Safety Pals Program
by Steve Hogue

The City of Chico has begun a new safety program geared towards first and second grade students called “Safety Pals.”

The program involves the Chico Fire, Park, Animal Control, and Police Departments working cooperatively through skits to send out safety messages to kids. The skits are based around two characters who are friends named Sinker and Floater. They pretend to ride their bikes around while they encounter potentially dangerous situations.

The skit starts out with an animal control officer chasing a person in a dog suit around the stage to the song “Who Let the Dogs Out.” The kids go crazy with excitement over it. Sinker and Floater receive a talk from the officer about safe habits around dogs.

Next, they have a discussion over bike helmet safety. A police CSO discusses the importance of wearing helmets. A motorcycle police officer and a firefighter join them on stage to further discuss why they wear helmets and how kids should too. A pair of cool puppets then show up to sing a bicycle helmet safety song and talk about safe biking practices.

Sinker and Floater next decide to ride to the park where they plan to go swimming in a creek. Just as they are about to jump in head first, they are approached by a ranger and a character called “Carmen Sense” (a fire prevention officer) who discuss jumping feet first the first time in unknown waters, wearing a life vest as opposed to inflatable water toys, and being aware of underwater hidden hazards (using a display with a glass bottle, a rock, a branch, and some fencing).

Finally, as the duo prepares to head to the “City,” they are approached by an American Red Cross disaster representative as well as a character named “Sam Andreas” to talk about earthquake preparedness and safety. Sam Andreas appeared to be a huge hit with the kids with his dancing and costume.

Quite honestly, the first time I saw the script for this program I did not think that the program had any chance of success. But everything is written for that age group where things like this program are entertaining to the kids and the message sinks in. I participated in 5 of these shows. Each time the children absolutely loved it and took part in every interactive moment with excitement. If anyone is interested in more information about this type of program, feel free to contact me. (See back of this Signpost for contact information.) Take care.

Sacramento County Rangers
Get Motorcycles!
by John Havicon

The rangers of Sacramento County Parks have brought back motorcycle patrol to the American River Parkway and have added a new aspect on how we patrol the parks. The County purchased 4 new Suzuki 400 motorcycles and half of the 20 man force have taken training to ride them. The motorcycles will be used to patrol the 23 miles of bicycle and horse trails along the American River. Deputy Sheriff’s used to patrol the river on motorcycles several years ago, but had disappeared after budget cuts.

The motorcycles allow for patrol of areas that we have had difficulty getting to with our patrol trucks. Also these motorcycles will provide a quicker response to incidents along the river as they can move through the bicycle traffic easier and don’t have to open gates and barricades to get through. They can be more discreet when watching for criminal activity in some of our parking lots. The disadvantages are the comfort level of the bikes, lack of equipment and no cage to put bad guys in. Most of the rangers can only handle about four hours of riding. The helmets are specially equipped with a mouthpiece and speakers to plug into our portable radios. Red & blue lights and a siren are being added to each bike for vehicle stops. Vehicle pursuits are strictly forbidden. The bicyclist and park visitors are giving positive reviews our motorcycle program and we think it’s going to be an asset to our patrols.
Dear fellow members;

Summer is here once again and I’m sure your parks are just as busy as mine. I’m curious how much the State Parks use fee cut is going to affect the users in our parks. So far, I haven’t seen much change in use. We have a couple of things we are working on that I want to keep you updated on.

The Standards and Training Committee is working on the finer details of our recommended training standards for the Park Ranger. The committee has been meeting about every other month in Palo Alto. We are getting good turnout at these meetings. I want to thank all of you for volunteering your time to attend and help us move closer to implementation of the standards. I want to also thank West Valley College for providing their support on these standards. I want to encourage all of you to continue to help with this process by being part of one of the committees. We are a little weak of persons in the Maintenance & Operations Committee and the Resource Management committee. If you are interested in helping, please contact either Mike Chiesa or myself.

