

The Signpost

March-April, 2015



Calling All Rangers

This years California Parks Training is just around the corner. Please be sure to book your rooms at the Double Tree Hotel by this Friday, February 6th. (*Ed. Note: This deadline has been extended one week.*) They will give our block away after this date. Also send in your registrations as quickly as you can.

We have many great sessions this year with fantastic instructors many of whom I know personally and have taken their classes in the past. Many of these instructors are leading experts in their field. You are in for a treat!

Some of you have expressed interest in the California Wolf Center. It's located in the town of Julian, about 1 hour and 15 minutes from the Double Tree. I will be happy to drive and we can caravan together around 1:45pm. It will be once in a lifetime opportunity to see one of the very few wolf centers in the U.S. There is also the famous Julian Pie Company on the way there or back. For those of you who won't be able to make it, no worries; because the wolf center will be coming to do a session on Tuesday, but they will not be bringing a wolf.

There will also be other nearby excursions much closer to the hotel for those who don't want to venture far. In fact we have a trolley right next to the hotel that you can hop on at your leisure and go anywhere in San Diego

Candi Hubert
Region 5 Director



Calendar of Upcoming Events 2014

- | | |
|--|---|
| March 2 nd -4 th | Annual Parks Conference in San Diego
http://www.calranger.org/ |
| April 1 st | Student Scholarship applications accepted.
http://www.calranger.org/services/schol.html |
| April 15 th | Deadline for <i>Signpost</i> Submissions May edition |
| April 22 nd | Earth Day |
| April 25 th | Save the Frogs Day
http://www.savethefrogs.com/ |

From the Redwoods

Dear Park Professionals,

It's nearly that time again—The Annual Parks Training Conference! Our conference chairs, Candi Hubert and Richard Weiner have worked hard to plan an excellent, hands-on training program this year in San Diego. I'd like to take a moment to encourage you to register for this year's conference if you haven't already done so. For those of you who have already made plans to attend, we are looking forward to seeing you! If you won't be able to attend, but would like the information that will be presented in a session, please reach out! We will be happy to get you the course information (where possible) or put you in touch with the instructor.

As always, if there is anything I or the Board can do for you, please don't hesitate to let us know.

See you in San Diego!

Heather Reiter

PRAC President, Chief Ranger, City of Santa Cruz Parks

The Science of Awe and the Park Ranger

by Pam Helmke

Over my 25 plus years as a Park Ranger many people have asked me why I chose this career. I usually give the basic answers of protecting nature and helping people to discover the outdoors but deep inside I know it is something else, something I really can't put my finger on.

On Super Bowl Sunday, as I drove to work listening to the radio I think I finally found out why I keep coming back to a job with long hours and questionable pay. It seems I've been Awestruck. Yes, Awestruck and there is actual science to back up my belief

Awe, as "psychologists are coming to understand, can have profoundly positive effects on people. It happens when people encounter a vast and unexpected stimulus, something that makes them feel small and forces them to revise their mental models of what's possible in the world. In its wake, people act more generously and ethically, think more critically when encountering persuasive stimuli, like arguments or advertisements, and often feel a deeper connection to others and the world in general. Awe prompts people to redirect concern away from the self and toward everything else. And about three-quarters of the time, it's elicited by nature." From Science of Awe by Jake Abrahamson.

From my earliest trips into the local creeks and parks as young person, to backpack trips into California's magnificent National Parks I have been repeatedly awed.

I remember many of those moments as if they just happened:

The full moon rising above Kibbie Lake on cold, crisp night in the backcountry of Yosemite

Watching a mother Bobcat poised over a ground squirrel hole, as still as a statue, until dinner for her young popped up. The lightening speed at which her paw shot into the hole to capture the squirrel was amazing

Waiting on the side of the road as hail fell all around me and lightening flashed with thunder claps so loud I could feel the vibration through my whole body.

