



# 1999 California Parks Conference

by Sandy Ferreira

Planning is underway for next years parks conference which will be held at **Marin's Wyndham Garden Hotel in San Rafael March 8-11, 1999**. The planning committee has scheduled on Monday four off-site field trips which include a tram tour of Angel Island State Park, a trip to visit the Miwok village recreation, Kule Loklo at Pt. Reyes National Seashore, a behind the scenes tour of the San Francisco Bay Model exhibit and one other trip to a local natural and cultural site (yet to be determined.) Also on Monday, there will be a pistol competition which will be held at San Quentin State Prison, a golf tournament and an evening reception. A special Tuesday evening Bay Sunset Cruise has been scheduled. The cruise will circle the bay, Golden Gate Bridge, Alcatraz and Angel Island, returning to Tiburon. Beverages and desserts will be offered as well as musical entertainment. Wednesday evening will be the gala banquet, guest speaker and presentation of special awards such as Honorary Ranger for both PRAC and CSPRA.

Breakout sessions will be scheduled both full days on Tuesday and Wednesday. On Thursday, several courses and professional training blocks will be offered. One, a POST Certified Advanced Officer training and an all day certification program for Project Wild.

Registration packets will be mailed right after Christmas. Look for more information about the conference in the *Signpost*. For those of you who want to contact us via the web site, our address is: <http://members.aol.com/cspraweb/con99.htm>. I look forward to seeing you there!



1999 California Parks Conference  
Monday March 8th through Thursday March 11th  
at Marin's Wyndham Garden Hotel in San Rafael

*"Managing Sensitive Environments : Fulfilling the Vision"*



Illustration courtesy of Phil Frank

# From the President's Favorite Shade Tree

by Russ Hauck

*In a recent issue of the Signpost, I stated that I would include information from PRAC board meetings in this column when publishing deadlines and board meetings coincided. This issue is just such an opportunity.*

*The biggest news is that Region 2 Director Jim OConnor has found it difficult to balance the demands of his job with his service to PRAC, and has tendered his resignation, which was accepted by the board. We selected Jeff Gaffney from Santa Clara County Parks to complete the remainder of the term. We wish both Jim and Jeff the best of luck.*

*The scholarship committee has recommended that PRAC not award any scholarships this year for a variety of reasons. The board has concurred with their recommendation, and will hold the money until next year.*

*Our financial position is good, but that is primarily due to the fiscal success of the past two conferences. The proceeds of those conferences have been deposited into our general fund and used for day to day operational expenses of the Association. The board feels that the financial direction of the Association should be to invest the proceeds of the conferences, and not rely on the funds for routine expenditures. This decision, coupled with the fact that postage rates continue to rise, printing costs continue to rise, etc. (I think you know where this is going, but please keep reading before you react) has led the board to vote for an increase in annual dues for regular membership from \$35 to \$45 and student membership from \$15 to \$20. We did, however, vote to have these increases take effect on January 1, 1999. That means that if you renew on time when you receive your renewal notice in December, you will not be affected by this until January 1, 2000. For your information, the last dues increase for regular membership was in June of 1992. We felt that by approaching the increase in this manner, we would be giving the current membership an incentive to renew in a timely manner, and hopefully encourage those non-members who are sitting on the fence to make the decision and join now, before the increase takes effect January 1, 1999. Please inform any eligible potential member that you know of this decision, so that they might join now before the increase becomes effective.*

*The 1999 conference is taking shape. You can check the progress of the conference by logging on to <http://members.aol.com/cspraweb/conf99.htm>*

*We are also working on a location for the 2000 conference, with the frontrunners being the Burbank/Glendale/Pasadena or Orange County Airport (Irvine/Costa Mesa/Newport Beach) areas. Please let me know if you have suggestions or strings you can pull.*

