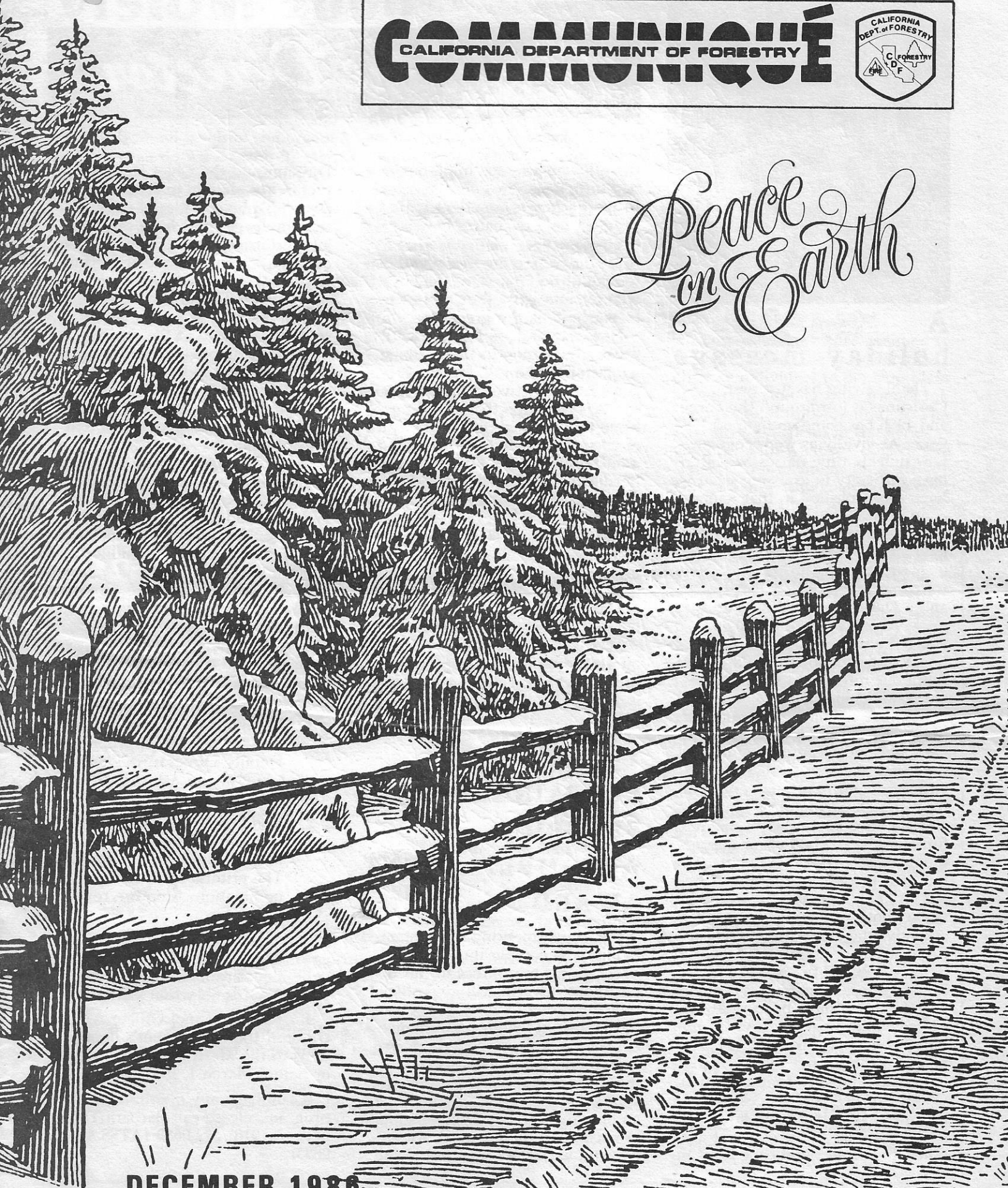


COMMUNIQUE

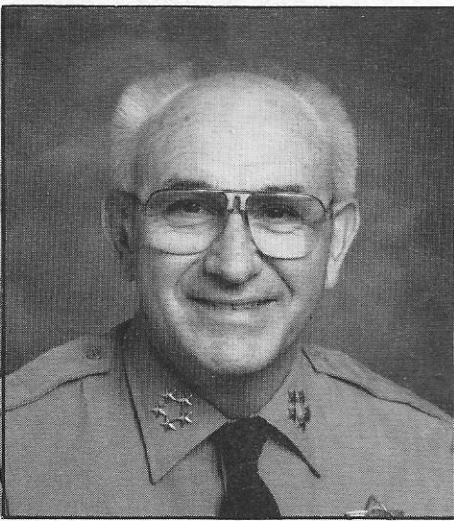
CALIFORNIA DEPARTMENT OF FORESTRY



*Peace
on Earth*



DECEMBER 1986



From the Director

A holiday message

Thanksgiving has just past, Christmas is just around the corner and 1986 has come and almost gone. As vividly as we recognize how quickly time passes, we often have difficulty in assessing what we have accomplished in that nanosecond of history.

