

Helitorch provides multiple benefits to forestry



Fire tool is carried below helicopter

The newly introduced helitorch was tested as a backfire and burnout tool in California on six wildfires during the 1979 fire season.

Recently members of the Legislature, as guests of CDF and USFS, were given the opportunity to watch the fire tool in operation.

Greg Degiere and Melanie Adams-Darling of Senator Barry Keene's Office, Charon Scott of Assemblyman Norman Waters' Office; Jack Watson and Karen French, Senate Finance Committee; Jeff Shellito, Legislative Analyst's Office; Matt Anderson, California Forest Products Association; and representatives from CDF, CCC, and the Department of Fish and Game were transported by plane to Willows and then on to the Alder Springs Helibase in the Mendocino National Forest for a tour of the Grindstone Chaparral Management Project where the helitorch was first tested as a vegetation management tool.

The helitorch is an aluminum frame (slung fifty feet beneath a helicopter) which holds a 55 gallon drum, a small electric motor which drives a small positive displacement pump, and an ignition device which is pilot controlled. In March 1979, the USFS Missoula Equipment Development Center and the Mendocino National Forest introduced the helicopter borne backfiring tool to land managers in California. The first use of the torch in brush covered lands was as a prescribed burning tool on the Mendocino National Forest. It was later used on the Angeles and Cleveland National Forests.

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Budget Final – “No blue pencil for forestry”

Governor Brown approved Forestry's 1980-81 budget as submitted to him by the Legislature. Several changes took place since the printed budget was proposed.

- **Severe Weather Augmentation** (\$1,278,735)

Heavy Winter rains and floods in Region VI caused extensive damage to fire access roads and excessive fuel growth. Budget increases to meet this year's anticipated fire problems were approved. The augmentation includes \$590,000 for two helicopters, \$142,000 for one airtanker, \$143,000 for additional Firefighters on ten engines, \$77,000 for rental bulldozers and \$340,000 for contract protection in the counties of Los Angeles and Ventura and the U.S. Forest Service.

- **Air Contracts** (\$247,496)
CDF's air attack program was augmented because bids from private contractors were much higher than anticipated in the budget.

- **Safety Equipment** (\$235,400)
Following new Cal/OSHA standards, improved gloves and safety boots will be provided to fire going personnel.

- **Overhead Rate** (-\$166,333)
The budget was amended to include an 8.92 percent overhead rate in place of the 8.2 percent budgeted.

- **Forest Resources Improvement Fund** (-\$2,865,091)
The amount appropriated for the California Forest Improvement Program was reduced to reflect lowered in-

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USFS drafts validated fitness tests

by Bill Weaver

The United States Forest Service recently released a report regarding the validation of muscular fitness tests for wildland fire fighters.

The California Department of Forestry and the State Personnel Board are currently reviewing this report to gather correlative data as a basis for validating physical standards for CDF wildland fire fighters.

Briefly, the USFS Report provides the following conclusions:

"Muscular Fitness is a significant factor in the performance of wildland fire fighting tasks, that is, those who pass the muscular fitness tests described in this study should do the job well. Those who fail one or more of the tests can be expected to have inadequate muscular strength to perform some tasks or muscular endurance to perform them for the prolonged periods demanded of the job."

"The tests (muscular fitness) will not have an adverse impact on trained females, but many *untrained* females will be unable to pass the chin-ups and push-ups part of the tests."

"Studies at the University of Montana and elsewhere indicate that untrained people can be expected to gain strength at the rate of 2% per week through training programs. It will take about twelve weeks for a person to progress from one to seven chin-ups."

"Fire fighting training can be improved by using individual field tests similar to those in this study to evaluate individual skills, performance, and training needs."

"Research by others indicate that the incidence and severity of muscular skeletal and contact type injuries increase among weaker workers."

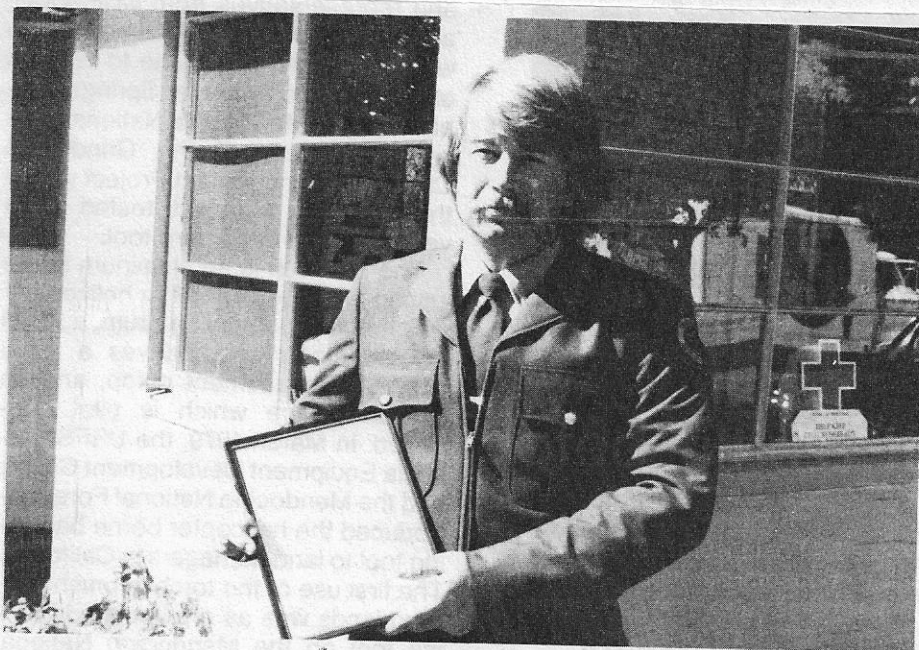
"Emergency-Hire crews are less

likely to be work toughened. As a result they can be expected to have more minor injuries, hindering work output."

"The muscular fitness tests and performance on field tasks offer Crew Supervisors two good techniques for accomplishing crew training and readiness."

Finally, the USFS Report provides the following point, "In the past, work physiologists attempted to adapt a job to the average worker. However, this is impractical in some jobs, and wildland fire fighting is one of them. It still requires strength and endurance. The work is tough and accomplished under harsh, some times life threatening, conditions. The job demands workers who can do the job safely, without becoming a burden or hazard to themselves or coworkers. So wildland fire fighting is not for everyone. It is, instead, a job for those men and women who are willing to meet physical challenges."

Red Cross honors Vern Simmons



FF-CDF Vern Simmons is shown displaying the Red Cross Certificate of Merit which he received for saving the life of a heart attack victim on September 26, 1979. Simmons administered CPR to the victim when she was found to have no pulse or respiration.

The award is the highest given by the Red Cross and bears the original signature of President Carter.

FF Simmons is assigned to schedule "A", Rio Road Fire Station, San Benito-Monterey Ranger Unit.

Budget — From page 1 —

come from state forest timber sales due to current economic conditions in the construction industry.

● Administration (-\$213,000)

The Legislature reduced the budget in line with the Legislative Analyst's recommendation that CDF should make further administrative staff reductions because of the elimination of Orange Ranger Unit.

● Timber Harvest Review (-\$195,651)

The Legislature removed the funding for three Fish and Game biologists and two Geologists positions from the Environmental Protection Program Fund. These timber harvest review team members are to be funded from the new Forest Resources Improvement Fund.

Forestry's total budget (all funding sources) for 1980-81 as approved by the Governor is \$142,246,263.

Incompatibility Statement of the Department of Forestry

The Department Incompatibility Statement was last issued in 1973. Several changes such as the Conflict of Interest Code, departmental reorganization and additional emphasis on forest practices make the following revision necessary.