*I would like to take the opportunity to thank the nominating committee of Bill Lutton, Bill Hedges and Mike Will for their work in lining up candidates for the upcoming election. I would also like to thank the candidates themselves for seizing the challenge and throwing their hats in the ring. And a great big thank you to Sandy Ferreira who is retiring as Region 1 Director after serving four years in that capacity. Sandy has contributed gallons of blood, sweat and tears to make the Association better and on behalf of the membership. **Thank You Sandy!!** Your commitment to the profession is admirable.*

## C.P.R.

### For the Professional Rescuer

## Training Opportunity

Space available for the class beginning January 4, 1999 and graduating February 18, 1999. Basic Law Enforcement Training for National Park Rangers. For information and applications, contact:

Bill Orr,  
Director Ranger Academy  
Santa Rosa Training Center  
609 Tomales Rd.  
Petaluma, CA 94952  
(707) 776-0721

Fall and Winter seasons are upon us once again and its time to start thinking about training and recertifying those ever important skills. I will be recertifying our ranger unit, (Sacramento County) and I am offering an open invitation to PRAC members who would like to join us. The cost for this training will be \$5.00 (\$3.00 required administrative fee from the Red Cross, \$2.00 for additional equipment). I will supply the Mannequins, Bag Valve masks. B.Y.O.P.M. (Bring your own Pocket Mask), if you have one, (you really should). The class will last approximately 4 hours.

**When:** November 18, 1998 10:00 A.M. – 2:00 P.M. or  
December 16, 1998 10:00 A.M. – 2:00 P.M.

**Where:** Sacramento County Park Rangers Office  
4040 Bradshaw Road, Sacramento

If you have never had a C.P.R. class or only community C.P.R., I will also be teaching the full course (9 hours) of C.P.R. for the Professional Rescuer on:

January 13, 1999, 9:00 A.M.– 6:00 P.M.

If you are interested and would like to attend one of these sessions, contact me (John Havicon) at 916-875-6672 or email- [onbelay@innercite.com](mailto:onbelay@innercite.com)



# Seven Steps to a Good Maintenance Plan

by Tom Smith & Raleigh Young

In the last issue, we attempted to tell you about the importance of good maintenance planning in an effort to make your job a little easier. I think we all like that! In this issue, Raleigh Young and I are going to give you seven steps for preparing a good maintenance plan. Raleigh was the Northwest Unit Manager for Santa Clara County.

**Step #1.** Inventory Existing Facilities and Equipment: We needed to have a complete inventory of all the existing facilities and equipment that had to be maintained in each park. We also needed to know where they were and what condition they were in at the present time. As you can imagine, this was a real eye opener for most of the people in the field. The lists were extensive.

**Step #2.** Development of a Task List for Each Maintained Object or Facility. The park needed to identify and list the routine maintenance tasks for every facility or piece of equipment. Example: cleaning a restroom.

**Step #3.** Task Descriptions: A short description of each task was written down, including equipment and supplies to be used for each task. We asked for frequencies and also the time it took to complete each task. We also needed information as to when things were last painted, etc., and when the facility was scheduled to be painted (as an example) next.

**Step #4.** Determine the Standards: If you do not have maintenance standards here is where they need to be developed. I cannot imagine an agency without some kind of standards, but at the time, Santa Clara County had no written standards and every park was operating differently. A restroom cleaning standard, as an example, will effect frequencies, time, supplies, etc. Acceptable standards are essential to good maintenance performance.

**Step #5.** Set the Frequencies: Since each park had different use patterns, frequencies were unique to each facility. At Vasona Lake, an urban park which has a large amount of turf, the grass is mowed at a much greater frequency than the picnic area in Sanborn Park, a large regional type facility. Mowing heights were the same for each park but because Vasona receives weekly irrigation, and Sanborn little, if any, the grass growth differs, thus the frequencies were different. Frequencies were determined on a daily, weekly, bi-monthly, monthly, quarterly, semi-annual, and annual basis. Some frequencies, like painting, paving, and roofing, were spaced over several years.