Almost four years ago, not too long after George Deukmejian was elected Governor for the first time, we came together as a Director and a Department to build and grow, to make a few mistakes along the way, and to put 'our house in order' so we could better fulfill our mission; to serve the taxpayers of California.

I believe we have accomplished much of what we set out to do. We have put our accounting and fiscal functions in order, so that we can withstand and neutralize criticism from the Department of Finance, and we have been able to maintain funding levels when other departments were experiencing cuts. The field has made sure that our Schedule "A" contracts have remained viable, both economically for us, and advantageously for each of the fire districts or counties who participate, despite the scarcity of funds for local programs. Our gains in automation have been most impressive and we have survived the Fair Labor Standards Act (FLSA), even if we have not mastered it.

We have moved from a position where progress and success were measured by solving one layer of problems, only to discover yet another, to seeing significant gains in

the efficient way we fulfill our mission and 'keep our house in order.' I sometimes get impatient with our progress only to realize how far we have come in a relatively short time. But you know this even better than I do. You were the ones who made it work. You were the ones who took the great strides.

Now we can look forward with great anticipation to the challenges we face and the fulfillment of the goals and objectives which we have set. It is my hope that we can continue to work together in the spirit of cooperation we have kindled; to realize our visions, overcome our hurdles and setbacks and become the great Department we know we can be.

In the spirit of Thanksgiving and Christmas, I thank you for remaining positive in your attitude, strong in your belief that we can achieve our goals, and committed to fulfilling our objectives.

May you, your families and loved ones experience and enjoy the happiness and joy of the holiday season.

The SUSTAINED SUPERIOR ACCOMPLISHMENT AWARD

I am implementing the Sustained Superior Accomplishment Award Program for employees in this department. Awards will give official recognition and a monetary reward to employees whose performance has significantly exceeded job requirements for a period of 24 months or longer.

Any staff member may nominate an employee for a sustained superior accomplishment award. All employees, with the exception of the

Director and the Chief Deputy Director, are eligible to receive an award. To be considered eligible, the employee must have displayed job performance clearly at a superior level, expended time and effort beyond that normally expected and demonstrated ingenuity and/initiative in meeting the goals, objectives and mission of the department. Although we are authorized to give only a modest monetary award of \$250 to such employees, I believe that recognition of superior performance and accomplishment is important.

I want to encourage all managers and supervisors to evaluate the performance of their employees and to consider those that have demonstrated superior performance for an award. If an individual has worked in more than one reporting unit or for more than one supervisor or manager, a joint nomination may be submitted.

In order to insure maximum participation and to facilitate the selection of awards, the following guidelines will be followed:

1. Nominations will be submitted through the appropriate Deputy Director, Region Chief or the Assistant to the Director.
2. Nominations will be submitted on STD. Form 278 (attached) by February 15, 1987. The criteria for making nominations is on the reverse of the form.
3. A preliminary evaluation may be necessary before nominations are forwarded to an Awards Selection Committee.
4. The Personnel Officer will transmit the department's nominations to the Merit Award Board on or before March 1, 1987.

If you have any questions on this program, please call Barbara Thorberg at (916) 324-9683 (ATSS 454-9683).

VISION: 2000

By Maryn Pitt, assistant to the director

In the past issues of the *Communique* we have discussed what CDF: Vision 2000 was and why it came about. But now that we have acquired this vast pool of input and insight from all levels of the organization, what do we do with it? How do we go about beginning the implementation process? How do we insure that the issues and strategies mentioned in the Vision 2000 process, which are already Department policy, are adequately communicated so that the proverbial right hand will actually know what the left hand is doing? Finally, how do we insure that as we make progress in implementing the strategies and objectives, that we are all aboard the same train headed for the same destination?

Obviously, the implementation of such a lengthy and diverse planning process cannot be done overnight and with haste. Remember the old saying, "Haste makes

waste." But on the other hand, not moving along at a deliberate, constant pace because some of us have boarded another train headed somewhere else, or worse yet, are analyzing for weeks which train we should be on, creates a worse bureaucratic scenario: "the bureaucratic process of dynamic inaction" also known as paralysis through analysis.

At the Northstar Management meeting, the managers took all the strategies developed by the field and voted to prioritize them and to distinguish those which are most critical and in need of immediate attention. After the votes were tallied the strategies were prioritized as follows:

1. Revision of the mission statement.
2. Funding and operations for automation.
3. Reorganization study.

4. Need for training officers.
5. Integrate Fire and Resource Management
6. Federal/CDF Protection agreement.
7. Enhance information flow/communications.
8. Labor Relations information flow.
9. Better educate CDF and control agencies.
10. Program evaluation (e.g., Fire Plan, etc.).