Next years conference, (2002) planning is just starting to get underway in San Diego. I want to thank Kim Duclo from San Diego City Parks, for stepping forward to help co-chair this conference with State Parks, Ronnilee Clark. We will start with some brainstorming sessions in July and are seeking members in the south area for your help, ideas and input. If your interested in helping out, contact Tom Ash, your district 5 board of director. Doug Bryce has also working on adding credit card transactions to the conference registration process and we will be able to register via the internet.

That’s it for now. Please feel free to contact me any time if you have any questions or concerns. Have a good summer and Stay safe!

John Havicon, President, Park Rangers Association of California

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**Chico’s Pre-Season: A PR Workout**

by Steve Hogue

To the public, we are the department which we serve, not just employees. Therefore, one of the most important duties a park ranger performs is that of public relations. The significant role we play in public relations really struck me as incident after incident occurred in Chico’s Bidwell Park during the month’s of April-May.

The first incident was a woman found dead in Big Chico Creek at the Hooker Oak Recreation Area. She was wearing only pants and a bra. As I assisted at the scene, I was bombarded by questions from every citizen that passed by the crime scene tape. Our park is safe, but it’s difficult to explain that to a park visitor who only knows that a dead woman was found and now the visitor is afraid that someone is preying upon female park visitors. Fortunately, toxicology reports showed the death to be due to an overdose of methamphetamines rather than foul play. This alleviated the anxiety felt by visitors.

Several weeks later, a female college student jogging near the Cedar Grove area of Bidwell Park was attacked from behind by a man wearing a ski mask and a trench coat. The suspect dragged the victim under a footbridge which crosses Big Chico Creek and attempted to rape her. The woman had the strength to fight off her attacker and escape. Of course, this created an all new anxiety felt by female park visitors. There were not very many leads for detectives to work off of. Again, rangers had to reassure visitors that this was an extremely uncommon incident and to follow the same safety precautions they would anywhere else. Rangers increased their patrols through that area of the park and received a number of positive comments for the stepped up patrols. No other suspicious circumstances have been reported since.

A couple of weeks later, a man in his mid-20s was drinking in Upper Bidwell Park, along Big Chico Creek (rather rugged terrain). Rangers and police were performing a joint alcohol patrol (alcohol is prohibited here) when the man was cited by an officer for having a bottle of beer. An hour and a half later, rangers, fire and medics responded to the same area for a diving accident. As it turned out, the same man that was cited decided to drink more alco-
Certification Requirements - Interpretation
Park Rangers association of California (PRAC)

Applicants for certification must show completion of a minimum of 40 hours of interpretive training as outlined in the PRAC “Ranger Training Standards” as adopted April 9, 2001. The training components are as follows:

Introduction to Interpretation ......................... 4 hours
Program planning and development ............ 16 hours
Programs for Children .................................. 4 hours
Campfires/Amphitheater programs (large groups) .......... 4 hours
Programs for everyone (accessibility/interpreting audiences with diverse needs) ...................... 4 hours
Presentation Skills ....................................... 8 hours

Step 1 - Verification of training

Training may have been conducted by professional associations, non-profit organizations, academic institutions or park agencies (including in-house training). Demonstration of such training can be by course certificate, agency training record, or letter from training provider on letterhead. Applicants must provide demonstration that training included specific training components as required by PRAC. In some cases experience may be substituted for formal training. In these cases applicant must submit a letter, on letterhead, from a supervisor who can verify that the ranger has conducted a minimum of 20 hours of interpretive programs in each given category, in a manner that is satisfactory to the agency and meets or exceeds professional standards.

Step 2 - Submittal of interpretive materials/presentation for review

Due to the differing standards and requirements of both park agencies and training providers, PRAC requires the following submissions, for review by a panel of your peers, in order to issue certification as an Interpreter or a certificate for any of the above individual training components.