**Step #6.** Schedule the Work: With the standards and frequencies in place, it was up to the maintenance supervisors to see that the work was accomplished. Routine and project work schedules were developed to meet the standards. Of course, the work must be monitored. Here is where the standards go to work for you, as well. If you cannot meet the acceptable standards, perhaps it is time for a push for another employee so that you can. Or perhaps a new piece of equipment. Remember, plans and good records always help at budget time.

**Step #7.** Evaluation: The last step in any plan is to evaluate the plan's effectiveness. Remember plans are worthless unless they work. Plans also need to be flexible. One always has to keep in mind that unforeseen things do happen that can "upset the apple cart." Emergencies occur which can never be planned for, causing the crew to be stretched to the limit. One year at Sanborn we received 19 inches of rain in 36 hours. Roads washed out, water lines disappeared, and slides came down. Priorities changed overnight, causing backlogs of work. However, written plans do work! It is much easier to get back on track in a hurry when there is a systematic way of accomplishing work.

# Trail Maintenance Causeways

by David Weiss

Previous trail maintenance articles covered waterbars and outslope. In this issue I will discuss causeways, which is another method for mitigating the effects of water on a trail.

In an ideal situation, a trail does not go through any flat, marshy, or seasonally wet areas. The ideal situation however, doesn't always occur, and sometimes you cannot avoid crossing stream zones or boggy thickets. A causeway is a drainage technique used to solve the problem of a trail that runs through a permanently or seasonally wet area. It is an elevated section of trail designed to lift the trail tread above saturated soil. The idea is to create a new trail, higher than the previous one, that allows water to flow under it or around it. Causeways are often used in conjunction with other drainage structures, usually culverts and parallel ditches.

The basic design of a causeway includes three components: two parallel walls, fill material between the walls, and the final tread surface. Typically the sidewalls are rock or wood. The fill material is crushed stone or drain rock, and the final tread material is native soil. The width of the causeway can vary, depending on the desired width of the trail. 36 inches works well for hiker only trails, while 48 inches is good for equestrian trails.

While there are different ways to construct a causeway, site accessibility is an important determining factor. Being able to drive to or near the site gives a lot of freedom in choosing materials. If, on the other hand the causeway is being built in a remote area, only materials found nearby are possibilities. What follows is the method I use for constructing a rock causeway in an area with no accessibility limitations.

Assemble the following materials: native building stone with diameter of 10 to 14 inches; inch and a half angular drain rock, (blue deco); three quarter inch aggregate base rock, geotextile fabric, and native soil. After determining the causeway location, start by digging a shallow foundation ditch on both sides of the trail. The distance between the inside edges of the ditches will determine the ultimate width of the trail. The purpose of this ditch is to provide a bed in which to place the building stone. Next, start placing the building stone in the trench to create a one tier rock wall. Place the rock with a flat side facing up and a good outside face. The inside face is not important since it will ultimately be hidden by the infill material. Try to place the rock with tight joints and test each one to be sure it is seated securely.

The height of the rock above the existing trail tread varies depending on the water flow. It should be high enough to handle the greatest possible flow event, but at the same time low enough to make the causeway as inconspicuous as possible. The minimum is probably 8 inches. After the rock is laid, use smaller stones to chink any large gaps and to wedge the building stone securely in place. Next lay the geotextile fabric between the one tier rock walls. Now begin the process of placing the fill materials between the rock walls. First put in the drain rock. Bring it up to within 6 inches of the top of the walls. Level it and tamp it firm. Follow that with the 4 inches base rock, also leveled and tamped. Finally, place two inches of mineral soil, the final tread material. Grade the soil in a way that leaves the causeway crowned, i.e. the middle of the tread higher than the edges. And of course, tamp it and then tamp some more. Tamping is fun!