Walking the verdant foothills of Central California in the spring with poppies and lupine bursting out in color everywhere and looking up the hill to see my first Tule Elk.

Yep, I have defiantly been Awestruck. Maybe it's addictive, causing me to keep looking for that next moment. At least now I know why I'm here and I got the science to back me up. And something tells me I'm not the only Ranger that's been Awestruck.

Election Results

Congratulations to Matt Cerkel Region 1, Shane Romain Region 3, Candi Hubert Region 5 !!!!

I know our elections are not on a national scale or anything but they are not any less important. Voting is a way to show your involvement in your organization. Maybe it is nice we are all pretty much on the same page when it comes to issues related to our field. Needless to say our voter turnout was about like national midterm elections. Part of the By Law changes that were voted on will allow us to now vote electronically. Hopefully this will make it easier for all of our voting members to cast your ballot and increase our voter turnout in future elections. Not a voting member? Want a say in your organization? Join as a regular voting member and become part of the guiding hand that leads this organization.

Of the approximately 130 voting members we only received 24 ballots back. Here are the election results for 2015.

Region 1	23 Matt Crekel 1 Write in of Pat Boyle
Region 3	23 Shane Romain
Region 5	23 Candi Hubert
Article V	24 Accepts 0 Rejects
Article VI	22 Accepts 0 Rejects
Article X	22 Accepts 0 Rejects
Article XIII	22 Accepts 0 Rejects

By Law Amendments
([Proposed changes in blue](#))

Article V-Meetings

Section 1. Annual—There shall be an annual meeting of the association during the month of March, unless otherwise ordered by the Board of Directors, for receiving the annual reports, and the transaction of other business. Notice of such meeting, signed by the Secretary/ Treasurer (or

other officer designated by the Board of Directors), shall be mailed ([or sent via email](#)) to the last recorded address of each member at least thirty (30) days before the time appointed meeting.

Article V-Board of Directors

Section 4. Meetings—The Board of Directors shall meet at the time and place of the annual meeting. The Board of Directors shall meet quarterly upon the call of the President at such times and places ([or means](#)) as he/she may designate, and shall be called to meet upon demand of a majority of its ([voting](#)) members. Decisions made by the Board of Directors shall determine policy for the association between annual meetings. Notice of all meetings of the Board of Directors shall be sent to each member of the board at his/her last recorded address ([or email](#)) at least ten (10) days in advance of such meetings.

(The (or means) allows for conference calling / skype / or whatever other technological advance comes along to make communication easier.)

Article X - Mail Vote

([Voting](#)) ([Strike Mail Vote replace with Voting](#))

All elections and bylaws amendments must be by mail vote. Voting on any other matter may be conducted by mail vote.

([Strike above and replace with below](#))

[All elections and bylaws amendments must be voted on by the regular membership. Ballots can be cast by mail or submitted electronically by whatever means the board of directors deems acceptable.](#)

Article XIII-Amendments

Upon proposal by the Board of Directors, these bylaws may be amended, repealed, or altered, in whole or in part, by a majority vote of the ([regular](#)) membership, voting through mail vote in accordance with the provisions of Article X.

([strike voting through mail vote replace with ... membership in accordance with the provisions of Article X](#))

Preparing for the Job Interview

by Pam Helmke

Whether you are applying for your first seasonal park ranger position or looking for that big promotion you will, at some point, need to get through at least one oral interview.

Like most job skills oral interviews require preparation and practice to be good. Most interviews are 30 minutes to an hour long and you will be presented with a series of both open ended questions and hypothetical situations. Some interviews also include a writing sample where you will be required to produce a written document on a topic supplied by the agency. Below are some tips to help prepare for an interview.

Pre-Interview

Research the agency you want to work for. At a minimum you should know what skills or qualities are required for the position. Most agencies have a job description that lists the essential duties as well as the minimum and desirable knowledge, skills and abilities. You should also be familiar with the agencies mission statement and research the department and the City, County, or District you are considering working for.