The revised Statement will be posted on all bulletin boards for thirty days prior to submission to the State Personnel Board for approval. Any comments should be addressed to the Department Personnel Officer by August 20, 1980. Each will be responded to and any unresolved issues will be forwarded to the Board. Revisions are shown in italics.

General

State officers and employees of the Department are responsible to all of the people of the State rather than to any special segment or group. The business and affairs of the State must be conducted in such an impartial manner that all persons understand that no state officer or employee can be influenced by other than proper methods. In a preventive sense, state officers and employees also must anticipate and avoid all situations where prejudice, bias or opportunity for personal gain could influence their decisions. They must equally avoid circumstances suggesting that favoritism or personal gain is the motivating force in the conduct of State government.

The intent of this statement is to set forth the minimum ethical standards to be followed by all officers and employees. By prohibiting activities that might permit opportunity for personal gain or personal preference to influence decisions, the standards require officers and employees to avoid activities that might result in using a public office or employment for private gain or the giving of favored treatment to any organization or person. The broad objectives are to maintain an impartial administration of the State government and to maintain public confidence in government.

Objectives

In accordance with the requirements of Section 19251 of the Government Code (Exhibit 2141a), the Director prescribes the following are personal objectives for employees of this Department.

- A. To provide any service to the public with courtesy, consideration and promptness in action.
- B. To refrain from exhibiting any form of discrimination during performance of assigned duties and responsibilities on account of age, sex, race, religious creed, color, national origin, ancestry, marital status, political affiliation or physical handicap. Observance, in good faith of specifications relating to minimum hiring age, mandatory retirement age, required services of a specific sex, or limitations on employment of partially disabled persons, is not considered discrimination within the meaning of these standards.
- C. To exhibit good behavior outside of duty hours so as not to cause discredit to the Department or to the State service, or to adversely affect the public's attitude towards the Department or the State service.
- D. To pay just debts and obligations to avoid judgment actions and recurring liens, attachments or garnishments by creditors.

Incompatible Activities

The Director determines and makes known that the hereafter listed employments, activities or enterprises by officers and employees under the jurisdiction of the Department are considered inconsistent, incompatible, *or in conflict with their duties. This statement or listing shall not be construed by any employee as the sole provision of laws and administrative rules which must be observed by each state officer and employee.*

An employee who is engaging in, or plans to engage in, any employment, activity, or enterprise which appears to be inconsistent or incompatible or interferes in any way with his duties as a Department employee should consult with his supervisor about any of the code intents* listed below. *Any further questions regarding the interpretations of the specific causes may be directed to the Department Personnel Office.*

- A. Using the prestige, influence, official uniform or badge of an office or employment in the Department for the officer's or employee's private gain or advantage, or the private gain or advantage of another.
- B. Using time, facilities, equipment, or supplies of the Department for the officer's or employee's private gain or advantage, or the private gain or advantage of another.
- C. Using confidential information acquired by virtue of employment by the Department for the officer's or employee's private gain or advantage, or the private gain or advantage of another.

If an employee has some reason to believe the activities of an acquaintance or someone with whom he has a business relationship should be inspected or investigated under Department or Board regulations, the matter shall be brought to the attention of the supervisor in writing and shall not be handled personally.

- D. Receiving or accepting money or any other consideration from anyone other than the State for the performance of an act or for omitting to perform an act which the officer or employee would be required or expected to render in the regular course of hours of his state employment or as a part of his duties as an officer or employee of the Department.

***These incompatible activities are in addition to the requirements of the Department's Conflict of Interest Code, 14 CAC 800-804 and any other law pertaining to conflicts of interest.**

(continued on following page)

Incompatibility Statement of the Department of Forestry

(continued from previous page)

E. Performing, without prior approval, an act or activity in a capacity other than that of an officer or employee of the Department when the act or activity performed is subject to the direct control, inspection, investigation, review, audit or enforcement by the officer, employee, or is normally subject to control, inspection, investigation, review, audit or enforcement by the Department.

As an exception to this rule, an employee is permitted to prepare a timber harvesting plan for himself, immediate family members, close personal friends, or a tax exempt organization of which the employee is a member. The employee shall receive no compensation of any kind for such activity. However, the employee may not inspect or approve such plans or take any official action with respect to any dealings such persons may have with the Department.

F. Receiving or accepting directly or indirectly, any gift, including money, any service, gratuity, favor, entertainment, hospitality, loan, or any other thing of value, from anyone who is doing or is seeking to do business of any kind with the State, under circumstances from which it reasonably could be inferred that the gift was intended to influence him in his official duties or was intended as a reward for any official action on his part.

This rule shall not apply to such gifts or gratuities received in circumstances that are clearly within a family or personal social setting. Nor shall the rule apply to items of nominal value such as coffee or to items which may be offered as an integral part of an occasion, such as a professional seminar, where the employee is properly participating as part of his official duties.

G. Divulging confidential information, data or records of the Department to any person to whom issuance of such data, information or records has not been authorized, or divulging or making use of any records of the Department for a mailing list or any other purpose unless this has been authorized.

H. Receiving compensation from a source other than the State, without prior approval of the Director, upon favorable recommendation by the Chief involved, for the preparation, presentation or publication of any article or other writing or any speech, or lecture relating to the operations of the Department. Teaching, writing and lecturing are encouraged as long as conflicts of interest are avoided and the regulations pertaining to outside employment are observed.

I. Engaging in any activity or employment in addition to his employment in the Department that prevents prompt response to a call to report to State duty in an emergency or when otherwise urgently required to be present by Department

rules, or which will so interfere with his health or efficiency as to prevent the officer or employee from performing the duties of his job in the Department in an efficient and capable manner. As a general limit, and depending upon the nature of the employment, performing continuous or regular gainful service in excess of 4 hours on regular work days and 12 hours on a day off or any vacation day immediately preceding return to regular State duties would be prohibited.

J. Recommending the employment of any particular forester or consultant with respect to a matter pertaining to the laws and regulations administered by the Department.

K. Participating in any activity of an illegal nature.

19251. A state officer or employee shall not engage in any employment, activity, or enterprise which is clearly inconsistent, incompatible, in conflict with, or inimical to his duties as a state officer or employee or with the duties, functions or responsibilities of his appointing power or the agency by which he is employed.

Each appointing power shall determine, subject to approval of the board, those activities which, for employees under his jurisdiction, are inconsistent, incompatible or in conflict with their duties as state officers or employees. Consideration shall be given to employment, activity or enterprise which: (a) involves the use for private gain or advantage of state time, facilities, equipment and supplies; or the badge, uniform prestige or influence of one's state office or employment or, (b) involves receipt or acceptance by the officer or employee of any money or other consideration from anyone other than the State for the performance of an act which the officer or employee, if not performing such act, would be required or expected to render in the regular course or hours of his state employment or as part of his duties as a state officer or employee or, (c) involves the performance of an act in other than his capacity or indirectly to the control, inspection, review, audit or enforcement by such officer or involves such time demands as would render performance of his duties as a state officer or employee less efficient.

Each state officer and employee shall during his hours of duty as a state officer or employee and subject to such other laws, rules or regulations as pertain thereto, devote his full time, attention and efforts to his state office or employment.

The (State Personnel) board may adopt rules governing the application of his section. Such rules may include provision for notice to employees prior to the determination of prescribed activities and for appeal by employees from such a determination and from its application to an employee.

(Amended by Stats. 1963, ch. 1411.)

Sanctions Order followup

Following negotiations between the Director's staff, SPB, and CDFEA, the Sanctions Order against the Department was modified. The Following changes were made:

1. Assurance that someone with technical program expertise will be included on departmental qualifications appraisal panels.