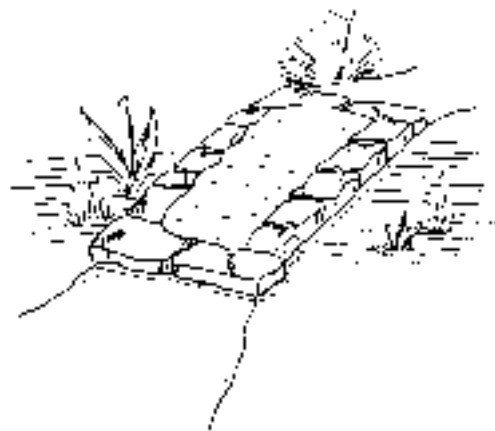
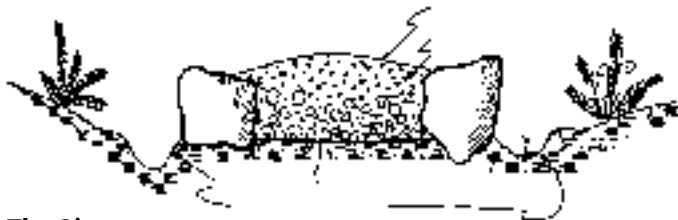
Each of the materials used has a different function. The geotextile fabric disperses the weight of the

materials, and keeps the rock from being swallowed by the muddy ground beneath. The angular drain rock has voids large enough to allow water to percolate through the causeway, passing under the raised tread surface. The base rock creates a solid, firm trail surface, especially when well tamped. The soil on top helps the causeway blend with the surroundings, and the crowned shape will shed rain. The parallel sidewalls function to hold the whole thing together.

There are numerous variations on the basic recipe presented above. First, logs can be used for the walls instead of rock. (Some trail manuals call it a turnpike if log walls are used instead of rock.) peeled logs with a diameter of at least 10 inches at the smaller end. Drill through the logs and drive re-bar through to secure it to the ground. You could tie the logs to each other with galvanized tie wire, to insure they don't spread once the causeway is filled. If the site is remote, then obviously store bought drain and base rock are not options. If there is rock on site, break it up with a sledge hammer to create crushed rock, which can be used instead of the base and drain rock. Mineral soil is almost always available, although creativity may be needed to find an appropriate borrow pit. If no rock is available at all, make the walls of logs and fill only with soil. It's not the best way to build them but it can still be effective. Reinforce the effectiveness of the causeway by building parallel ditches on both sides.

For questions or comments please contact me at: David Weiss, 5170 Somersville Road, Antioch, CA, 94509, by phone 925,778-1904, or e-mail <weiss@ecis.com>.

CAUSEWAY CROSS SECTION



# Customer Service

by George Struble

Last month, my parents had their barn broken into. A deputy came out to take a burglary report in the rain; no big deal, right?! Wrong. My parents were disturbed by the disinterest of the deputy that responded. They had items taken that had infinite value to them and the deputy's lack of interest just added to their frustration. That got me thinking about some of my contacts and whether I gave the appearance of not being interested.

We are human and seem to get de-sensitized to certain events over time. We have to in order to survive the stress of the job. In becoming de-sensitized, we tend to just go through the motions and remove the compassion that attracted most of us to this career. We need to remember that we are in the customer service business.

Rangers have a unique position that requires knowledge of resources, law, and interpretation. The focus of some programs has shifted because of the growing need for more law enforcement. With this shift, we are exposed to more crime and can start to adopt the attitude of "just the facts, ma'am." This attitude is not compatible with the image of a Park Ranger. The kids of today will be the rangers of tomorrow and we need to make sure they maintain the same favorable impressions that we did as kids.

How do we do this? We do not limit ourselves to just law enforcement. Getting out and giving interpretive talks and doing a little resource management will allow us to gain the rewards of customer service. We need to remember that the people we contact have not seen all the problems that we have seen. If we become cynical, they may apply their observations to all park rangers. During contacts, we need to show the same compassion for the victims as we did the first time we encountered that same crime. The rule "treat others as you wish to be treated" applies here. By doing this, we will continue to provide the quality of service that our customers have come to expect and deserve.

## Association Member Passes

by Russ Hauk

Nancy Stamper, a long-time employee with the City of Montebello has lost her battle with cancer. Nancy was the supervisor of the Park Ranger program in Montebello for the past three years, and was a member of the Park Rangers Association of California. She passed away on October 6, 1998. Our thoughts and prayers go out to her family and colleagues.