Individual Certificates:

Introduction to Interpretation - submission of completed exam - found on PRAC website

Program Planning and Development
Submission of a lesson plan for an interpretive program.
Submission should also include research/resources utilized in development of program, intended audience, length of program, location of program with description of resources available.

Programs for Children - Submission of a lesson plan specifically for children. In addition to the requirements listed in Program Planning and Development, should include age group and how program relates to needs and learning abilities of specific age group, relevant activities for age group and whether the program meets curriculum standards of local schools and how.

Campfires/Amphitheaters/large groups - Applicant must submit a video tape of themselves conducting a large group program. The submission should include the entire program, from introduction to conclusion, be on VHS videotape, and performed in a park setting with “real” visitors. The submission must not be a portion of another program or activity. Make sure that the tape has clear, discernible audio and primarily focuses on the interpreter, although the audience should be shown in context at least once during the presentation. Along with the tape the applicant should submit an outline that includes - who the audience is, purpose of the talk (goals), where it takes place, etc.

Programs for everyone - Submission should include lesson plans with information as listed in Program Planning and Development and then demonstrate how the program is accessible to or can be adapted to three special needs groups (applicant can pick) and how.

Presentation Skills - Applicant must submit a video tape of themselves conducting an interpretive talk. The submission should be between 10 and 30 minutes long, on VHS videotape, and performed in a park setting with “real” visitors. The submission must be a talk, and not a portion of another program or activity. Make sure that the tape has clear, discernible audio and primarily focuses on the interpreter, although the audience should be shown in context at least once during the presentation. Along with the tape the applicant should submit an outline that includes - who the audience is, purpose of the talk (goals), where it takes place, etc.

On the Web Site - Recommended reading for Interpreters and where you can get training
Safety Review for Fire Season
by Matt Cerkel

Since fire season is now here, let's take a few minutes to review some wildland fire safety basics.

Regardless of your level of experience you should review the Watch Out Situations, the Fire Orders, the Common Denominators of Fire Behavior on Tragedy Fires, the Downhill Line Construction Guidelines and LCES (Lookouts, Communications, Escape Routes, Safety Zones). Whenever you are working on a fire or prescribed burn LCES should be established and known to all personnel and must be updated as conditions change.

Training plays a role in safety, before going on a fire you should complete the basic wildland fire class S130/S190 Basic Firefighter/Fire Behavior or its equivalent. This course is often available through community colleges or fire departments. Depending on your level of involvement with fire some other classes may be useful such as S290 Intermediate Fire Behavior, S234 Ignition Operations or Wildland Fire Investigations. After the basics are complete you should do ongoing and refresher training every year. Ideally, a minimum of 8 hours a year should help you maintain your skills and help you remain safe.

The next area of safety is clothing and personal protective equipment (PPEs). An outer layer of nomex or flame resistant (FR) cotton is a must. The inner layer should consist of a 100% cotton tee shirt (long sleeve, unless your nomex shirt has cotton lined sleeves), nomex or 100% cotton uniform pants, 100% cotton underwear, and cotton or wool socks. Synthetic or synthetic blends, including the 50/50 blend uniform pants common in our profession should not be worn. Synthetics can melt and retain heat; they can be unsafe even under the outer layer of nomex. All leather lace boots at least 8 inches high with lugged soles should be worn. Also, the boot should not have steel toes because these tend to retain heat and can cause burns. The fire shelter is another must, under no conditions should someone be on the fireline without one. Rounding out PPEs would be helmet with goggles, nomex shroud and chinstrap, leather fire gloves, and web gear to carry your fire shelter and other items like canteens. Also, if you will be working with or around chainsaws, chaps and ear protection would be a must.

Some other items to help you stay safe this fire season would include ensuring that your PPEs, fire equipment and apparatus is in good working order and always fire ready, check it on a regular scheduled basis. Check the fire weather daily, it should be available through your local fire department or on the National Interagency Fire Center (NIFC) Website. Check the fire situation locally, regionally, state wide and nationally of much of this information is available on the NIFC Website under the SIT Report, this would help you be aware of what resources may or may not be available. NIFC Website also has a feature called 6 Minutes for Safety which reviews wildland fire safety daily, try to incorporate this into your training. Be safe on the fireline this year, it may be a long season.