Affirmative Action Officer's message

The State Personnel Board's Sanctions Order has been in effect for sixty days and I am proud to announce that the Department has met all order requirements to date in a timely and professional manner.

Departmental staff should be commended for the positive and laudatory manner in which they have met the initial sanction requirements.

In addition to departmental staff efforts and certainly worthy of special attention is the agreement which was reached by CDFEA, SPB, and The Director's Office regarding sanction amendments.

The amended order is one that strikes a just and fair balance between the principles of affirmative action and merit system appointments.

The "spirit of compromise and understanding" which was exhibited by CDFEA is certainly a positive step in the development of an effective affirmative action program.

Manuel Román, Jr.
Affirmative Action Officer

2. The duties of the classes of Forestry Field Trainee and Forestry Graduate Trainee, as they impact on safety, will be considered in giving the next examination on an open basis for Field Trainee and revising the minimum qualifications for Graduate Trainee.

3. The examination plan for Fire Captain which called for a pass/fail written exam with a patterned qualifications appraisal panel weighted 100% is no longer mandated, and will be reviewed and discussed before changes are made.

4. A hearing must be conducted before supplemental certification can be ordered by the State Personnel Board for the promotional classes of Fire Captain, Forester I, State Forest Ranger I, and Fire Crew Supervisor.

5. When the new list for Firefighter, CDF is established, the supplemental certification from the old list will no

longer be used. Promotional lists or lists in existence less than one year will not be abolished when a new exam is given for Firefighter, CDF.

6. Further hearings must be conducted by the State Personnel Board before the Personnel Board's Executive Officer can authorize TAU appointments with a list in existence and new examinations as well as supplemental certification for the promotional target classes (Fire Captain, Forester I, State Forest Ranger I, and Fire Crew Supervisor).

7. Any proposed changes to modify class concepts, minimum qualifications of classes and examination plans; and any proposed training assignments to the target classes must involve participation of the employee associations and interested advocate groups. A State Personnel Board hearing will be conducted whenever agreement between all parties cannot be reached.

Notice to all CDF employees

It has been alleged that during the recent process of choosing Limited-Term—Fire Apparatus Engineers, candidates were told that the positions were being saved or reserved for minorities, females or disabled. If candidates were told this, it is not appropriate nor is it Department or State Personnel Board policy.

The State Personnel Board ordered the Department of Forestry to establish a more effective Affirmative Action Program and to comply with all legislative mandates. This included hiring goals for several identified

target classes including Fire Apparatus Engineer. In achieving its affirmative action hiring goals for underrepresented groups, the Department of Forestry must consider members of underrepresented groups and white males at the same time for its vacancies. The Department of Forestry cannot hire members of underrepresented groups to the exclusion of white males. There will be a balance of appointments, and individuals from all groups will be considered for vacant positions in all classes.

Forest Practice recaps 1979 activities

by Bill Draper

A brief recap of 1979 forest practice activities shows that CDF personnel were kept busy. All types of timber operations on nonfederal land including cutting fuel wood and Christmas trees; salvaging dead trees; and cutting down green timber are subject to California's Forest Practice Act.

During the year, 1,928 timber harvesting plans were approved. Submitted plans required 1,474 preharvest inspections; 7,518 forest practice inspections, and inspections on 3,294 timber harvesting plans having a maximum three-year life. One thousand nineteen plans were completed, with 79% not having a violation.

CDF's Forest Practice Inspectors are designated peace officers because they enforce sections of the Public Resources Code and the California Administrative Code. In 1979, 68 misdemeanor cases were initiated by CDF personnel. Of the completed cases, the defendant was acquitted in only one.

Forest practice staff spent much time on Rule Review such as review and comment on the Board of Forestry's draft "208" Water Quality Report. A waiver of sampling procedure was established for stocking surveys. The Forestry Board granted the director authority to disapprove timber har-

vesting plans which were within congressionally designated wilderness areas where the approval would foreclose opportunities for federal acquisition of these areas in their pristine condition. An emergency regulation adopted by the board required the timber operator to certify acknowledgment for compliance with his timber harvesting plan. The board adopted a series of regulations to establish timber operator responsibility and to replace emergency regulation which was effective for only 120 days.

The board revised its clear-cutting rule for the Coast Forest District. Broadcast burning of slash in the Coast Forest District was also revised. Rules of the Southern Subdistrict underwent extensive revision.

In December, the Board of Forestry adopted an emergency regulation for coastal zone conversions. In a final board action for the year a new definition of timberland conversion was adopted.

25-year awards at Shasta-Trinity



John McDonald, Gary Buzzini, and Bob Marshall

Fire Captains John McDonald and Bob Marshall were given their 25-year awards during a recent Shasta-Trinity Ranger Unit meeting. Presentation was made by Ranger-in-Charge Gary Buzzini. Both men have spent nearly all their entire careers in the Shasta-Trinity unit.

Marshall originally worked for CDF in 1950 when he was hired to help fight the Rainbow Lake Fire. "They came to the movie theater and got us," he said.

In 1953, he worked as a firefighter at Fawn Lodge. He went on to become forest firetruck driver and foreman

before becoming crew supervisor at Crystal Creek Conservation Camp in 1964. Bob returned to the Shasta-Trinity Ranger Unit in 1973 and is now working at Fawn Lodge where he began 27 years ago.

John McDonald began his career in 1951 as a firefighter at Hillcrest. He "slipped out" of Shasta County to work in the Napa Ranger Unit and then to serve in the U.S. Army. John returned to the Shasta-Trinity Ranger Unit as a foreman and is presently working at Ogo.

Helitorch

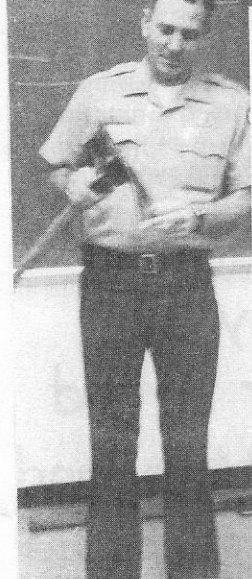
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According to Denny Bungarz, fire management officer, Mendocino National Forest, it soon became obvious that the torch has a place in backfire and burnout in wildfire situations.

Bungarz said, "It was apparent during the testing and evaluation period that the helitorch gives the wildland fireman more ability to ignite backfires or to burnout where it is impossible or unsafe to fire by conventional methods. It also provides a much more rapid method ignition which allows the fireman to take advantage of favorable weather conditions such as humidity and wind direction and speed."

The helitorch was first used on a wildfire on the Nacimiento Fire in the Los Padres National Forest, September 4, 1979. It was subsequently used on six more wildfires in California during the 1979 fire season.

AMADOR-EL DORADO RANGER UNIT



On January 1, 1979, Jim Simmons was appointed Ranger-in-Charge of the Amador-El Dorado Ranger Unit after being administrator at the Fire Academy for 3 1/2 years.

In a recent interview, Simmons said, "At the field level you live with all facets of the organization. Everything done organizationally is implemented at this level. You feel the impact here and have to deal with it."

The unit which consists of eight fire stations and four lookouts covers an area of 890,000 acres with a population of 85,000.

District Rangers Curt Fox and Ches Waklee agree that the field is where forestry "comes together." They have watched the population growth in the area for many years. Waklee said, "Amador County still does not have an intersection with traffic signals but the day is coming. Natural forest areas are now ribboned with roads and dotted with homes. The population in Amador and El Dorado Counties has increased 100% in the past decade."

The scenic beauty of the area attracts recreationalists, summer dwellers, and people who "just want to get away from it all" by the droves. The original Amador County station at Sutter Hill issues from five to six thousand campfire permits a season.