## Calling All Cars...

by Jeff Gaffney

I have recently been thumbing through some old *Signposts* and I came across an issue that describes the renewal policy. Policy #1 states: "Persons joining as new members beginning September 1 through the end of the year are paid up through the following calendar year."

Soooo if you or someone you know is on the fence on whether or not to join maybe this will knock you off on the right side. I know it may seem I'm preaching to the choir (since the choir is the only one that gets a copy of the *Signpost*) but I know some people may talk to their co-workers and friends and I was hoping they could pass this tidbit along.

Rumor has it that rates may go up in January and this is your chance to beat the increase. PRAC membership does make a nice Christmas gift for people who are interested in the profession and hard to shop for.

## More Funny Ranger Stories

from Ken Miller

Most of us use radios as part of our jobs. Sometimes you will hear funny things on the radio even though the radio is being used properly and professionally. I overheard this event on another park department's frequency and found it entertaining.

It was an exchange between two Rangers working for two separate agencies at two parks with a common boundary. You know who you are.

Ranger One; "So, have you changed your powerboat policy on the lake?"

Ranger Two; "Nope, still no motorized boats."

Ranger One; "Well.....a car that turns into a boat just drove into and exited your lake."

Ranger Two; "Oh....O.K."

Ranger Two stopped the person in his dripping car in the parking lot and ran a registration check on the machine. I can't remember if he ran the license plate or hull number. Turns out the person had just bought his 'Amphicar' and wanted to try it out. As Ranger Two never saw the vehicle in the water, in the interest of justice the driver was given a warning not to do it again. I would have at least asked to go for a ride in the 'Amphicar.' Never a dull moment in the life of a Ranger.

# Let's Talk...

by Jeff Gaffney

I will be taking over as Region 2 director and I am very excited about the opportunity to serve my fellow Rangers and represent them on a statewide level. I would like to get things rolling on a number of fronts and I hope the weather holds so we can have some social events. I hope everyone feels free to call me at the numbers provided on the back of the Signpost. I want as much input as people are willing to give.

One of the first things I would like to address is having a Region 2 barbecue (or some type of shindig). I think this is an excellent way to wind down from the summer. I don't think we've had a gathering of Region 2 members since last fall and we are overdue. It would probably be in Santa Clara county somewhere since it is centrally located within Region 2. For those who don't know Region 2 consists of San Francisco, San Mateo, Santa Cruz, Monterey, Santa Clara, and San Benito counties. I'm shooting for the end of October if possible and more information will be forthcoming.

The next concern is membership, we are the only region which has decreased membership numbers. It has been a significant decrease while the rest of the regions have in-

creased membership. I think this is as a result of the lack of activity and training within the region. I hope to change this and I would like everyone to at least take a minute this month and ask their friends and co-workers if they are members. If they are not you can explain all of the benefits of membership (and they'll probably get the last month or two of the year free). I will personally talk with anyone who has questions if you are unable to answer them.

My last goal for now is to increase our political activism. We can accomplish a lot by just sitting down and talking with people. Even if those people are the boss, a Congress person, Senator, an adversary or even just a friend. Once we know the obstacles in our way we can work to break them down. I will try to include my personal experiences to share them with everyone. I think the first step is always to sit down and talk about it.

Please feel free to call any time, I will do my best to help or support your efforts.

*Your own safety is at stake  
when your neighbors' wall is ablaze. Horace-8 B.C.*

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## Critical Incident Stress

by John Havicon

Tragedies, deaths, serious injuries, hostage situations and threatening situations are all types of Critical Incidents that rescue personnel deal with on a daily basis. As Rangers, we generally don't deal with these situations daily as other types of rescuers do. Many of us, however, will encounter Critical Incidents several times throughout our careers. These events are highly stressful situations and some may be so traumatic or overwhelming that we may experience significant stress reactions to them. It may be a single event, or it may be gradual, with many events building to a stressful point. Critical Incident Stress can ruin a rescuer's life. It has ended careers, broken up friends and families, and even caused rescuers to end their own lives. You can protect yourself and your co-workers, by being aware of Critical Incident Stress and its characteristics.