Rangers Wanted

The City of San Diego is currently recruiting qualified applicants for Park Ranger, Salary: $2689 to $3266, Monthly. It will also open recruitment for Senior Park Ranger on June 22, 2001, Salary: $3371 to $4084, Monthly. Please apply promptly. Based upon the number of applications received, the application filing periods for both positions may close within five days.

The ideal candidate for Park Ranger will have two years of full-time experience assisting in the management or operation of a regional, resource-based, or open-space park AND an Associate's Degree or equivalent education. The ideal candidate for Senior Park Ranger will have two years of full-time experience supervising the daily operation of a regional, resource-based, or open-space park AND a Bachelor’s Degree or equivalent education AND proof of successful completion of a California Penal Code 832 course (or out-of-state equivalent). For both positions, qualifying experience must include: 1) enforcing park regulations and/or having the authority to do so; and 2) writing/presenting historical and natural science interpretive programs. College graduation with a degree in Resource Management, Public Resource Protection, Park Management, Outdoor Recreation, or a closely related field may be substituted for lack of experience in “writing/presenting historical and natural science interpretive programs.” NOTE: Experience maintaining park grounds is not qualifying.

For more information, please visit www.sandiego.gov/empopp or call our 24-hr. Jobline at (619) 682-1011. To obtain an application by mail for each position, please send a self-addressed 9” x 12” envelope with 76 cents postage, and the title of the position you are interested in on the lower left-hand corner; to JOBS, 1200 Third Ave., Ste. 300, San Diego, CA 92101. The City of San Diego is an Equal Opportunity Employer.

Chico’s Pre-Season: A PR Workout
by Steve Hogue

Continued from page 3

Hol. He went to an area of the creek that was bounded by high basalt rock cliffs. Alone, he decided to do somersaults off of a 20 foot high basalt boulder into shallow water. A group of people were walking up to the man’s location as he was about to jump and warned him that the water was too shallow to dive. He did it anyway and broke his neck. The group of people pulled him out as he floated face down. It took rescue personnel nearly several hours to complete the rescue and fly him out. He is now a quadriplegic. However, out of this tragedy, a strong message was sent out about the dangers of swimming alone, of diving in shallow water, and of mixing alcohol with a potentially hazardous sport. Rangers have used the incident as an opportunity to discuss water safety issues with visitors along the creek.

Public relations is an important duty. Rangers are the front line employees who bare the responsibility of sharing messages, whether reassuring the public of their safety or finding a message in a tragedy, while still maintaining a positive attitude. I would like to invite everyone to share their incidents with each other on the PRAC message board. Who knows, maybe the sharing of an experience or incident can give a preventative idea to someone in another park. Take care and have a great summer.
I See Dead People!
by John Havicon

Recently, one of my co-workers and I were discussing the subject of what to do if you come across someone who has died in one of our parks and how do you determine if a person really is dead. I know it’s a little morbid but it is something we all have to deal with at some time or another in our careers. Parks, unfortunately, get a good share of suicides, murders, fatal drug overdoses and fatal accidents.

So how do determine if someone is truly dead and what situations should attempt to revive the person. When we find someone lying on the ground, we can’t merely assume the person is dead. Television “cop” shows are notorious for this. The person dies in front of them, they run over and check the pulse. “No pulse, this one’s dead”. Then they leave him. In real life, we would make every effort to revive this person, no matter what type of crook he may be. I know that I have come across some heavily intoxicated persons that appear to be dead to the point that I have placed an airway in their mouth and they suddenly come alive, gagging on the airway. It can be pretty embarrassing to call out the Coroner on a person that really doesn’t need one.