If possible go on a ride-a-long. Spend at least half a day in the park watching what the Rangers do. Bring a list of questions you have about the department and be prepared to write down the answers so you can review them later. If you can do more than one ride-a-long do so. Choose another park and another staff member to get a different perspective. If you can't do a ride-a-long at least visit and explore several of the parks and talk to the staff you meet.

Before the interview participate in mock interviews and record your sessions. Ask friends, colleagues and classmates to ask you sample questions. Review your recordings and look at your body language and how you respond to the questions. Do you use verbal fillers, like "uh," and "um." Are you projecting positive *body language* such as sitting up straight, smiling and maintaining eye contact.

Never enter an interview unprepared. "Winging it" rarely results in a positive interview experi-

ence. Most importantly, be on time for your interview. Arrive at the location early so you can find a place to park and have a few moments to settle yourself before checking in.

Dress For Success

While most interview panels can't disqualify an applicant based on what they are wearing your appearance will have an effect on your total score, especially as a tie breaker. Both men and women should wear clean, crisp, conservative business attire. Men should be in suit and tie. Women should wear equivalent business attire. Grooming is also important. Hair should be groomed to the agency standard and jewelry kept to a minimum. Shoes should be polished and close-toed. Keep make-up, perfume or aftershave to the minimum if at all.

When you enter the interview room, you will be introduced to the panel. Greet everyone with a firm handshake, look them in the eyes and smile as you greet them. Park Rangers meet and talk to people everyday as part of their job. Show the panel that you are confident, friendly, and approachable.

The Interview

Civil service interviews can be different from job interviews in the private sector. You will typically be interviewed by a panel of three to five people. The panel will most likely be seated on one side of a large table and you will be on the other. The questions are generally scripted and will be presented to all the candidates in exactly the same way. While you can bring a copy of your current resume for each member of the panel, but remember, they can only rate you on what you say during the interview.

The panel will be taking notes throughout the interview. This is a normal part of the process to document the answers provided by each applicant. Some agencies use a combination of a check list and notes.

Article continues on page 5.

Preparing for the Job Interview

(Continued from page 4)

Speak clearly and at a volume that is appropriate for the space. Being able to communicate clearly is a vital part of the Park Ranger position. The interview panel will be assessing what you say as well as how you say it. Making strong eye contact with each member of the panel is also important. As always, you only get one chance to make a first impression.

Some panels make the questions available in writing for you to read along with the panelists. It is OK to ask for clarification or to have the question repeated. You don't need to answer right away. Take just a brief moment to think about your answer before responding. This pause will help you relax and collect your thoughts.

Your interview may have a time limit make to see to see how well you can manage your time. The average interview will have five to six questions. Make sure you stay on track and budget your time. You want to be sure you get each question answered while leaving enough time to get through every question.

Be sure to answer all questions truthfully. Integrity and honesty are key stones in public service. The job interview is also the one place where you can brag a bit about your accomplishments. If you don't tell your story to the panel no one else will. That said, don't take credit for work you did not do and don't over embellish.

Almost every interview will include a question asking you to tell the panel about yourself. Don't waste this valuable time by reading your resume out loud or giving a chronological history of your education and work experience. Tell the panel about you and why you would be the best person to fill their vacancy. Skip hobbies and family stories. Talk about how you have applied your skills and prepared for this moment. Highlight a success in your career and share your strongest traits.

The final question will often ask if there is anything else you want to add or if you have any questions. Again, don't waste this opportunity.

If you realize you forgot to answer part of a question ask to go back and briefly add the missing information. Now is also the time to provide a synopsis of why you should be considered for the position. You should have a one to two minute prepared and practiced closing statement that highlights your accomplishments as they relate to the agency you are applying for.

Practice Makes Perfect

Interviews, like all skills, require practice. Never turn down the opportunity to interview. If you were not selected to move forward after an interview many agencies will allow you to talk with one of the panelists or a staff member at Human Resources after the hiring process is closed. Don't bypass this valuable chance to have your interview critiqued.