Certain Critical Incidents may have only a little affect on some of us, while for others, it can be debilitating. After an incident, it is important to recognize certain signs and symptoms of stress in yourself and your co-workers and take action. Changes in emotional behavior can include:

- withdrawal
- nightmares
- intense anger
- increased illnesses
- loss of interest in family and social activities
- suicidal thoughts
- changes in usual communication

- depression
- alcohol or substance abuse
- change in appetite
- flashbacks of incidents
- desire to quit work
- feelings that life has lost its meaning

Here are some things that you can do for yourself

- Talk with someone you can confide in. This may be a friend, co-worker or a psychiatrist, someone that you can openly talk to about the incident, and what you are feeling. Many agencies provide Critical Incident debriefing for their employees after an incident has occurred. The debriefing may be given as a group to all that were involved or individually with a psychiatrist.
- Expect the incident to bother you. Trying to cover up your emotions only causes stress to build up.
- Spend time with family, friends and co-workers.
- Don't accept blame for what went wrong when called into situations you didn't create.
- Maintain a good diet and exercise.
- Avoid alcohol, drugs and caffeine.
- Don't stay away from work.
- Take time for leisure activities.
- Get additional help, if you need it.

For more information on Critical Incident Stress or Critical Incident Stress Debriefings, please contact me at 916-875-6672 or e-mail, [onbelay@innercite.com](mailto:onbelay@innercite.com).

# Smitty's Book Report

I was sitting in the old Lazy Boy, working on a lecture and keeping one eye on the A's game on the tele, when the phone rang. It was Dr. Jon Hooper of Chico State University. Yes, the same Jon Hooper that gives all the great workshops on how to prepare professional slide shows. I know some of you out there have attended one of those already. I have always wished that I had the opportunity, as well. I was able to attend a good slide show preparation workshop given by Kodak when I attended the National Park Service's Albright Training Center. This was when I went there on Sabbatical Leave.

Jon and I have known each other for a lot of years. Jon had a great interest in what was going on at West Valley and vice versa. Chico was where a majority of my students went for the degrees. One year when I visited Chico, 50% of Jon's students were once mine. We scratched each other's backs. After some pleasant chit chat, Jon revealed that he had written a book about slide presentations. My first reaction was, it's about time! He wanted to send me a copy for review. WOW! I was quite smug in that I already had the issue for this fall covered. A good book on restoring urban streams that I picked up at the University of Oregon bookstore. That will have to wait.

Jon's book, **Effective Slide Presentations, A Practical Guide to more Powerful Presentations**, is just an outstanding reference book for anyone that has to face the possibility of presenting a slide presentation to a group of people. You and I have sat in on some terrible slide show performances. I know I certainly have. I made my students give slide talks. I have heard them all. Jon even gives examples of some "terrible performances" in almost every chapter. Each chapter is a practical guide. The book covers everything, including photography, storing and handling the slides, the step by step planning process, the operation of equipment, and trouble shooting if things go wrong. I am sure my students will remember me harping at them to make sure their talk could stand alone without slides in case the power went out. The book has a great practical reference section in the back, as well as a guide to where to go for additional help. You have heard me say this many times, but this book **really** belongs in your library. My son, Bob, who works for Fish and Game has taken Jon's training. He tells me that it is a skill that he has used many times in professional meetings and workshops. This is not to say that the book will take the place of a Hooper workshop, but it comes darn close for those with budgets that will not allow attendance to those things. I would have to believe that there is nothing better than to go to one of those. To have Jon's expertise right close at hand would be very beneficial. However if you cannot have that, this book is the finest practical guide to professional presentations that I have seen. Even Eastman Kodak's! Now you can have Jon's expertise right on the shelf next to your prep area or desk.