Curt Fox and Fire Protection Planner Bob Irby point out that this population influx requires careful planning and coordination with local government and project directors to ensure fire safe measures and standards for the numerous new housing developments. Irby notes the great need to educate homeowners in proper fire prevention methods, not only in properly designed structures but especially in maintaining proper brush clearance around these structures.

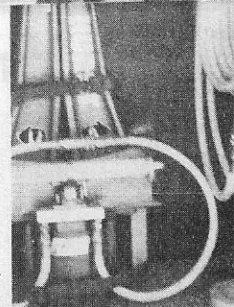
An integral part of fire protection in the area is the volunteer fire department system. Pride and joy of the ranger unit is Rescue Rig I. The county-owned rig was obtained from the U.S. Army and is assigned to the Volunteer Fire Department at Silver Lake Pines Fire Department, under supervision of CDF, as part of the county fire protection program that supplies two Amador Plan stations and dispatching services.

The Amador Plan, whereby counties in California contract with CDF to provide low cost fire protection to unincorporated areas during the winter months, was conceived in Amador County. Assemblyman Norman Waters, Plymouth, was instrumental in developing the 1977 legislation which established this plan. Painting and rigging of the rescue unit, including the "jaws of life" was donated by the community. When in operation, there is always one (and sometimes two) emergency medical technician on board.

How do employees feel about Amador-El Dorado? Lisa Ingram at unit headquarters sums it up, "On a scale of one to ten, forestry and this unit add up to ten."

Simmons said, "The Ranger Unit is a most interesting place. We are blessed with a highly capable staff. When I get frustrated, they do a good job of unfrustrating."

He went on to say, "With the emphasis on Resource Management and the degree of expansion in Fire Protection, CDF is on the verge of evolving into one cohesive integrated program of protection and management. The key is in opening areas of intercommunication - crossways, and up and down."



Employee profile - Helen Nelson



Helen Nelson officially retired from the Claims Section on May 31, 1976, after 18 years of state service, but she has continued with CDF ever since—many times as a volunteer!

Helen began her bookkeeping career when she graduated from high school. For many years, she and her

husband operated Nelson's Market in Sacramento.

In October 1958, after her family was grown, she went to work for the State of California as a bookkeeping machine operator. On July 1, 1960, she joined the claims section of the Department of Conservation where she audited vendors' invoices and travel vouchers for all divisions of that department including Forestry. She specialized in the processing of invoices for aircraft, oil companies, fire fighting services and out-of-state travel.

When she retired, Helen could have stayed home, traveled, or done a myriad of other things, but she decided to do none of these. Instead, in August 1976, the claims section asked Helen to return as an annuitant to ease the workload. From that time on Helen has been on the CDF payroll for 90 days each year, but she has given so much more.

Helen is the type of dedicated person who believes so much in giving that she volunteers her time and ex-

perience to help those she has worked with throughout the years. In 1979, she worked 40 days on her own time, without pay, and "loved every minute of it."

Judy Hansen, claims supervisor, says, "I feel very fortunate in the fact that I've been given the opportunity to work directly with the very special and beautiful lady I met over the phone in January 1976. New to state service and to Forestry, I needed a lot of help and she never failed to willingly give that, and more. Helen's enthusiasm for her work and love of the Department and all of its employees are fantastic."

Academy instructor invited to Maryland

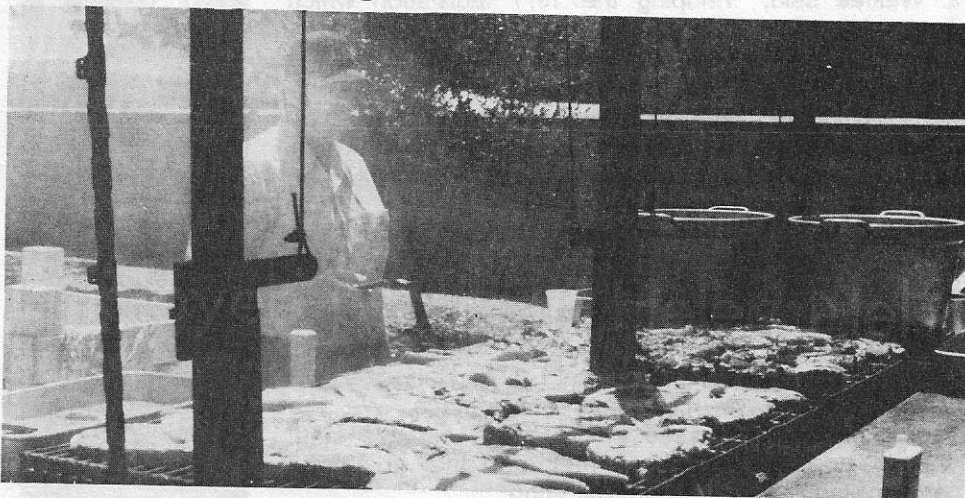
Fire Prevention Officer II Tim Huff was recently invited to conduct a three-week course in the Fire/Arson Investigator Training Program at the National Fire Academy in Emmitsburg, Maryland under the National Academy's Adjunct Instructor Program. Huff is the Director of Fire Prevention and Law Enforcement Training at the CDF Academy in Lone.

The course was given to students who are fire investigators from throughout the nation. Subject matter included fire behavior, motives, rural and wildland fire investigation, legal aspects, and report writing.

Huff is a highly qualified instructor, having been on the CDF Academy staff for five years and a member of the Arson Investigation Unit for 13 years. He also instructs at the CHP Academy where he teaches Vehicle Arson. A graduate of the FBI Academy, he holds a Master's Degree in Public Administration.

This is actually the second time that Huff has taught for the National Fire Academy. In 1979 he taught in an arson course at the Presidio in San Francisco.

Come and get it time!



San Benito-Monterey Spring Picnic

photo by Dennis Scales

There were steaks a-plenty at the annual San Benito-Monterey Spring picnic. Approximately 150 people attended to enjoy good food, fun, and friends.

FAE Dennis Scales said, "The softball game was ended when everyone forgot the score."

Highlight of the event was when Operations Officer SFR II, Brian Weatherford, was presented with an antique Tres Pinos helmet in recognition of his efforts to acquire land for the new fire station.

Shasta-Trinity leads the way at Cal Rural

by Gary Buzzini

The eleven member Shasta-Trinity Ranger Unit team was awarded numerous trophies and prize money for their outstanding effort and sportsmanship at the California Rural Firemen's Convention held in Sacramento.

Cal-Rural is an annual event culminated by an Education Day where teams from rural fire departments throughout California compete in various events.

The team, lovingly referred to as the "Animals" by their coach Royal Burnett included: FC Stan Barnhart, FC Larry Birge, FAE Jim Davis, FAE Fred Fortes, FAE Mike Hopper, FAE Steve Means, FAE Ed Smith, FC Dave Swanson, FAE Mike Terwilliger, and FAE Monte Wooden.

The team entered all the events except the hose cart race (only because they didn't have one) and walked away with the following trophies:

- *Overall Team Championship* - 1st place

This is a beautiful three foot, hand carved wooden fire "person".

- *Mask Race* - 1st place

Monte Wooden (winning time 15.5 seconds)

- *Mask Race* - 2nd place

Mike Terwilliger (time 16.0 seconds)

- *Make and Break* - 3rd place

Fortes, Swanson, Terwilliger and Wooden

- *Lay Line and Draft* - 3rd place

Barnhart, Davis, Swanson, and Terwilliger

- *Bucket Brigade* - 1st place

Barnhart, Davis, Fortes, Swanson, and Terwilliger

- *Bucket Brigade* - 2nd place

Birge, Hopper, Means, Smith, and Wooden

In addition to all the hardware gathered in by the team, they accumulated \$148.00 in prize money from the various events.