Editors Note:

I have been informed by Jeff Ohlfs, that the latest issue of the *Thin Blue Line*, the quarterly newsletter of the International Ranger Federation is now available on their website.

To download a copy of the latest newsletter, archives of past newsletters or to find more information about the organization, go to <http://www.internationalrangers.org/news/>

Where you work

by Ken Wong



Among the redwoods



People find occasion to plant a tree: in memory of a lost friend or in the living spirit of a loved one. Ranger Supervisor Mark Silva found many reasons to plant hundreds of trees.

The Riche Loop Trail off the Valle Vista Staging Area in Moraga on EBMUD watershed land is a short, graceful stroll for hikers, but the Monterey Pines living there suffered. Over many years, many died due to natural causes, their branches falling near roadways and in pedestrian paths. The area's natural vegetation loss became a practice ground for chainsaw cutting techniques, but the scraps that remained looked like wooded blight to Mark; so he went to work to restore the land.

Beginning in 2005, Mark dug up, potted and relocated naturally-growing redwoods in and around the Riche Loop Trail. He planted their seeds and protected the plantings with wire mesh. For years he continued, planting upward of 130 trees per trip. With a little help from EBMUD rangers from San Pablo and others along the way, Mark planted more than 500 trees. He then shifted gears from planting to preserving.

After years of drought, Mark returned to the loop last month to check on his trees. What he found surprised him: some trees have already grown 10–15 feet tall, others sprouted their first branches. Mark projects he's looking at a 20-30 percent success rate.

“It's fun to see them really start to thrive,” Mark said. “Out here you can really see the will to survive.”

The restoration effort, too, will survive the years. In addition to assisting an EBMUDer plant a Redwood in memory of a late colleague and friend, Mark also is preparing for a tree-planting expedition with a troop of Girl Scouts later this month.

“I love doing it,” Mark said. “That's my thing.”

Under the Flat Hat

By Matt Cerkel

On January 15, 2015 I returned to the Park Rangers Association of California as the Region 1 Director for the second time. I am excited about my return to the board. While I am returning to PRAC as a director again, I never completely left. Since 2011 I have served as the PRAC Facebook administrator. This year also marks my 20th anniversary as a park ranger for the Marin Municipal Water District. Where does the time go? "I'm now an old-timer!" having entered the park ranger profession in 1991 as seasonal park aide. I also joined PRAC in the early 1990s. Finally, I got my dream job in 1995. Every day I feel lucky to be doing what I'm doing.

Recently, I learned about a great new resource for park professionals; Parkleaders.com and the Park Leaders Show podcasts (<http://www.parkleaders.com/>). Park Leaders was put together by Jody Maberry, a former Washington State Park Ranger, with the idea that "Park Leaders is about helping you choose yourself to be a leader and begin having an impact. One person can make a difference, and Park Leaders will provide resources for you to be that person. Parks is your calling, and with the right tools you will be able to lead parks into the future. We are changing the landscape of leadership by connecting the wisdom of those who did, with the passion of those who will." It is a great resource and has given me better insight on what it takes to become a true park leader. I encourage you listen to the Park Leaders Show, you won't regret it.

Through the Park Leaders Show, I learned about another great training opportunity, the State Park Leadership School. The State Park Leadership School is 2 year certificate program Presented by North Carolina State University and the National Association of State Park Directors <http://www.oglebay-resort.com/schools/StateParkLeadership2015.pdf>. The school consists of an effective blend of both distance education and on-site learning components, and is aimed towards new supervisors, mid-level managers moving into greater responsibilities, and high-potential employees hoping to advance. It appears to be an amazing program and I am currently researching if it is open to park professionals who do not work for a state park agency. I'm also thinking it may be time for a California Park Leadership School modeled after this program.