Jon failed to tell me how much, nor did I ask. I jumped on Amazon.com on the WWW, and found that it is \$30. Certainly \$30 well spent.

Hooper, Jon K., **Effective Slide Presentations, A Practical Guide to More Powerful Presentations**, Fulcrum Publishing, Golden Colorado, 1997

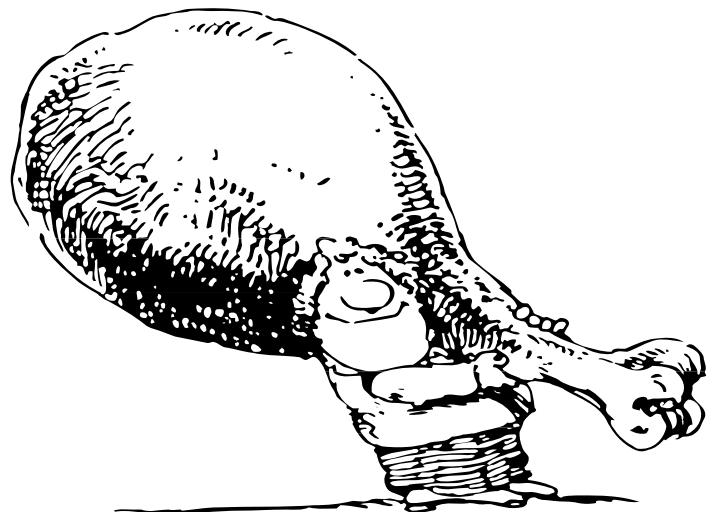
## Interpretation 101

by George Struble

Interpretation 101 was another successful training for Region 4. We had a little over thirty folks show up for the training. We had rangers traveling from San Diego/ Santa Barbara and all places in between. We had a total of eleven agencies represented. Class started at 0700 hrs. To get people energized coffee and muffins were provided. The day flowed thanks to the instructors well organized presentations and nice lunch spread.

First I need to thank Russ for lining up the training and food to make it a successful event. Next I would like to thank the Santa Monica Mountains Conservancy for hosting and providing the instructors for the training. And I must thank the Instructors for an effective training. Thank you Amy Lethbridge, Janeen Parker, and all the rest for a job well done.

The next Region 4 training will be in Jan/Feb, topic and dates to be announced.



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1998**

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The *Signpost* is published by THE PARK RANGERS ASSOCIATION OF CALIFORNIA (PRAC). THE ASSOCIATION MAILING ADDRESS IS P.O. BOX 292010, SACRAMENTO, CA, 95829. THE *Signpost* Editor is David Brooks. ARTICLES OF 1,000 WORDS, OR LESS ARE WELCOME. ALL SUBMISSIONS BECOME PROPERTY OF PRAC AND MAY BE EDITED WITHOUT NOTICE.

Submissions should be mailed to David Brooks, 560 Hillcrest Dr., Ben Lomond, CA, 95005. INFORMATION CAN ALSO BE SUBMITTED BY TELEPHONE AT (831) 336-2948.

**Submission deadlines ARE THE LAST day of JANUARY, MARCH, May, July, SEPTEMBER, AND NOVEMBER.**

**EMAIL:**

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**Membership Application**

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE \_\_\_\_\_  
HOME \_\_\_\_\_ WORK \_\_\_\_\_

EMPLOYER OR SCHOOL \_\_\_\_\_

JOB CLASSIFICATION OR MAJOR \_\_\_\_\_

**Voting Membership**

REGULAR ..... \$75 \_\_\_\_\_

**Non-voting Membership**

AGENCY:

(1-25 PERSONS-6 MAILINGS)..... \$75 \_\_\_\_\_

(> 25 PERSONS-12 MAILINGS)..... \$100 \_\_\_\_\_

STUDENT ..... \$15 \_\_\_\_\_

ASSOCIATE ..... \$35 \_\_\_\_\_

SUPPORTING ..... \$100 \_\_\_\_\_

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P O Box 292010  
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