Ranger-in-Charge Gary Buzzini, who was a spectator at the competi-



Shasta-Trinity Cal Rural Team: Front Row:-FAE Mike Hopper, FC Dave Swanson, Stan Barnhart, FAE Ed Smith, SFR I (coach) Royal Burnett. Back Row: FAE Mike Terwilliger, Monte Wooden, Steve Means, Standing in for FC Larry Birge, FC Bob Maxey. Standing in for FAE Fred Fortes, FAE John Prince,

tion was very proud of the teams' showing and the tremendous sportsmanship they displayed. However, after the award's banquet, it was obvious to Buzzini that Coach Burnett had overlooked some aspects of training; including, basic eating and drinking etiquette. Burnett promised that next year the team would know which fork to use, how to open champagne bottles without spraying the adjacent tables, and would not gawk at the waitresses.

Just to prove the Cal-Rural victory was no fluke, the team entered the Shasta County Firefighters' Competition on May 17th at Shasta College and again walked away with the overall trophy.

The team, with new members, Reid Steinbach, SFR I, Bob Maxey, FC, and Steve Brown, FC, won a 1st place in the hose evolution, 2nd place in the bucket brigade, and 3rd place in the pumper evolution to tiedown the overall award.

The Shasta-Trinity Ranger Unit wasn't the only CDF winner at Cal-Rural. In addition, the Mid-Valley Fire Protection District (CDF-Fresno-Kings) won 2nd place in the lay line and draft and the Cordelia Fire Department (coached by FAE Greg Guyan) took first place in the same event.

In spite of all the winning efforts by CDF, the real highlight of the competi-

tion was the 9th place (out of 16) finish in the bucket brigade by the CDF "over-the-hill-gang".

Team members were Mike Schori, Frank Quadro, John Morrow, Jack Burke, and Carl Downs. What the team lacked in skill (compounded by the debilitating affects of beer and old age), they more than made up for with style and class. They were the only team to be blessed (a resuscicator was on stand-by anyway) by Monsignor Salmon and urged on by official cheerleaders.

As a reminder, Bud Armstrong, Ranger-in-Charge of the Fresno-Kings Ranger Unit, indicates that Cal-Rural will be held in Fresno in 1981, and will be co-sponsored by the Mid-Valley Fire District (CDF) and the Fresno County Chiefs Association.

Department of Forestry
Communique'

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by Arlene Taniguchi and Wilbur Wade

EDP and Conservation Camps join forces

Forestry's Electronic Data Processing (EDP) and the Manpower Office are partners in a new joint venture to collect and computerize data from the 39 individual camps and fire centers in the statewide Conservation Camp Program.

Using information gathered from the monthly work program reports, Arlene Taniguchi, secretary for the Manpower Office, worked with Sally Thibodeaux and Aileen Fell from EDP to create the system which collects data and reports back quarterly and annually to the Conservation Camp Program. Data collected from each individual camp or center's work activities measures work production and percent of activity in 26 different categories, includes fire control, training, search and rescue, and conservation and resource projects.

Mrs. Taniguchi said, "This process saves time, provides tangible evidence of camp activities and, at the same time, is an instant source of needed information."

This sample report illustrates how the system works and shows job progress and crew labor productivity for management's use.

RUN DATE: 05/15/80
CAMP: 999 STATEWIDE REPORT
PROGRAM: FSWPA02

DEPARTMENT OF FORESTRY MAN DAYS DISTRIBUTION BY ACTIVITY

---CATEGORY--- ACTIVITY	ACTIVITY MAN-DAYS	CATEGORY SUB-TOTALS	PERCENT OF TOTAL
---EMERGENCY---			
FIRE CONTROL			
DEPARTMENT OF FORESTRY	104,735		
U.S. FOREST SERVICE	3,190		
COUNTY	238		
FLOOD FIGHTING	472		
SEARCH AND RESCUE	406		
MOVE-UP/STANDBY	822		
ALL OTHER	1,670		
----->		111,533	19.0
---TRAINING---			
FIRE CONTROL			
ALL OTHER	10,065		
----->		2,390	
---FIRE DEFENSE IMPROVEMENTS---			
FUELBREAKS			
HAZARD REDUCTION	59,977		
FACILITIES & SYSTEMS	19,713		
----->		39,729	2.1
---CONSERVATION AND RESOURCE PROJECTS---			
STATE FORESTS			
NURSERY	7,431		
RANGE, WATERSHED AND GENERAL CONSERVATION	6,402		
----->		23,948	
---PUBLIC RECREATION---			
DEPARTMENT OF PARKS & RECREATION	31,123		
STATE FORESTS	3,612		
ALL OTHER	14,323		
----->		49,058	8.4
---IN-CAMP PRODUCTS & PROJECTS---			
FORESTRY IN-CAMP PROJECTS	33,853		
APPROPRIATE TECHNOLOGY	1,691		
PROGRAMS FOR DISABLED	273		
----->		35,817	6.1
---ENERGY CONSERVATION PROGRAMS---	178		
---CAMP SERVICE---			
DEPARTMENT OF FORESTRY	105,297		
CUSTODIAL AGENCY	88,107		
CALIFORNIA CONSERVATION CORPS	2,250		
ALL OTHER	24,662		
----->		220,336	37.6
-----TOTALS-----		586,577	

200th Tree Farm Dedication



(l. to r.) Jim Gamble, Gordon Schatz, Karen Schatz, Dylan Schatz, Ian Schatz, Richard Dresser, and Don Buchanan.

For several years, Forest Advisors in the North Coast Region have been active in the Tree Farm Program sponsored by the Redwood Region Conservation Council (RRCC).

Recently Forest Advisor Richard Dresser participated in the dedication ceremonies for the 200th Tree Farm to be certified by the RRCC. This tree farm, the General Plastics Manufacturing Company Tree Farm, is owned by the Schatz family. Gordon Schatz, Karen Schatz, Ian Schatz, Dylan Schatz, Loren "Bud" Good (Executive Vice-president of the RRCC), Jim Gamble (RRCC Tree Farm Committee Chairman), Don Buchanan (County Executive Director for the Agricultural Stabilization and Conservation Service) and Jim Rydelius (Reforestation Supervisor for Simpson Timber Company) were involved in the certificate presentation at the 340 acre property in the Maple Creek area.

Years ago, L.W. Schatz, father of Gordon, was involved with Weyerhaeuser Company's dedication of the first tree farm in the State of Washington.

CCC crews augment CDF fire mission

The California Department of Forestry (CDF) and California Conservation Corps (CCC) have joined forces to assign 240 CCC corpsmembers to 40 of CDF's busiest fire engine stations this summer, augmenting CDF's seasonal work force of 1,875 firefighters.

Due to the extra fire hazard created by the winter flood damage, the first CCC group was assigned to Region VI. They received their training at San Jacinto and Escondido Base Centers.

On July 1, the second group of 100 corpsmembers began the 40-hour Academy-type engine company training at Howard Forest, Middletown; Tehama-Glenn; the lone Academy and San Luis Obispo. Following training, they were assigned to the hottest two-engine stations in selected ranger units in central and northern California. On August 4, the final group will begin training and will be assigned to

additional engine companies throughout central and northern California.

Statewide, CDF operates a total of 220 State fire stations including 346 fire engines. The normal CDF fire engine crew consists of a supervisor and two firefighters on duty around the clock during the entire fire season. With the help of CCC, 40 fire stations composed of 80 engine crews will respond to fires with five crew members instead of the usual three.

