by the Civil Service Commission.

Director Walker on the move

June 27, Washington, D.C.—Attended the Department of the Interior's Honor Award Convocation.

July 2, Washington, D.C.—Participated in the opening of the American Folklife Festival, which is held on the Mall.

July 10—Departed for Alaska, where he will remain through the 24th for on-the-ground visitation of all the areas proposed by the Secretary of the Interior for addition to the National Park System.

As a result of P.L. 93-260, enacted April 10, 1974, the widow or widower of a deceased employee who had completed at least 18 months of civilian service will be entitled to a survivor annuity if married to the employee for at least one year prior to the date of death (or if the widow or widower is the parent of a child of the marriage). Previously the length-of-marriage requirement was two years.

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There is a very helpful pamphlet available to Federal employees entitled "Your Retirement System" (Pamphlet 18). Ask your employing office for a copy if you do not already have one.

Director's talks mark Smoky's 40th, NPS historic role

National Park Service Director Ronald H. Walker hailed the advent of space age technology at Great Smoky Mountains National Park on June 14. About a week later at Mystic, Conn. he emphasized NPS's broad concern with history.

The Director spoke at Great Smoky's 40th anniversary observance in Gatlinburg, Tenn. He said a computer of the National Aeronautics and Space Administration (NASA) is programmed by scientists at the new NPS Science Center at Bay St. Louis, Miss. to gather diverse and extensive park information from sources including—in the future—space satellites.

"Great Smoky Mountains was selected to be the pilot project for nationwide regional park planning—one of the most dramatic and far-reaching of all NPS precedents," Walker said. "Here we have joined with other governmental and private entities to inventory the assets and liabilities of the entire area and develop intelligent plans for its long-range use."

"We are experimenting with the very latest and most scientific space age technology to help us toward this goal."

The Director said the computer has printed maps and accompanying data comprising a Resources Basic Inventory (RBI) of the park area's resources. "This inventory," he said, "tells us about animal and plant life, visitor use patterns, rainfall, and thousands of other things that are essential in protecting this fabulous resource. It tells us that the park contains 39 types of reptiles, 70 species of fish."

"In the future it is probable that we will be able to monitor basic changes in the whole park area through exotic sensing techniques, including periodic photography from the orbiting Earth Resources Technology Satellite, part of EROS, the Earth Resources Observation System."

The computer system also has accumulated data on 13 neighboring counties of the park, 8 in North Carolina and 5 in Tennessee, Walker revealed.

"It is this RBI pilot project at work here which we hope to use as a part of our regional park planning all across America," he said.

On June 22, the Director spoke at ceremonies rededicating the Connecticut whaleship Charles W. Morgan, designated a National Historic Landmark in 1967. Emphasizing that NPS is as much concerned with history as with nature, Walker cited the 178 historical areas in the 298-area National Park System and their heavy attendance—81 million visits in fiscal year 1973 compared to 64 million recorded at the 72 natural areas.

"Legislation now before the Congress to create a Boston Naval Shipyard National Historic Site," Walker said, "envisioned Park Service cooperation with the Navy in interpreting the U.S.S. Constitution and Navy history at that important area. But even if this proposal is implemented we will still not be doing the job that needs to be done."

"That's why the involvement of others—like the Maritime Historical Association here at Mystic Seaport—is so essential. Private organizations like yours must play a major role in preserving significant physical evidence of our past."

The Director cited the value of grass roots support in keeping the National Register of Historic Places, the NPS inventory of all properties deserving preservation, and paid tribute to the "several thousand of the unpaid" individuals who contribute their services to NPS areas in the Volunteers in Parks program.

Pointing to the diversity of the 178 historical parks, he emphasized the lasting significance in our fast-moving culture. "In a society where one family in five moves each year," he said, "we as Americans find it difficult to develop local roots. Sites familiar to us all, like the Statue of Liberty and the Washington Monument take the place of local roots for millions of mobile Americans."

The tourist, he suggested, should not overlook the less familiar NPS historical areas. "For those who would escape the crowds and experience the past most nearly as it was," the Director said, "these lesser-known areas are the most rewarding of all."



The National Park Service was honored by the San Francisco Convention and Visitors Bureau for its work in developing and administering the Bay Area's 34,000-acre Golden Gate National Recreation Area. Accepting the Bureau's 1974 "I Left My Heart in San Francisco" award is William J. Whalen (left), superintendent of the newly created federal preserve. William Lane (center), publisher of "Sunset" magazine, and Thomas J. Mellon, the city's chief administrative officer, officiated at the presentation. The plaque recognizes lasting contributions to San Francisco by out-of-city organizations or individuals.

Bicentennial medal, stamp available

The 1974 Bicentennial Philatelic-Numismatic Combination (PNC) contains the official 1974 Bicentennial medal issued under authority given by the Congress of the U.S.

It is being offered by the American Revolution Bicentennial Administration in cooperation with the U.S. Mint and the U.S. Postal Service.

Net revenues derived from the sale of the PNC are distributed by the ARBA to help fund Bicentennial projects of cities, communities and non-profit organizations.

The official 1974 Bicentennial bronze medal was designed by Robert A. Weinman, president of the National Sculpture Society. It features a bust of John Adams on the front and a scene depicting the First Continental Congress on the reverse. It is the third in a series of official medals commemorating



Bicentennial medal and stamps ; available July only; \$5 per unit.

the two-hundredth anniversary of our Nation.