These strategies were assigned to the appropriate deputy director, chief or individual to develop plans of action including time frames for each phase of implementation. The next several articles in this series will deal with what the department is doing to implement these strategies and meet the goals of the department for today and tomorrow.

Overtime update

An overtime payment inquiry form was published in the September 1986 *Communique* in an effort to identify employees who had not yet received overtime payment for past work.

As of November 5, 1986, 43 employees had sent in their inquiries. As they were received the Director's Office forwarded them to the Personnel Office for research and response. The results of the inquiries and research are as follows:

<i>Number of Inquires</i>	<i>Finding/Status</i>	<i>Action taken by the Personnel Office</i>
17	Valid claims for past due overtime pay.	Payment processed for 17 claims. Payments issued for 11 claims. The State Controller to issue remaining six payments shortly.
15	Overtime claimed previously paid.	Employee advised of payment date, warrant number and amount of gross pay.
3	Pending claims requiring additional documentation from the employee's unit.	When claims are validated by correcting documentation, payment will be processed.
6	Claims currently being researched by personnel staff.	Payment will be processed immediately when claims are validated.
2	Overtime claimed had been paid; however, employee had no record of receiving payment.	Request for "stop payment", and duplicate warrants were processed.

The Department's objective continues to be payment for overtime, within a reasonable period of time. That is why the inquiry form is being run again in this month's *Communique* (SEE PAGE 11).

Future overtime inquiries should be limited to overtime payments that are incorrect or beyond the required due dates (up to 60 days beyond the date the overtime was worked). Inquiries received for overtime pay that is not late add to the workload of the personnel staff and cause further delay in other personnel work.

Please keep in mind that the State Controller's Office will not issue overtime payments prior to the release of the corresponding paycheck for base pay. For example: Overtime earned during the November 1986 work period (October 20 through November 16) cannot be processed earlier than December 1, 1986, the last day of the November pay period.

The Personnel Office is continuing to investigate a number of possible changes to the payroll system to expedite the overtime payment process. Again, thank you for your cooperation during this transition period.

Who was he?

We ran this photo in the *Communique* last month with a question mark as to who the man on the right was. Boy do we know now! The *Communique* office received a flood of calls from CDF'ers past and present who all knew that he was Elmer Osterman.

At the time this photo was taken he was in charge of fire prevention for District VI, (now Region III), with the title of Supervisor of Conservation and Education.

Everyone who called or came in had something nice to say about Elmer. He died of cancer in 1971.



??

??



Here's another unidentified photo from our files. Who knows when this was taken, where it was taken, and who's in it?

The San Bernardino VIP's

By Fire Captain Frank Orr

The San Bernardino Ranger Unit has fire protection responsibility for the largest county in the United States. Within this geographical area the ranger unit recognizes the significant need and importance of utilizing citizen volunteers in the Volunteers in Prevention Program to meet the department's fire prevention goals.

For example, the ranger unit's child fire safety goal is accomplished by individual VIP's and local Junior Women's Clubs under the direction of field fire prevention officers. San Bernardino Ranger Unit VIP's provide Team Teaching year-round to kindergarten through third grade using the Five Point Program. The ranger unit is proud to acknowledge the Junior Women of the Contemporary Club

of Redlands who won first place honors in "conservation/fire prevention" this year at their statewide convention.

Public information/education goals are the responsibility of all personnel within the ranger unit. However, VIP's play a key role by manning display booths, participating in parades, assisting in fire prevention presentations to citizen and civic groups, and portraying

(cont. next pg.)

(VIP's)



VIP's assist Fire Captain Specialist Steve Dale in posting signs to control illegal fires in San Bernardino County's High Desert.

cal fire danger weather the VIP's are assigned by zone to patrol rural areas for possible fire starts.

The Red Flag Program provided the catalyst needed to form a surveillance patrol of San Bernardino County's High Desert. In cooperation with CDF Fire Prevention Officers, VIP's and the San Bernardino County Sheriff's Office, the surveillance patrol works to eradicate a serious illegal campfire problem in the High Desert. Within a few months after the operation began, the number of illegal campfire incidents was significantly reduced.

This year San Bernardino's Red Flag Fire Patrol received the Tri-Community REACT Award of first place in the Victor Valley Parade for best fire prevention theme entry.

Another aspect within the VIP Program is a large network of Radio Amateur Civil Emergency Services (RACES) personnel. They are linked throughout San Bernardino County and provide supplemental state-of-the-art communication support to the ranger unit in the event of a major incident or natural disaster.

To sum it all up, the San Bernardino Ranger Unit's Fire Prevention Program would be severely restricted if it were not for the unselfish efforts of our VIP's.



Fire Captain Specialist Frank Orr Jr. heads a training session at a monthly Red Flag Fire Patrol meeting.

Fire stats: 1986

LARGE FIRES* - 300 acres and over

October 11th - November 10, 1986

	1986	1985
FIRES.....	7	6
ACRES	18,465	49,390

*These fires are primarily CDF fires, but also include some other agency fires on which CDF forces were significantly involved.