Director of Forestry, David E. Pesonen, pointed out that last year CDF responded to over 10,000 fires in its protection area.

"Not only will this program provide more firefighters to respond to emergencies but these 240 young people will work during the winter period to maintain CDF's firebreak system and perform fire prevention work before next year's dry period begins," he said.

"I think this is an excellent approach in augmenting our basic fire mission program and at the same time providing jobs for 240 young people in a most cost-effective manner," Pesonen continued.

CCC Director B.T. Collins stated: "The young women and men who distinguished themselves as flood fighters earlier this year are now an integral part of front line fire fighting. Their dedication to hard work and protection of the environment is a positive vote for the character of youth in this State."

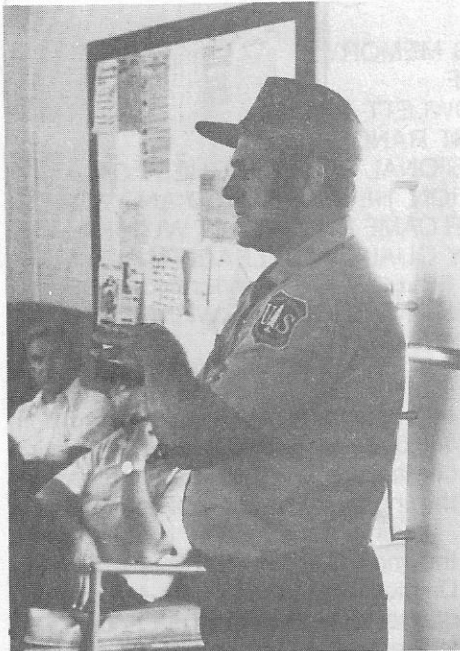
Aside from the 240 corpsmembers assigned to CDF engine crews, the CCC fields an action-ready force of 1,000 corpsmembers trained to fight forest and grassland fires. Last year the Corps battled 175 fires under the supervision of CDF.

Cal AVCO meets in Redding

The California Aviation Committee (CALAVCO) met at the U.S. Forest Service North Zone facility in Redding for a two-day meeting July 9 and 10. Membership of CALAVCO includes CDF, USFS, BLM, LA County, and Ventura County.



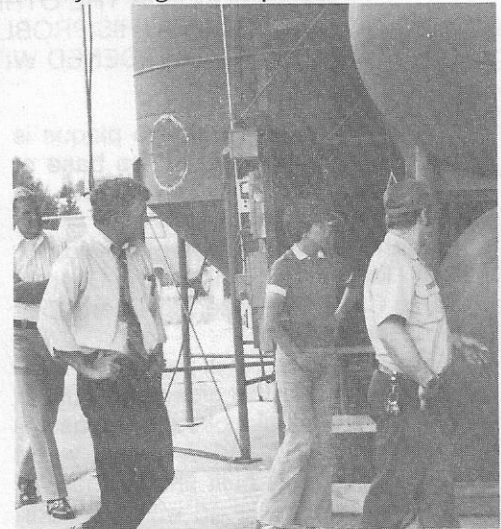
Ranger I, Reid Steinbach,
Air Attack Officer



Cecil Stinson, USFS
Base Manager

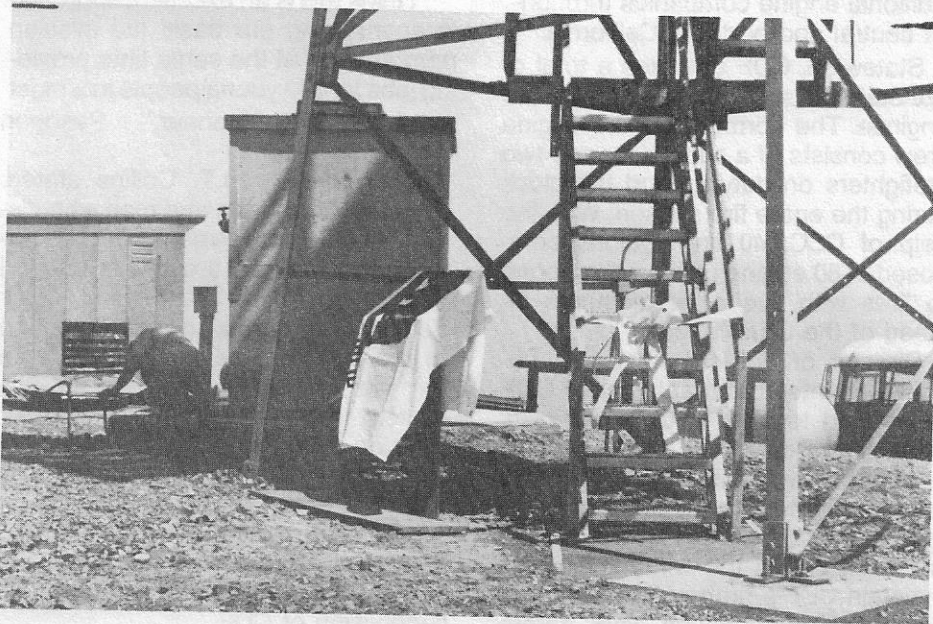
A review of accomplishments was made as well as a report on progress to meet Aviation Safety First commitments. This review will be published in the next issue of the CALAVCO newsletter.

Committee members conducted an inspection tour of the Redding Air Attack Base as part of a continuing effort by CALAVCO to stay aware of conditions at Air Attack and Helitack bases throughout the State. Emphasis was placed on base staffing and personnel safety during the inspection.



Committee members inspect mixing tanks and dry chemical storage.

Mt. Oso Tower dedicated to Phil Howlett



THE NEW MOUNT OSO LOOKOUT TOWER WAS DEDICATED ON MAY 14, 1980, IN MEMORY OF PHIL HOWLETT, STATE FOREST RANGER II, WHO SUCCEDED AFTER A SEVERAL YEAR STRUGGLE FROM CANCER. PHIL'S WIDOW DIANE, AND SONS SCOTT AND STEVE, WERE PRESENTED A PLAQUE WITH THE FOLLOWING INSCRIPTION:

IN LASTING MEMORY
OF
PHIL HOWLETT
STATE FOREST RANGER II

PHIL HOWLETT WAS A PROFESSIONAL OF THE HIGHEST CALIBER, PROUD OF CDF'S TRADITION. HE WAS LOVED AND ADMIRING BY EVERYONE WHOEVER CAME IN CONTACT WITH HIM FOR HE HAD THAT NECESSARY QUALITY OF LEADERSHIP: A COMPASSION FOR THE OTHER FELLOW AND A WILLINGNESS TO UNDERSTAND HIS PROBLEMS AND TROUBLES WHILE CERTAINLY OVERBURDENED WITH HIS OWN.

A duplicate of the above plaque is permanently mounted at the base of the new tower. Assisting in the ceremonies were:

John Hastings, Chief of Region V, Neil McBride, Ranger in Charge, Santa Clara, Roy Pike, Del Puerto District Ranger.

The new tower, built solely with CDF labor, replaced the older one built in 1947. The original lookout site was selected in 1921, and a crude wood frame cabin was built shortly thereafter. This was replaced with the traditional three-story tower which was badly in need of replacement. Estimated

costs for a new tower ranged from \$30,000. to \$40,000. Reconstruction costs were less than \$2500, thanks to the ingenuity of the CDF personnel.