According the California Emergency Medical Services Authority, Health and Safety Code, Division 2.5, Section 1798 says, we have to attempt to revive everyone. There is one exception. If the person has no respiration’s, pulse and shows one or more of the following “obvious signs of death:"

1. Incineration (Head/Torso)
2. Decomposition
3. Separation of the brain or heart from the body
4. Decapitation
5. Rigor Mortis: The stiffening of a person’s body and limbs shortly after death

Livor Mortis and Algor Mortis are also good indicators of obvious death, but are not recognized by California state law.

Livor Mortis: Circulation stopped long enough to cause the blood to drain to the lowest points of the body and pool. It cause a purplish discoloration of the skin and generally appears between one half hour and two hours after death.

Algor Mortis: The body temperature cools outside or room temperature. Cold water drowning and hypothermia victims can have a cold body temperature and blue skin signs and can be revived. The difference is cold temperature versus room temperature. Many protocols will indicate that a person cannot be considered dead until he/she is warm and dead.

Paramedics have the ability to stop CPR on a victim, in the field, by way of communication with a base hospital physician. This usually involves an heart monitor attached to the victim and a EKG strip.

As always, check your local county protocols. These are general recommendations which most EMS agencies follow. Your local EMS may have their protocols worded differently, which you need to follow. For any questions on this or any other emergency medical questions, please feel free to contact me: (916) 875-6672, or email: onbelay@innercite.com

Standards & Training Update
by Lee Hickinbotham Jr.

Now that we have the training standards in place to make the ultimate Ranger, what do we do with them? Well, the Standards and Training committee has met twice since the conference and we are off to a good start in the next phase. The committee came to an agreement that a certificate would be issued for each standard and then a final/graduating certificate would be issued once all standards have been met. The exact language on the certificates has not been decided, however we will keep you informed.

The committee has also been busy locating areas, speaking with colleges, and seeking in house trainers to provide the best training available to achieve our goal. We are also looking into offering some of the trainings at the 2002 conference. So if you have a talent in one of the required areas and would like to teach others please contact myself at lee_hickinbothamjr@yahoo.com or Amy Lethbridge at lethbrid@smmc.ca.gov.

We are working very hard and enjoying creating a set of standards for the Park Ranger that will bring us up to the level of Police and Fire. However, we need help. If you are interested in helping please join the Standards and Training committee. The next meeting will be on Tuesday, September 4. For the location of the next meeting call me at (650) 329-2423 or email at the above address.

There is still a lot of work to do. Thanks for your support.
Odd Ends and Weekends.

by Jeff Gaffney

Life, work, and the universe have kept me busy and I have missed a Signpost or two, I hope things are going well for everyone as the summer really begins to pick up speed. There are many exciting things going on in the ranger world and I’ll try to update everyone. Now is an exciting time to get into the profession and/or be part of it.

Jobs, Jobs, Jobs!!!

As of the time I’m writing this there are openings throughout the state in the park ranger profession from cities, counties, special districts, state and even federal levels. If ever there was a time to get your application in it would be now, seniority will be an easy thing to build up, the sooner you get into a position the higher your seniority. Santa Clara county does and will have a number of openings over the next year, all the way up the chain of command. (Hey, I have to plug my own department when I get the chance.)

Retirement

There is a major bill affecting all park rangers that are peace officers and who are not currently enrolled into the safety retirement system. AB 1082 by assembly member Nation is currently making its way through the legislature. It has the support of PORAC (Peace Officers Research Association of California) and could use any letters of endorsement that members want to send to the author. This bill would allow park rangers to negotiate for safety retirement in their respective jurisdictions. Currently the bill does not include those counties covered by the 1937 Act but we are attempting to include them. Anyone from these counties should contact the author or myself for direction. For more information you can go to the assembly website. http://www.leginfo.ca.gov/bilinfo.html

SB 695 may also be a possibility for all park rangers but no one is sure where the governor is with that bill.

Santa Clara County Finally Gets Safety Retirement!!!