TOTALS FOR '86 and '85

May 1st - November 10th

	1986	1985
FIRES.....	54	91
ACRES	73,845	529,580

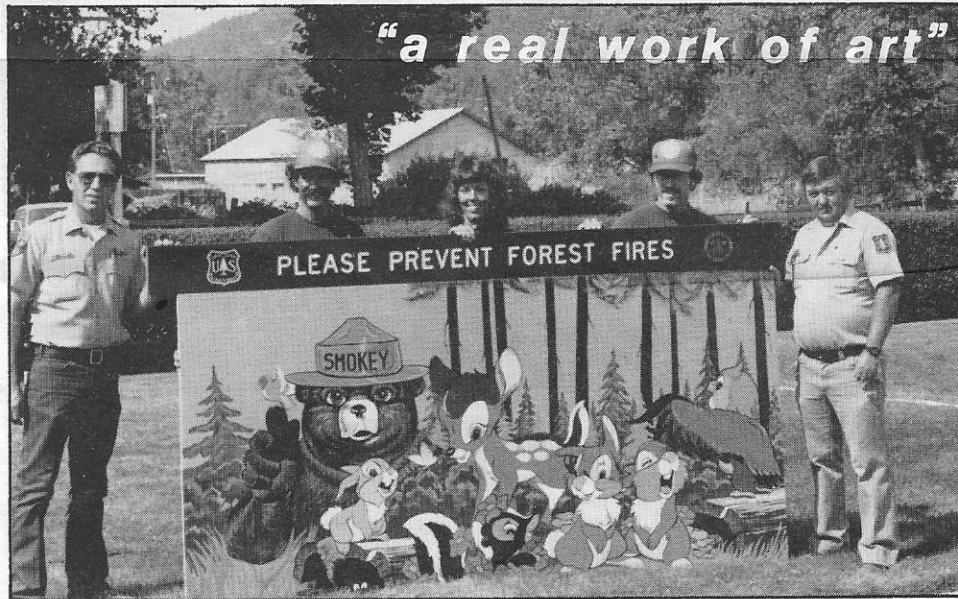
(All figures provided by Management Services Technician Bonnie Tulysewski)

National Fire Prevention WEEK

...in San Francisco



FAE Jose Ruiz makes friends at the San Francisco Zoo. This was the sixth year that the San Mateo-Santa Cruz Ranger Unit has participated in National Fire Prevention Week activities in San Francisco.



From Left to Right are: SFR I Tim Craig; and Duane Sidebottom, Robin Demario, Don Moore, and Dan Hunt of the USFS.

Members of the CDF Siskiyou Ranger Unit and Klamath National Forest (KNF) recently collaborated on an effort to spread fire safety awareness. Their combined efforts yielded the colorful sign shown above. The sign was displayed atop the CDF gazebo during the Siskiyou Golden Fair, and may be posted on Highway 3 at the top of Forest Mountain.

CDF's Jim Craig, state forest ranger I, and KNF's Dan Hunt, fire prevention technician, conceived the idea for the sign. They turned the project over to the U. S. Forest Service Scott River helitack team where Duane Sidebottom, helitack leader, and helitack crew members Robin Demario and Don Moore, designed and painted the sign.

...in Red Bluff/Tehama

On October 4, 1986, in observance of National Fire Prevention Week, residents of Red Bluff and Tehama counties were treated to a very special fire equipment display.

The Red Bluff City Fire Department, Tehama County Rural Fire, and CDF provided over ten apparatus for display including, fire engines, a 95' snorkle truck, 6000-gallon water tender, dozer and transport, and helicopter 205.

An estimated 500 people stopped by to take a look and to talk to the firefighters. Fire prevention posters were displayed and handout material was available. The Volunteers in Prevention were also represented. It provided an excellent opportunity to inform the public about the fire service and fire prevention.

This year's display was a great success. Next year it will be even bigger and better.

ON THE ROAD TO RECOVERY

I want to express my sincerest thanks for all the cards and telephone calls I received while I was at home recuperating from back surgery in October.

Friends like the people in CDF make life super. Thanks Gang!

Paul Blankenship
Forest Equipment Manager IV
Davis Equipment Facility

In recognition for the work you do



Olis Kendrick, acting senior air operations officer, recently presented Director Partain with a plaque from the Helicopter Association International. CDF's Helicopter Program received the Helicopter Association International 1985 Safety Award for its outstanding record in aviation safety.

Wanda Rogers, chairman of Helicopter Association International said in her letter to Olis; "You can take great pride in this award. It represents an achievement not only for your company, but for the entire helicopter industry. Increasing safety and reliability is helping our industry meet the challenges of the future."

Good work Helicopter Program!

The following letter was printed in the Sonora Union Democrat.