During construction of the tower, the men from the Del Puerto Ranger District experienced gale force winds of over sixty-five miles per hour, freezing temperatures, and an earthquake of around 5.0 in intensity. Their efforts were truly "above and beyond" the call of duty. Chief Hastings commended the Del Puerto District personnel for their ability to erect the tower at a considerable savings to the citizens of the State of California.

by Roy Pike and Neil McBride

Steve Manley UCSB establishes memorial

A memorial fund has been established at UC Santa Barbara in memory of Firefighter, Seasonal, Steve Manley, one of the four firefighters who lost their lives on the Spanish Ranch Fire last August.

Manley, 21, was a student at the university, majoring in Environmental Studies.

Members of his family have pledged more than \$18,000 to establish a memorial which will recognize Steve's commitment to environmental concerns. The "Steve Manley Fund for Environmental Studies" will be used to support an annual distinguished scholar who will present public lectures and campus seminars in natural resources management.

In announcing the new fund on the occasion of the 10th anniversary of the program, Environmental Studies Chairman, Daniel Botkin, said, "The fund is a most appropriate memorial for Steve. He was a sincere proponent of protection of the land. His major involvement in a variety of environmental concerns and the memorial fund will further these interests and enhance our understanding of environmental issues."

Plans are currently underway for the first lecturer to arrive on campus in the coming academic year.

Contributions to the Steve Manley Memorial Fund for Environmental Studies can be made by mailing a check payable to the UCSB Foundation, 3227 Cheadle Hall, UCSB, 93106.



Mt. Oso Tower dedicated to Phil Howlett

Safety bulletin

Three ranger units receive safety awards

Director Pesonen presented special safety recognition for outstanding achievement during 1979 to Tehama-Glenn, Siskiyou, and Mendocino Ranger Units. The special safety recognition is based on having less than one lost time injury per 100,000 hours of on-the-job exposure.

This marks the fourth straight year that Tehama-Glenn has received such recognition. Ranger Bob Kersteins gives the credit to his people, who make accident prevention a major objective in every activity.

"This recognition represents not only the achievement of Tehama-Glenn Ranger Unit goals, but the entire spirit of CDF," he said.

Siskiyou Ranger Unit now has two consecutive years with less than one lost time injury per 100,000 hours.

At the Region level, Region I showed a rate of 21.3 lost time injuries per million exposure hours.

Other Ranger Units receiving recognition for having the best record within their respective regions were: Amador-El Dorado, Region IV; San Benito-Monterey, Region V; and San Bernardino, Region VI.



Dick Miralles, Bob Kersteins, and Tom Neil with Safety Awards

Employee illness related to hazardous vapor

by Cash Hooper

This past year an employee became disoriented and ill after applying Amercoat protective coating to the interior of a Model #5 fire engine water tank. Later in the evening, after work, his wife took him to the hospital. By the next day, his condition had cleared up.

Investigation showed that the tank top had been completely removed but the newly coated surface was near a forward corner in a confined space. The material was applied by brush, over a small area of about a square foot.

To reach this location, the employee had to bring his head into the confined space that was highly contaminated by solvent vapors of the coating material. In this position, he inhaled very high vapor concentrations of Methyl Isobutyl Ketone (MIBK) and Aromatic Hydrocarbons that were well above their threshold limit values

(TLVs). The TLV for these solvents is 100 parts per million parts of air (ppm) for an eight hour exposure. The maximum allowable exposure is 125 ppm for no more than 15 minutes. The employee's exposure was estimated to be well over 500 parts per million parts of air, providing it took less than 15 minutes to complete the job as alleged.

CHARACTERISTICS OF AMERCOAT

From the manufacturer, it was learned that this product contains, by weight, 25% Aromatic Hydrocarbons (mostly xylene, but no benzene) and 20% MIBK. In high concentration, both of these solvents can impair coordination and reaction time. In acute poisonings, aromatics can cause intoxication and subsequent coma. For this reason, respiratory protection must be worn while materials containing these solvents are applied in confined spaces.

Direct skin contact must be avoided as MIBK is irritating to the skin, mucous membranes, and the eyes. If there is skin contact, the solvent should be immediately washed off with soap and water. Full face respirators are needed to protect the eyes from vapor contact.

The material is very flammable so there should be no possible vapor contact with an ignition source.

AVAILABLE INFORMATION

1. Manual of Instructions, Section 2307 requires that a Project Safety Work Plan (Form S-15) be completed before doing nonroutine work projects. In this instance, the employee, or his supervisor, felt that since the job was small and would take little time, and because the tank top was off, there was really no danger. Considering this, no Form S-15 was made out.

(continued on next page)

Hazardous vapor

Had Form S-15 been used, six check off spaces should have alerted personnel to the hazardous nature of the work.

2. Amercoat label stated the material was flammable, to be used with adequate ventilation, and in an unconfined area unless special precautions were taken. If a confined space existed, the instructions on the label required "fresh air" circulation and the use of a "fresh air" respirator.

NOTE: Manual of Instructions, Section 2352.2 requires an air supplied respirator and other precautions for confined space. However, it would have been difficult to apply these controls in this instance, mainly because of the confining work space, that would make it difficult to work while using either SCBA or an air line respirator. Also the work involved only a very short exposure.

RECOMMENDATIONS

1. Always read the container's label. If it states: "use with adequate ventilation,"

(or similar wording) that is a tip to determine what the ingredients are and what safety controls are necessary.

2. Use the Department Safety Project Work Form S-15 in determining what safety equipment is needed, and as an aid for outlining safe work procedures.

3. Provide employees applying coatings with a full face piece organic vapor cartridge respirator approved by the National Institute of Occupational Safety and Health (NIOSH). (For larger containers, it is mandatory that Manual of Instructions, Section 2352.2 instructions be followed for working in confined spaces.)

NOTE: It is extremely important that there be a tight seal between the wearer's face and the face piece. Also, spare cartridges must be kept on hand for replacement when the user detects solvent odors (this indicates the cartridge is becoming ineffective).

4. Use smoke ejectors or other suitable

exhaust ventilation to dissipate or remove vapors at their source.

NOTE: If this material is applied by spray gun, the above measures will not be adequate, as the gun will negate the effects of an ejector, and substantially increase vapor concentrations. In this case, the procedures outlined in Manual of Instructions, Section 2352.2 for confined spaces should be followed.

5. Make sure that employees are well informed about the hazardous nature of the work; are trained in the use of safety equipment; and thoroughly understand the safety procedures to be followed.

The involved Ranger Unit has now implemented a Hazardous Control Program. In effect all paints, toxic solvents, paint removers, and other potentially hazardous materials are kept under the supervision of the Safety Coordinator, who will only permit the use of such materials after making sure they will be used in a safe manner.

Know your benefits

Salary Resolution Adopted

by Mark Busto

This year, the State Personnel Board adopted the 1980-81 salary resolution before the Budget Bill cleared the Legislature and was signed by the Governor. Therefore, while the following salary and benefits improvements have been approved by the Joint Legislative Conference Committee and implemented by SPB resolution, they could be modified by later legislative or executive action.

1. All employees will receive a basic salary increase of 9.75%;
2. Employees earning less than \$1030 per month will receive a \$100 minimum increase, consisting of the basic salary increase and a "plus" adjustment;
3. Previous commitments to realign the salaries of a limited group of specified classes were funded;
4. The employer contributions to the employee health benefits program were increased to maintain existing levels of coverage.

EMPLOYEE ONLY	\$49/mo (\$ 6 increase)
EMPLOYEE AND ONE DEPENDENT	90/mo (\$11 increase)
EMPLOYEE AND TWO OR MORE DEPENDENTS	117/mo (\$15 increase)

Incompatible Activities Statement Posted

A revised incompatible activities statement has been posted for comment by affected employees, the statement will remain posted for thirty days prior to being submitted to the State Personnel Board. Comments should be addressed to the Department Personnel Officer, Barbara Thorberg.