The four 1974 Bicentennial Commemorative stamps, designed by Frank P. Conley, feature Independence Hall and Carpenter's Hall in Philadelphia; and two quotations,

one from the First Continental Congress records and one from the Declaration of Independence. They will be affixed to a presentation envelope and postmarked in Philadelphia, July 4, 1974, the first day of issue.

Walker takes steps to improve NPS, academic community cooperation

Representatives of five universities met recently with officials of the National Park Service in Tucson, Ariz. and took important steps in expanding cooperation between the Service and the academic community.

Director Walker opened the meeting by stating his concern for and support of more substantive relationships with the universities that will be responsive to the needs of the Service and the institutions of higher learning. He identified cooperative long-range planning, closer ties in recruitment, greater use of educational opportunities by employees, university use of NPS retirees, and short and mid-term assignments of NPS staffers as guest instructors, as areas needing "urgent" attention.

Out of the meeting came the recommendation that an education advisory committee on parks and recreation management be established.

Included in long-range committee goals are:

1. Development of a formal process of communication and exchange of information on a regular basis.
2. Establishment of a personnel exchange program between the Service and the universities.
3. Internship programs on park management.
4. Distribution of information on existing and long-range employment opportunities.
5. Development of closer ties between educators and NPS personnel on a local level.

In addition, other long-range goals for joint research and student training programs were planned.

Short-range goals were also discussed, including: Development of seminars on state and federal law and policy in history preservation; establishment of two NPS cooperative study units on selected campuses; exploration of the potential for using NPS training centers as

summer training laboratories, and the establishment of 20 significant short-term academic assignments for NPS in selected universities.

Associate Director John Cook has been designated the key Service official responsible for implementation of the recommendations with Ray Gunter, chief, Personnel Division, as his principal Washington staff support official.

The purpose of the education committee is to discuss and recommend concrete approaches and commitments that can be taken toward formalizing closer relationships between the NPS and the academic community, particularly in the field of park and recreation management, says John Cook.

"We hope to accomplish this by establishing a closer communication between the NPS and the educators and by developing joint programs for our mutual benefit to include exchange programs, internship programs, training programs, seminars and other like programs," he said.

Badlands ranger replies to associate director's letter

Dear Editor,

I read with much interest Associate Director Cook's excellent and thought provoking article "Let's Make a Difference" in the April 8 issue of the *Newsletter*. (Obviously he has a wide range of experience to back up his comments.)

I agree wholeheartedly with him in regard to field personnel aiming criticisms at the central offices (I've also done it quite frequently) and yet vowing to themselves they will never take a regional or WASO job. However, there are several items in Mr. Cook's article that bear commenting on:

1. He states that he cannot understand why people balk at going into a central office assignment which he believes is essential for any individual who aspires to a "responsible management position."

2. He further states that it is a "selfish" attitude to want to spend all one's time in the field and implies that in so doing, one may not have the "good of the service" at heart.

Regarding point number one—just what is considered a "responsible management position" these days? During the past decade the FOST concept seemed hellbent to make every man and woman who wore the arrowhead a "manager." This still seems to be the general trend. Perhaps this is as it should be, I don't know.

But I would like to make these points: Different people come into the Park Service with different career objectives. (Hopefully BEE is finally being geared up to recognize this fact.) My career objectives are undoubtedly different than Mr. Cook's as are most of the rangers that I supervise different from mine. It is highly commendable for a younger ranger, maintenance man or administrative clerk to aspire to become a GS-15 superintendent or regional director. By the same token, a division chief, staff specialist or other supervisory position in a field area can and should be considered an honorable and worthwhile culmination of an employee's career. Field supervision in itself is

a fine art and a supervisor can spend a lifetime striving to perfect it!

A very wise and grey haired old ranger once counseled me very early in my career with the following words, "A man has got to do what he can do best." I believe this is an attitude that some of us subscribe to, and as a result wish to remain in the field doing exactly this and "making a difference" in our own way.

I believe more emphasis should be placed on attempting to provide job satisfaction at positions in other than top management to the individual.

In regard to point number two—the "selfish" reason for wanting to remain in the field, I respectfully suggest that another word may be a bit more appropriate. That word is **dedication**. It is true that in some cases the word selfish may apply. Every one of us has the tendency to look out for "old number one!" Sure, a mountain trout stream or desert sunset is to be preferred over smog and rush-hour commuter traffic.

But I find it is difficult to apply the word selfish to the park maintenance crew who works around the clock to clean up storm damage or open a snow blocked pass, the

rescue team coming in from a 16-hour carry out, or the rangers manning the road block with shotguns at 2 a.m. waiting for the half-crazed felon. Also the interpreter working on her day off, or the administrative officer working long into the night to meet the deadline for submitting the budget. On the other side of the coin, I for one, refuse to apply the term selfish to anyone in a central office job, regardless of their motive for accepting the position. We badly need their support in the field and in most cases get it! I feel there is a place and time for certain people to accept regional or WASO jobs if it is in line with their career objective. I also believe there are sufficient people around who want central office experience.

I do not profess to speak for or represent any group of employees. These are merely the ramblings of a slightly "stony nosed" field supervisor slipping down the north side of 40, who feels he has a productive place in the field, as well as the "good of the Service" at heart.

Larry E. Hanneman
Chief Ranger
Badlands National Monument



U.S. Department of the Interior
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Al Rayford..... Editor
Daniel S. Hughes..... Assistant Editor
Glenn Snyder..... Art Editor
Ronnie Spiewak..... Editorial Clerk

Department of the Interior, National Park Service, Wash.D.C.
20240. Tel. (202) 343-4481.