To the Editor:

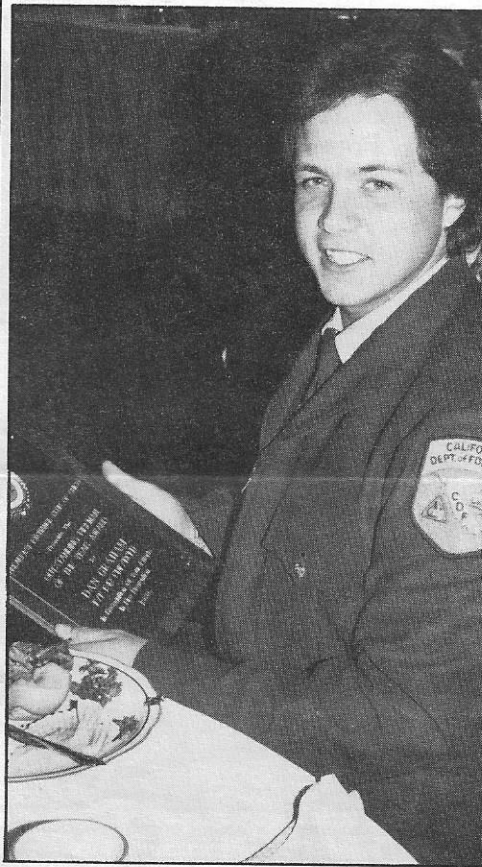
Since I began working here, I've noticed a good number of articles in your paper depicting the work of the California Department of Forestry. The majority of these articles have dealt with fire suppression or routine maintenance.

While traveling here from my former residence in Atwater, there was a serious automobile accident along La Grange Road. Units from Tuolumne County responded, including the Jamestown Fire Department, the county sheriff, CHP and others. The CDF was first on the scene and the captain from the Blanchard station played a most taxing role in physically and emotionally supporting the injured person for quite some time. I was impressed with the degree of care shown by this individual as well as the rest of the CDF crews present.

When I arrived in Sonora that same day, I drove past the Sonora CDF station and was interested to note that on the sign were the words, "The Resources Agency." It struck me that the resources they are many times dealing with are not just trees and lands and buildings, but human lives as well.

Rev. John Herrman, pastor
St. Matthews Lutheran
Church

#1 firefighter



Firefighter I Don Graham was recently named Butte County Firefighter of the Year at a breakfast presentation in Chico. Don's commendation was on the unanimous recommendation of all fire chiefs in Butte County.

Upon arriving at a structure fire on August 19, 1986, Firefighter Graham was confronted with smoke showing and bystanders yelling that someone was trapped inside and was going to die. Graham immediately entered the house where the sound of crying led him to the victim who was laying on a flaming bed. Don reached through the flames and carried Mrs. Alma Graham, no relation) to safety. Mrs. Graham, 60, was a double amputee. She suffered third degree burns over 60% of her body. Unfortunately, she died several days later in Chico Community Hospital.

Graham is a third year firefighter assigned to Butte County Fire Station 42 in North Chico. The ceremony was attended by nearly 100 civic leaders, friends and fire service personnel.

Congratulations Don!

"Hero"

On September 24, 1986, LT Fire Apparatus Engineer Branson Ratsep was honored as a "hero" by the Monterey County Board of Supervisors in a special ceremony. The awards presentation was a highlight of Emergency Medical Services Week.

Kim Donnelly, Monterey County Emergency Medical Services Coordinator had the following to say about FAE Ratsep, "He has consistently demonstrated the highest quality of performance of basic life

support delivered to the sick and injured and, through his hand-on actions in the field, has been a valuable reminder to all pre-hospital care personnel that continuous treatment guidelines are in the best interest of patients and first responders.

Branson was among six other persons being honored and one of two people representing the fire service.

Congratulations Branson!

#1 CAMP

By State Forest Ranger III
K. R. Goings

The Alder Conservation Camp is the number one conservation camp in California (look on any list of Department of Forestry conservation camps). It has also been the camp of many flags including the California Department of Corrections, California Ecology Corps, California Conservation Corps, and California Correctional Center.

Alder Conservation Camp is located near the Pacific Ocean at the mouth of the Klamath River approximately 7 miles Southwest of Klamath California in Del Norte County. The camp has been owned by CDF since it was opened in 1961. However, the labor force has been varied. The camp was opened as the 20th conservation camp operating in cooperation with the then California Division of Forestry and California Department of Corrections. A labor force of 80 adult male inmates made up the first residents of Alder.

On October 1, 1970, the camp's labor force was reduced to 60 inmates and remained as such until September 1972, at which time Alder was closed, only to reopen on October 1, 1972 as the Del Norte Ecology Center. The Del Norte Ecology Center was originally staffed with conscientious objectors from the Vietnam War under the supervision of CDF. When the war ended, the labor force was replaced by young people (not inmates) recruited by CDF.