Finally, I do have one concern about the future of our profession. I recently realized that three of the four most recent past presidents of PRAC are no longer in the park ranger profession. One is now a police officer, a second is now a deputy sheriff, a third is now a wildland fire battalion chief, and only our most recent past president remains a park ranger. What does it mean for the future of our profession when so many of past presidents of a state-wide park ranger and professional organization have now left the profession. What can be done to retain the relevancy of the park ranger profession? Look for an expanded look into this issue in future issue of *the Signpost*.

To give anything less than your best is to sacrifice THE GIFT.

Steve Prefontaine

Citius Atlius Fortius

Faster Higher Stronger

California Parks Training

Schedule for Tuesday March 3 & Wednesday March 4

<i>Tuesday</i>	Resource Management	Interpretation	Public Safety	Park Management
8:00 to 10:00	Opening Keynote	Opening Keynote	Opening Keynote	Opening Keynote
10:00 to 11:00	California Wolf Center Erin Hunt	No Prep Programming Sue Stoffel	Bats Dawn Sole	Electrical Safety Wayne Williams(SCE)
11:00 to 12:00	Raptors Pete Bloom	Falk's Five Interpretation Amy Erickson	CSI San Diego Police Dept.	Electrical Safety Wayne Williams(SCE)
12:00 to 2:00	Luncheon	Luncheon	Luncheon– bag lunch Start Class at 12:30	Luncheon
2:00 to 3:00	Bighorn Sheep Mark Jorgensen	Hip Pocket Communications Jon Hooper	Search & Rescue Don Parker 1.5 hours	Trail Maintenance John Barone
3:00 to 4:00	Sharks Jim Serpa	Science/Magic Interpretation Frank Padilla 1.5 hours	Search & Rescue Don Parker	Unlawful Encampments Helmke & Reiter 2 hours
4:00 to 5:00	TBD	Science/Magic Interpretation Frank Padilla 1.5 hours	POST PSP Driving John Anderson 6 hours	Unlawful Encampments Helmke & Reiter 2 hours

<i>Wednesday</i>	Resource Management	Interpretation	Public Safety	Park Management
8:00 to 9:00	Habitat Restoration Jennifer Naegele 1.5 hours	Nature Photography Matt Cerkel	Racial Profiling(Pending) Jennifer Wilson 2 hours	San Diego Trackers Micheal Gibbs 4 hours
9:00 to 10:00	Habitat Restoration Jennifer Naegele 1.5 hours	Native American uses of Yucca Jacque Nunez	Racial Profiling(Pending) Jennifer Wilson 2 hours	San Diego Trackers Micheal Gibbs 4 hours
10:00 to 11:00	Mountain Lions Winston Vickers 1.5 hours	Native American Basket Weaving Jacque Nunez 1.5 hours	2015 Legal Update Tara Lynch 2 hours	San Diego Trackers Micheal Gibbs 4 hours
11:00 to 12:00	Mountain Lions Winston Vickers 1.5 hours	Native American Basket Weaving Jacque Nunez 1.5 hours	2015 Legal Update Tara Lynch 2 hours	San Diego Trackers Micheal Gibbs 4 hours
12:00 to 2:00	PRAC GENERAL MEMBERSHIP MEETING	CSPRA GENERAL MEMBERSHIP MEETING	NONE	NONE
2:00 to 3:00	TBD	OHV-Interpretation and education in a recreation Environment- Lohi 3 hours	Ranger Reserve Program Malton & Weiner 1.5 hours	Wildland Fire Awareness For Non-Firefighters Frank Padilla – 1 hour(TBD)
3:00 to 4:00	Ski Patrol Robert Bible	OHV-Interpretation and education in a recreation Environment- Lohi 3 hours	Ranger Reserve Program Malton & Weiner 1.5 hours	Basic Wildland Fire Investigations and Scene Protection Frank Padilla 2 hours
4:00 to 5:00	TBD	OHV-Interpretation and education in a recreation Environment- Lohi 3 hours	TBD	Basic Wildland Fire Investigations and Scene Protection Frank Padilla 2 hours

California Parks Training Update

The hotel deadline for reservations has been extended one week.