SAN BERNARDINO RANGER UNIT RECEIVES SAFETY AWARD



Ranger in Charge Don C. Banghart accepts the Unit Safety Award for San Bernardino Ranger Unit from Chief Joseph C. Springer.

Chief Springer commended Banghart for the leadership he has demonstrated in the field of Safety, and he also commended every employee of the San Bernardino Ranger Unit who contributed to the Safety record which earned this award.

Legislative Roundup

SENATE BILL 1361 (Nejedly): This bill which dealt with waste treatment management plan for silviculture has been amended. It now relates to the peripheral canal and is no longer within the scope of responsibility of CDF.

SENATE CONCURRENT RESOLUTION 66 (Maddy): Ensures level of public safety services.—Passed Senate. In Assembly Ways and Means Committee.

SIGNED INTO LAW BY GOVERNOR

SENATE BILL 1156 (Johnson): Community colleges registration: preference to fire personnel for in-service courses.

SENATE BILL 1684 (Vuich): Department of Forestry expertise available to local government.

SENATE BILL 1704 (Keene): Prescribed burning: brush-covered lands.

ASSEMBLY BILL 2552 (Roos): Requires permits or bills of sale for harvest and transport of minor forest products.

ASSEMBLY BILL 2715 (Mangers): Orange County: reemployment lists and return of unused state sick leave credits.

ASSEMBLY BILL 2716 (Mangers): Orange County: transfer of real property and facilities and transfer of sick leave benefits.

PERSONNEL TRANSACTIONS

North Coast Region

Transfers – FC Ronald P. Collins to Mendocino; FAE Brian D. Kornegay and William A. Bradley to Mendocino; FAE Robert O. Sallee to Humboldt; and HFEO Ralph L. French to Humboldt; SFR II Roy Pike to Parlin Fork CC.

Promotions – James G. Purcell to For. II, Mendocino; Kenneth C. Nehoda to For. II, Hq.; John G. Carter and John E. Marshall to For. II, Humboldt; Ron Pape to For. II, Forest Improvement Program, Santa Rosa.

Appointments – Harold T. Mansur to TAU FCS, Parlin Fork CC; Warren E. Powers to HFEO and James R. Geib to LT HFEO, both Sonoma; David W. Murphy to TAU FCS, Black Mtn. CC; John S. McKinney to FCS, Eel River CC; Marc J. Romero to TAU FAE, Mendocino; Jesse C. Vega to TAU FAE, Lake-Napa; and Anthony Richardson to TAU FAE, Sonoma.

Reinstatements – Daniel V. McGath to FCS, Eel River CC; HFEO Herb Brockett, Mendocino.

Retirements – FC Donald E. Weber, Mendocino and SFR I William Curt Harvard, Humboldt.

25-Year Award – FPO I Daniel A. Krader.

Sierra Cascade Region

Transfers – FC's Robert C. Bare and Steven M. Lombardo both to Lassen-Modoc; FC's Roy E. Sprague, James B. Yuhasz, Steven R. Hiscock, and Victor C. Weaver all to Butte.

Promotions – Carl R. Erickson to Fire Crew Superv., Deadwood CC; James E. Weyenberg to FCS, Antelope CC; Susan J. Monty to Sr. Steno.; Tehama-Glenn.

Retirement – Sr. Steno Virginia Rupe, Tehama-Glenn.

25-Year Award – SFR I Francis A. Cotter and SFR I Arthur W. Warren, Jr.

Gasoline and Propane fires



Humboldt-Del Norte Ranger Unit personnel have completed a training exercise in extinguishing gasoline and propane fires.

Simulated incidents involved gasoline and/or propane trucks ignited in auto accidents or during delivery operations. Crew leaders were required to decide whether, in the interest of

safety, the fire should be put out or allowed to burn. They then had to follow through on this decision until the fire was secure.

Safety officers observed the operation and watched for safety violations. If safety hazards were observed, the operation was stopped until the problem was corrected.

Personnel transactions

South Sierra Region

Southern California Region

Transfers – FAE's Richard Alexander, Reginald Erie, Michael Mata, Charles Stewart, and Robert G. Taylor, all to Riverside; FC's Kenneth Twardowski, Terry Olson, Paul Kirlin, Warren Fugitt, Marion Cramer, Kenneth Conkling, Paul Caudell, Clifford Bergen, and Jerry Alexander, all to Riverside; FF, CDF's Terry Adkins, Norman Ake, Martin Kohn, Charles Linn, Edward H. Smith, Charles Spicer, Lanny Whited, and Douglas Witham,

all to Riverside; Jr. For. Gene Starks to San Bernardino; FAE David Sexton to San Bernardino; FAE Adrian Marine and FC Wayne Green to San Diego; SFR II Robert E. Taylor to Riverside.

Promotions – Joanne Lee to Dispatch. Clk., Riverside.

Appointments – John A. Harrell to FCS, La Cima CC; Vicki Switzer to Dispatch. Clk., Riverside.

Separation – FCS Tom Wilson, Prado CC.

Transfers – FC Charles French to Madera-Mariposa; FC's Steven E. Buis, Richard F. Condon, Joel Johnson, and Wess Albrecht all to Tuolumne-Calaveras; FEM I Jeffrey Holladay to Tuolumne-Calaveras; FEM I Gary Selig to Amador-El Dorado; FEM I Gary Shulman to Tulare, FEM I James Kidwell to Madera-Mariposa, and FF, CDF Mark Mazenko to Fresno-Kings.

Promotions – Franklin F. Frank to SFR IV, Tuolumne-Calaveras, Phillip Brown to FCS, Miramonte; and Richard Maldonado to FAE, Tulare, Nicky Gwillt to PA I, Hq.

Appointment – Norman E. Smith to FCS, De Witt Nelson YTC.

25-Year Awards – FCS Robert R. Young; FC's Joe Duggan and Larry W. Rawlinson; and FAE Charles D. Martin.

Central Coast Region

Transfers – OA II Dusty Nash to San Benito-Monterey; FAE's Jeffery Judson and Bruce Syrett to Santa Clara; FAE Larry Kinard and FC Thomas Martin to San Luis Obispo.

Reinstatement – Donald Kendall to FAE, San Mateo-Santa Cruz.

Sacramento Headquarters

Transfers – William C. Teie to Ranger-in-Charge, Butte; Chief Michael O. Schori to South Sierra Hq.; For. II Bill Draper to Camino.

Appointments – Carol Hirano and Sharon Chan to AGPA, Affirm. Action Ofc.; Patricia Damiano to Sec., Affirm. Action Ofc.; Nancy Jurisich to OA II (T); Miriam E. Morland to Sr. Steno.; Carolyn Ramos to Seas. Clk.

Separations – Sr. Geol. Carl Hauge; Steno. (B) Carol Lesley; Grad. Students Laurel Collins, Tom Heberer, and Larry Korn.

EXAMINATION CALENDAR

Title	Final Filing Date	Examination Date
State Forest Ranger II (Promotional)	August 21	To be announced
Asst. Dep. State Forester (Promotional)	September 11	To Be Announced
Fire Crew Supervisor (Open, Non-promotional)	September 18	To Be Announced
Forester III (Promotional)	September 18	To Be Announced
State Forest Ranger III (Promotional)	October 9	To Be Announced
State Forest Ranger IV (Promotional)	October 16	To Be Announced

Do **Not** submit applications for examinations until the bulletin has been released. Use Form 678 (1-77) printed in **Green** ink.

Exams to be given following the 1980 fire season:

Fire Apparatus Engineer (Open, Non-promotional)

Fire Captain (Promotional)

Heavy Fire Equipment Operator (Open)