In 1976 legislation was passed establishing the California Conservation Corps and in January 1977, the Ecology Program ended. All of the Ecology Corps members were terminated and replaced by 60 California Conservation Corps members. The camp was then renamed the Del Norte Fire Center. The fire center was a cooperative venture between CDF and the CCC with a primary mission of providing trained fire crews for statewide fire emergencies. On May 1, 1983 by mutual agreement CDF and the CCC closed the Del Norte Fire Center. Reactivation of the Alder Conservation Camp started im-

mediately following the departure of the corpsmembers.

The Departments of Forestry and Corrections agreed to resume the use of the facility to house adult male inmates for CDF's fire fighting and conservation work crews.

In January 1986, Alder Conservation Camp was expanded to a 100-man inmate camp. The labor force at Alder has been used over the years to provide a variety of labor intensive work for:

1. Local government parks development and road clearance.
2. State parks development and maintenance at Patrick's Point, Praire Creek, Mill Creek, and Jedediah Smith State Parks.
3. Water fowl and fish habitat development and improvement for the Department of Fish and Game.

4. Redwood National Parks maintenance projects.
5. Collection of conifer seed cones in support of CDF's tree nursery program.
6. Fire hazard reduction and vegetative management projects for the U. S. Forest Service.
7. State highway right-of-way clearance for Caltrans.

Additionally, the Alder Conservation Camp labor force has been assigned to emergency projects such as fires, floods, tidal waves, and many others statewide.

State Forest Ranger II Howard O'Brien, who recreated the camp from a California Conservation Corps Fire Center to a 100-man California Department of Correction's camp, will be retiring from the Alder Conservation Camp at the end of December 1986.



Alder Conservation Camp crews rehabilitated the boat docks at the Crescent City Harbor.



As a special project, fire captains and inmates from Alder voluntarily created a life-like aircraft in which Smokey the Bear rides at public events.

Health & Safety

COULD YOU REPEAT THAT?

It is not unusual for firefighters to suffer considerable hearing loss by the time they retire.

The four principal noise enemies are sirens, air horns, motor noises and radios. Other injury producing noises are metal saws, inboard pumps and heavy equipment, such as bulldozers.

A few years ago, Dr. Uwe Reichil, University of California, Irvine, made sound level studies of various engines traveling code 3. In some vehicles, he found noise levels at or exceeding the maximum allowable 115 decibels (db). At this level, hearing protection must be worn continuously.

State safety regulations allow a continuous 90 db noise level for an eight-hour exposure. However, allowable exposure time decreases dramatically with just a slight increase above this level. For example, a 100 decibel noise level permits only a two-hour total maximum exposure per an eight-hour work period.

As a rule of thumb, standing about three feet away, hearing protection is required.

The human hearing system can be divided into three main sections: The external ear, the middle ear and the inner ear. The external ear concentrates sound waves and conducts them as minute mechanical vibrations to the middle ear. The middle ear transmits these vibrations without distortion to the inner ear, where the mechanical energy of sound vibrations are transformed into electrical impulses that stimulate the acoustic nerve to the brain. Any damage to the middle or inner ear causes hearing impairment.

The ear has great recuperative powers when exposed to loud noises, but repeated exposures to such noises over time causes gradual hearing loss. Today's young people listening to commercial radios tuned in to loud music day after day are particularly vulnerable to industrial hearing loss because they generally come to the work environment with some hearing loss.

Although hearing loss can be caused by a variety of drugs and chemical agents, by certain disease organisms, by traumatic injury, and by aging, there is little doubt that the major cause is overexposure to excessive noise. This is usually caused by acoustic trauma or, over time, through the kind of 'cumulative exposure that firefighters experience. Heavy loss can best be prevented by using hearing protection, designing equipment to muffle or confine noise sources, and keeping radios turned down to the lowest volume possible.

GOVERNOR'S SAFETY AWARDS

Don't forget that the deadline for submitting nominations for the Governor's Annual Employee Safety Awards is January 15, 1987. These awards are presented to the state employees who have made the greatest contribution to their department's safety program during the year.

All questions and nominations should be directed to CDF Safety Coordinator Cash Hooper at Sacramento Headquarters.

mark
your
calendars

JANUARY 13, 1987 - a retirement luncheon will be held for Personnel Assistant IV Betty Gerdel. For more information contact Liesel Fakunding at (916) 324-0639 or Al Cutler at (916) 322-6776.

FPO I John McAdoo is retiring. A party will be held in his honor on Saturday, January 17, 1987 in Ukiah. Contact Ed Baxman for more information.

Flyer forthcoming.

January 17 is going to be a busy day/night a retirement party for Fire Captain Joel Gadbury will also be held that Saturday, at the Elks Lodge in Paradise. Contact the Butte Fire Center for more information (916) 873-0330. Flyer forthcoming.

A dinner party for Ed Martin who took the byte and is wheeling into retirement will be held Saturday, January 24, 1987 at the Dante Club, 2330 Fair Oaks Blvd, Sacramento, California.

It all begins at 6 p.m. with a social hour, dinner at 7 p.m., Martinizing at 8 p.m. and dancing from 9 p.m. to ???