The latest information and more detailed course descriptions can be found at <http://www.calranger.org/services/conf2015.html>



“Boots on the Ground” California Parks Training March 2-4, 2015

Registration

An annual parks training presented by:
California State Park Rangers Association & Park Rangers Association of California
in cooperation with California State Parks Training Section



Doubletree by Hilton – San Diego Mission Valley

7450 Hazard Center Drive, San Diego, CA 92108

Make Reservations by calling 1-800-222-8733 Group Code CPT \$125 nightly (+ \$9 for Parking)

Name:	
Additional Guest/Spouse Name:	
Membership Status: CSPRA <input type="checkbox"/> PRAC <input type="checkbox"/> Full time Student <input type="checkbox"/> Retired <input type="checkbox"/> None <input type="checkbox"/>	
Address: City: State: Zip:	
Telephone Home: Work: () Ext.	
E-mail Address:	
Agency/College/Business:	
<input type="checkbox"/> I am a Conference Vendor/Exhibitor/Presenter	<i>Advance Conference Apparel Orders</i> Crew neck T-Shirt (\$15 each) ___M ___L ___XL ___XXL ___ XXXL (\$17 for each 3XL shirt)
<i>Conference Refund Policy</i> Prior to January 20 th100% January 20 th – February 5 th\$50 service fee After February 5.....No Refunds	
Total.....\$	
Guests can make reservations by calling 800-222 TREE (8733) and ask for your group code, CPT.(Hotel Reservations: The reservation cut-off date is Friday, February 6, 2015. Reservations received after this date will be accommodated on a rate and space availability basis only. Rates are good for two days before conference and two days after the conference.	

This form is available as a PDF download on the PRAC and CSPRA Websites: www.CSPRA.com or www.CalRanger.org Questions? Write to address below, or call (714) 357-7861. **Send completed registration form to:**

CPT 2015
1106 Cambridge Lane
Newport Beach, CA 92660

BASIC REGISTRATION FEES	Fee	Qty.	Amount
Member Full Registration – (MEALS - 2 breakfast, 2 lunches and dinner banquet included)	\$275		
Guest/Spouse (MEALS – 2 breakfasts, 2 lunches and dinner banquet included)	\$250		
Non-Member Full Registration - (MEALS – 2 breakfasts, 2 lunches and dinner banquet included)	\$300		
Student Full Registration - (MEALS – 2 breakfasts, 2 lunches and dinner banquet included)	\$250		
Single Day Registration – (MEALS – 1 lunch)	\$80		
<i>Total:</i>			\$

2015 California Parks Training – Registration Form

Activities/ Meals - 2 breakfasts, 2 lunches and dinner banquet included noted with - * - are included with Full Registration – *Do not include these fees in the total amount if you are a FULL registrant.

MONDAY ACTIVITIES	<i>Fee</i>	<i>Qty.</i>	<i>Amount</i>
<i>Monday Activities are off-site, and are not included with Full Registration.</i>			
California Wolf Center Tour at 3pm RSVP Required!	Free		
Additional Activities To Be Announced!			
*Parks Welcome Reception			
<i>Total:</i>			\$

TUESDAY ACTIVITIES	<i>Fee</i>	<i>Qty.</i>	<i>Amount</i>
*LUNCH (INCLUDED IN FULL REGISTRATION) BUFFET:	\$60.00		
Dinner and Movie at Cabrillo Lighthouse	\$50.00		
<i>Total:</i>			\$

WEDNESDAY ACTIVITIES	<i>Fee</i>	<i>Qty.</i>	<i>Amount</i>
*LUNCH (INCLUDED IN FULL REGISTRATION) BUFFET:	\$60.00		
*Evening Banquet (INCLUDED WITH FULL REGISTRATION) Buffet Style	\$75		
<i>Total:</i>			\$