After almost twenty years the rangers in Santa Clara county will now be given the safety retirement benefit they have been trying to attain for all that time. As an added benefit for waiting so long the county rangers will be going from 2% at 50 to 3% at 50 by October. This is a tremendous benefit that our old timers deserve to have. Anyone interested in attaining this retirement benefit and working hard for a professional organization should submit their application to the county.

Standards And Training

We have had a good response to the standards and training outline that we have been sending out and there have been a number of inquiries from agencies. I have attended the standards and training committee meetings and they are working hard to make this a smooth transition. The next time you get a chance you should commend them on a job well done. Some agencies already exceed the standards but are still interested in having an outlet to train the incoming staff and standardize their training.

I hope things are going well for everyone and stay safe!!

“The oldest habit in the world is to complain that unless the remedy to the disease should be universally applied it should not be applied at all. But you must start somewhere.” — Winston Churchill

State Parks Going To The Dogs?

by John Havicon

Senator Jackie Speier has introduced a bill, SB 712 that would require the California Department of Parks and Recreation to study and develop possibilities to allow dogs to roam off leash in State Parks. The California State Park Rangers Association is, of course, dead set against this and is actively campaigning against it. CSPRA has ask for our member support to contact Senator Speier and let her know reasons why this bill should not proceed.

We have all dealt with countless incidents with loose dogs, injuries to people, wildlife and other domesticated animals and also wildlife defending themselves and injuring dogs. I don’t see this as productive direction for any of our parks. Senator Speier’s bill suggest that the dogs would be under “voice control.” We all know how well that works. Leashes are used as a preventative measure to assure some direct control over dogs by their owners. Enclosed dog parks are not mentioned in this bill as an option. I know many of you are even having some problems with these areas, with dog fights and bites and people not picking after their dogs. I fear that if the State Parks is forced to follow this bill, it will be a matter of time before it dominoes to our local agency parks.

I would like to encourage all of you to write Senator Speier urge her to withdraw this bill. If you would like to see some sample letters, check CSPRA’s web site: www.members.aol.com/cspraweb. You can contact Senator Speier via email at: senator.speier@sen.ca.gov and put “proposed legislation: dogs off leash” in the subject line. You can also mail her letters:

Senator Jackie Speier
State of California
State Capitol, Room 2032
Sacramento, California 95814
A Book To Report On
by Lee Hickinbotham

Being a Park Ranger for an agency that has three Nature Preserves covering close to five thousand acres, to me is very exciting. We offer recreational experiences from canoeing, hiking, mountain biking, all the way to windsurfing. However, in one of our Preserves, Foothills Park, it is only open to the residents of Palo Alto. I know what you are thinking. How can they exclude the general public? Well I will save that story for a future Signpost article. Anyway, when a non resident tries to enter the Park I have to be prepared to first take the abuse for refusing them to enter and also I need to be ready to offer alternatives.

I picked up book called Peninsula Trails. This is a guide to all the public open spaces on the San Francisco Peninsula. It covers parks from Ft. Funston south to the Saratoga gap. It will take you to golden beaches, marshlands, waterfalls, shady streamsides, and over 60,000 acres of exciting trails to hike, bike, or just relax and enjoy the view. The book also gives a detailed description of whose jurisdiction you are in, the facilities offered, rules, and directions on how to get there. The book is published by Wilderness Press and cost Approximately $15.00.

So if you need to offer alternatives to your Preserve or if you are simply looking for a nice place to take the family, I recommend this book for your collection.

Remember to take the time to read and enjoy the book.

Sonoma County Regional Parks to Implement FTO Program
by Mike Chiesa

The Sonoma County Regional Parks Department is in the process of implementing a Field Training Officer (FTO) Program for newly hired park rangers. In the past, park ranger trainees were given a few days of on the job training with other rangers and park aides, then they were working on their own as a non-sworn ranger. Peace officer status is not given to employees until they complete the required law enforcement academy training. After the employees have completed the law enforcement academy and given peace officer status, not much additional training has been given to the employees in their new duties and responsibilities. The FTO program is going to be implemented to help bridge the gap between the training the rangers receive in the academy and their duties as peace officers for the Sonoma County Regional Parks Department.