The cost is \$15 per person and includes, food, tax, tip, gift and music. Return your reservations by January 14, 1987 to Margaret Schulte or Hal Slack c/o Resource Management, P.O. Box 944246, Sacramento, CA 94224-2460, (916) 323-5159. Make checks payable to Hal Slack.

A retirement party will be held for FPO I Ellis Severiotti on Saturday evening, January 24, 1987 at the Elks Lodge in San Jose. A flyer is forthcoming.

For more information contact Dick Mauldin in the Santa Clara Ranger Unit or Mike Martin in the San Mateo-Santa Cruz Ranger Unit.

Join the Butte Ranger Unit in honoring the following six CDF'ers on their retirement: Bill Teer, Hector Reed, Bob Montague, Fred Lewis, Ray Swett, and Don O'Connell. A retirement bash will be held Saturday, January 31, 1987, at the Chico Elks Club. It all starts at 5 p.m. with no host cocktails followed by dinner, a program, and dancing to live music. The cost is \$20 per person and checks may be made payable to, Butte Retirement Dinner and sent to: CDF/Butte County Fire, 176 Nelson Avenue, Oroville, CA 95965, (916) 534-4036.

Deadline: December 1, 1986.

(Cont. on back page)

Personnel Transactions

COAST REGION

Transfer - FC (B) Robert A. Lee to Santa Clara.

Promotions - Thomas E. Guevara, Donald D. Kendall, and Stacey J. Fitzgerald to FC (A), Santa Clara; Steve D. Hernandez to FC (A), San Mateo-Santa Cruz.

Appointments - Kara Spickert to OA II (T), Black Mountain CC; and Janice Valone to M&SS I, Santa Clara.

Separation - Ofc. Tech. Vicki Schell, San Mateo-Santa Cruz.

SIERRA CASCADE REGION

Transfer - FAE Paul Janowicz to Butte.

Promotions - Billy J. Waters and Curtiss J. Hoag to FC (B), Salt Creek CC; Michael M. Shorrock to SFR I, William C. Cote to SFR I; and Steven J. Fowler to FC (A), all to Butte; Wendell R. Reeves to For III, Hqs.

Appointment - Bernard J. Ward to For. II, Lassen-Modoc.

Retirements - FC (A) James A. Hebrew, Tehama-Glenn; and SFR II Raymond B. Caldwell, Lassen-Modoc.

CENTRAL REGION

Promotion - Marlene Critchfield to PA I.

SOUTHERN REGION

Transfers - FC (B)'s Steven Beightler and John L. Hunter to Oak Glen YCC; FAE Chad Zrelak; HFEO Roger L. Henry, and Ofc. Tech. (T) Donna Christian to San Bernardino.

Promotions - Eugene Ostrander, John Robbins, and F. Boyd Newby to SFR I, Riverside; Jon A. Hedman and Bruce Herold to FC (B), Bautista CC; Jose Torres to FC (B), Puerta La Cruz CC; Judith Jewell to FC (B), Calif. Institute for Women; Harold Cable, Jr. to FC (B), Morena CC; Harold Kershner to FC (B), Prado CC; Richard J. Garcia, Donald R. Brown, and Charles Pruett all to FC (B), Rainbow CC.

Reinstatements - John A. Crivello to FF II, Riverside; Shirley Nettleton to Steno. (B), San Bernardino; Rose price-Guinn to Steno. (B) Hqs.

Separations - Ofc. Tech. (T)

EXAMINATION CALENDAR

Upcoming Examinations

Title	Exam Base	Final Filing Date
Programmer I	Open, Nonpromo.	Dec. 11
Property Controller II	Dept. Promo.	Dec. 18
State Forest Ranger III/IV	Dept. Promo.	Dec. 18
Associate Civil Engineer	Dept. Promo.	Jan. 8

Examinations in Progress

Title	Status
Accounting Analyst	Written test scheduled for Dec. 13
Associate Accounting Analyst	Written test scheduled in Dec. 13
Personnel Assistant I Accounting Administrator III	Written test scheduled for Dec. 13 Interviews anticipated in Dec.
Air Operations Officer III	Interviews anticipated in Dec.
Air Operations Officer III (Maintenance)	Interviews anticipated in Dec.
Assistant Civil Engineer	Interviews anticipated in Dec.
Fire Apparatus Engineer	Interviews anticipated in Dec.
Food Service Worker I	Interviews anticipated in Dec.
Janitor	Interviews anticipated in Dec./Jan.
Associate Personnel Analyst	Interviews anticipated in Jan.
Air Operations Officer I/II (Maintenance)	Interviews anticipated in Jan./Feb.
Air Operations Officer I/II	Interviews anticipated in Jan./Feb.
Warehouse Manager I/II	Interviews anticipated in Jan./Feb.

Final filing dates are tentative. Do Not submit applications for examinations until the Bulletin has been released.

Margaret Osborne; OA II Mary Cirullo, and FAE Lenore Frank, all from San Bernardino.