THURSDAY TRAINING AND ACTIVITIES	<i>Fee</i>	<i>Qty.</i>	<i>Amount</i>
<i>(Extended Training Sessions, not included with Full Registration)</i>			
TBD			
<i>Total:</i>			\$

Basic Registration & Daily Activities (Calculate above totals)	\$
Conference T-shirt (Transfer total from other side of this form)	\$
Late Registration Fee - After February 5 th Members & Non-members, add \$25. Students, add \$25	\$
At the door Registration – Members & Non-member, \$300. Students, \$275. Total:	-
CALIFORNIA PARKS TRAINING 2015 Grand Total:	
	\$

Method of Payment

_____ Full Payment Enclosed (Check or Money Order) - Payable to California Parks Training Conference (CPTC)

Bank Credit Card Visa MasterCard Account # _____

Digit Security Code _____ Exp. Date _____

Card Holder's Signature: _____

Print Name _____ Date _____

PayPal Payment to: cptc@cspra.com

Although meals are included with Full Registration, I will not be attending Tuesday Lunch _____, Wednesday Lunch _____, Wednesday Banquet _____. My meal ticket may be given to volunteers attending the Training.

**Park Rangers Association of California
Board Officers 2015**

President

HEATHER REITER
(831) 420-6208
Cell: (831) 212-8688
E-Mail: president@CalRanger.org

Region 1 Director

MATT CERKEL
(415) 609-3863
E-Mail: region1@CalRanger.org

Region 2 Director

PAM HELMKE
(408 794-6517)
Cell: (408) 201-2886
E-Mail: region2@CalRanger.org

Region 3 Director

SHANE ROMAIN
(530) 896-7800
Cell: (530) 624-1102
E-Mail: region3@CalRanger.org

Region 4 Director

RICHARD WEINER
Cell: (909) 952-1520
E-Mail: region4@CalRanger.org

Region 5 Director

CANDI HUBERT
Cell: (714) 357-7861
E-Mail: region5@CalRanger.org

Region 6 Director

MARIE D. FONG
Cell: (775) 785-4512 x 104
E-Mail: region6@CalRanger.org

Past President

PAM HELMKE
(408 794-6517)
Cell: (408) 201-2886
E-Mail: pastpresident@CalRanger.org

The Signpost Editor

David Brooks
(831) 336-2948
Fax: (831) 335-1178
E-Mail: newsletter@CalRanger.org

Executive Manager

BETSY ANDERSON
(707) 884-3949
Fax: (707) 884-1945
E-Mail: office@CalRanger.org

WebMaster

JEFF PRICE
(805) 278-9201
E-Mail: webmaster@CalRanger.org

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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 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 15TH OF FEBRUARY, APRIL, JUNE, AUGUST, OCTOBER, AND DECEMBER.

EMAIL:
[PRANGERD@COMCAST.NET](mailto:prangerd@comcast.net)

MEMBERSHIP APPLICATION

NAME _____		
ADDRESS _____		
CITY _____	STATE _____	ZIP _____
PHONE _____		
HOME _____	WORK _____	
EMAIL ADDRESS _____		
EMPLOYER OR SCHOOL _____		
JOB CLASSIFICATION OR MAJOR _____		

VOTING MEMBERSHIP

REGULAR.....\$50 _____
RETIRED.....\$35 _____

NON-VOTING MEMBERSHIP

AGENCY:
(1-24 PERSONS—6 MAILINGS)..... \$100 _____
25 PERSONS—12 MAILINGS)..... \$150 _____
STUDENT.....\$20 _____
ASSOCIATE.....\$35 _____
SUPPORTING..... \$100 _____

Park Rangers Association of California
P.O. Box 153, STEWARTS POINT, CA 95480

Park Rangers Association of California
P. O. Box 153
STEWARTS POINT, CA 95480-0153

FIRST CLASS