Sonoma County is in the process of filling 7 vacant ranger positions so the time seemed right to implement a new training program. The FTO program is hoped to help better prepare newly hired rangers to fulfill their duties and responsibilities, provide a professional, standardized training program for new rangers, to raise the professionalism of the ranger program, and to expose new rangers to the many different aspects of the department.

The FTO program is in the process of being finalized but it will provide training in a variety of job-related public safety duties. The new rangers will receive one-on-one training from a Park Ranger / FTO. Daily evaluations will be completed on the new rangers to give them feedback on their performance. The training will include handling actual situations in the field with the FTO, as well as role playing in scenarios. The new rangers will be rotated through each of the 4 different park divisions giving them a chance to experience each of the park areas and work with 4 different FTOs so they will be exposed to different styles and approaches.

All of the Sonoma County Park Rangers who will serve as FTOs will be required to complete the 40-hour, POST-certified Field Training Officer course. In addition to participating in the FTO program after receiving their peace officer status, newly hired rangers will be given initial park operations training immediately after being hired so they will be able to perform general park operations duties and other non-sworn ranger duties. Park Ranger Trainees are enrolled in training through Santa Rosa Junior College, which includes EMT, AED, PC 832, and the NPS Law Enforcement Academy. The department will also be providing training classes to the new rangers to cover a variety of areas, including interpretation, water safety, helicopter operations, ICS, Hazmat awareness, ASP baton, pepper spray, and tool care and maintenance. It is hoped to fulfill some of the new PRAC recommended ranger training standards with some of the in-house training.

I am confident that this new ranger training program will benefit the newly hired rangers, the department, and park visitors alike. I wish to thank Santa Clara County Parks, National Park Service- Golden Gate National Recreation Area, and California State Parks with their assistance in developing a FTO program for Sonoma County Regional Parks.
Membership Application

NAME ____________________________

ADDRESS ________________________________

CITY __________________ STATE _______ ZIP ______

PHONE __________________ Home ___________ Work ______

EMPLOYER OR SCHOOL _____________________________

JOB CLASSIFICATION OR MAJOR _________________________

VOTING MEMBERSHIP

REGULAR ......................................... $45 ________________

NON-VOTING MEMBERSHIP

AGENCY:

[1-25 persons–6 mailings] ................................ $75 ________________

[> 25 persons–12 mailings] .................. $100 ________________

STUDENT .........................................$20 ________________

ASSOCIATE .....................................$35 ________________

SUPPORTING.............................. $100 ________________

Park Rangers Association of California
P. O. Box 292010
Sacramento, CA 95829-2010

(916) 387-6672
Fax: (916) 387-6632
e-Mail: ondelav@innercite.com

Region 5 Director

Tom Ash
(909) 926-7146
Fax: (909) 926-7148
e-Mail: tash@co.riverside.ca.us

Past President

Russ Hauck
(818) 548-5795
Fax: (818) 548-5798
E-Mail: rustyhawk@deco.com

The Signpost Editor

David Brooks
(818) 336-2948
Fax: (By Arrangement)
E-Mail: prangerd@ix.netcom.com

Scholarship

Bill Hendricks
(805) 756-1246
Fax: (805) 756-1246
E-Mail: hogue73@aol.com

Office Manager

Carol Bryce
Office: (916) 587-1179
Fax: (916) 587-1179
E-Mail: prac2000@earthlink.net

First Class

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Submissions can 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: prangerd@ix.netcom.com

Park Rangers Association of California
P.O. Box 292010
Sacramento, CA 95829-2010

(916) 587-6672
Fax: (916) 387-1179
E-Mail: ondelav@innercite.com