SACRAMENTO HEADQUARTERS

Transfers - SFR I Larry Cowger to Academy.

Appointments - Lisa McCarty to Steno. (B); Diana Lee to PI, PA I; Paul Nott to Acct. Clk. II.

Promotions - Stan Lake to SFR III;

Jim McFadden to SFR IV; Jean R. Rodgers to ECC Chief; and Wayne G. Mitchell to SFR II; Judy Hansen to Assoc. Admin. Analyst.

Retirements - Assoc. Civ. Eng. Clifford Bales; PA IV Betty Gerdel, PA III Earry Urakawa; Staff Servs. Mgr. I Tooie Stoner; Asst. Dep. St. For. Ed Martin; and Supervg. Acct. Clk. I Alice Brock.

25-Year Award - Ofc. Tech. (T) Doris McCoy.

To Be Completed by Employee

NAME			Reporting Unit Name		
S.S.#			Current Position No.		
Home Address			City	ZIP	
<u>Overtime Hours Paid</u>			<u>Overtime Requested</u>		
Work Period Dates	Hours	Rate	Work Period Dates	Hours	Rate
___ to ___	___	___ (1/2)	___ to ___	___	___ (1/2)
	___	___ (1-1/2)	___	___	___ (1-1/2)
	___	___ (1)	___	___	___ (1)
___ to ___	___	___ (1/2)	___ to ___	___	___ (1/2)
	___	___ (1-1/2)	___	___	___ (1-1/2)
	___	___ (1)	___	___	___ (1)
___ to ___	___	___ (1/2)	___ to ___	___	___ (1/2)
	___	___ (1-1/2)	___	___	___ (1-1/2)
	___	___ (1)	___	___	___ (1)
___ to ___	___	___ (1/2)	___ to ___	___	___ (1/2)
	___	___ (1-1/2)	___	___	___ (1-1/2)
	___	___ (1)	___	___	___ (1)
___ to ___	___	___ (1/2)	___ to ___	___	___ (1/2)
	___	___ (1-1/2)	___	___	___ (1-1/2)
	___	___ (1)	___	___	___ (1)
Employee Signature _____			Date _____		

Directions: If you believe your overtime payment is incorrect or late (60 days from date payment was expected), please submit this form.

This form is not to be used for:

- a. Inquiries relating to the 1985-86 Attendance Settlement Agreement for Bargaining Unit 8 or,
- b. The Overtime "Buyback" plan for Work Week Group 4D22 employees. As of 8-5-86, the Departmental Personnel Office has not received approval to process these requests for all Regions.

Under the Work Period Dates, include inclusive dates you earned overtime on a work period basis; i.e., 7-1-85 to 7-28-85. If you earn overtime on a pay period basis, enter the month and year the overtime was earned; i.e., 7-85. Under the Rate column include the hourly rate of pay if known. If unknown, please check the appropriate rate (1/2) half time; (1-1-2) time and one half; (1) straight time. If you need more space please use an additional sheet of paper.

You must sign and date the form and mail it to the Director's Office in Sacramento. Please fold the form as indicated on the reverse side, fasten with tape (do not use staples), place a stamp on your request and mail it to the printed address indicated.

(Calendar)

Forester III Phil Lowell is retiring. His retirement party will be held on Saturday, January 31, 1987. Details to follow. For more information contact the Region I Headquarters Resource Management staff.

SFR III Chuck Goold is retiring at the end of the year and a retirement party will be held for him on Saturday night, February 7, 1987, in Fresno. Contact Region IV for details.

WILL YOU HAVE ENOUGH RETIREMENT INCOME?

A major factor encouraging retirement investing has been an erosion of confidence in the Social Security System.

A poll conducted on behalf of the American Association of Retired Persons found that only one in eight (12%) of those surveyed expressed strong confidence in the Social Security System. About two thirds of those surveyed said that they were either not too confident or not at all confident in the system.

Fortunately, Deferred Compensation Plans made available under

the authority of IRS section 457 are not being affected by tax reform. At a time when so many people are expressing substantial levels of concern about their financial future, State employees are indeed fortunate that this benefit is available.

State employees are investing more money in the Deferred Compensation Plan than ever before. The opportunity to reduce current income tax and have earnings on investments grow on a tax deferred basis has stimulated widespread participation. Program growth was 26% alone in 1986.

Under the State Deferred Compensation Plan employees can reduce taxable income investing part of their salary in a wide range of investment options. No taxes are paid on the amount invested nor on the earnings generated until the money is withdrawn.

The State of California has offered this Deferred Compensation Plan to its employees since 1974. Today, it is the largest such plan in existence. Over 30,000 State employees currently take advantage of this benefit. For more information, contact the Department of Personnel Administration, 1130 K Street, Suite 150, Sacramento, California 95814. Or, you may call on (916) 322-5070 or ATSS 492-0300.



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Vera Fava, **PERSONNEL TRANSACTIONS**

Deadline: 5th of each month
Phone: (916) 445-9920



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