



COMMUNIQUE

California Department of Forestry and Fire Protection



January/February 1989

Director Partain says goodbye

Jerry Partain said goodbye to all of us on Friday, January 13, 1989 when he hosted a lunch for the employees of Sacramento Headquarters. Later that day he was joined by almost 300 of his employees, colleagues, friends and family at a dinner at the Sacramento Red Lion Inn.

Take a look at the final farewell:

Doing lunch.....



The uniform of retirement.



All dressed up.....



The governor had some nice words for Jerry.



Forestry Features

A tree grows in Capitol Park

by Milissa Douponce, student assistant

In honor of Director Partain's retirement a tree was planted in Capitol Park on December 22, 1988 by a group of children from the Evergreen 4-H Club.

It was cold, windy and rainy, but with the aid of a tent everyone was able to stay relatively dry for the planting ceremony. The tree, a honey locust seedling, stands on the northwest side of Capitol Park and will be there for years to come commemorating the contributions of Director Partain.

The seven 4-Hers from Mendocino County, ranging in age from eight to 13, also presented the Director with a check for \$420 as a contribution to Operation Phoenix, one of the director's pet projects. The Evergreen 4-H Club had conducted several fundraisers for the reforestation project, under the guidance of CDFer Jim Nichols of the Mendocino Ranger Unit.

Despite the weather, there was a good turnout by the local media. Director Partain has been a favorite of northern California reporters for years.



New labor relations officer joins CDF

by Milissa Douponce, student assistant



Ron McGee has filled the labor relations officer position vacated last September by Robin Marrs who left to take over the regional administrative officer duties at Region I Headquarters.

Ron has extensive experience in public sector labor relations beginning in 1970 as an elected representative of the IAFF Union representing San Mateo City Firefighters. In 1976, Ron left San Mateo to work full-time in labor relations and has worked as a representative of the International Union of Operating Engineers, Stationary Engineers Local 39, as labor relations manager for the County of Yolo, and just prior to joining CDF was a

labor relations specialist with the Department of Developmental Services.

In addition to his years of experience, Ron holds an Associate degree and certificates from labor relations programs at UCLA, University of San Francisco, and the prestigious Harvard University Trade Union Program.

Welcome to CDF Ron

Richard Dresser joins ranks of SAF

Forester III Richard Dresser, resource manager, Humboldt-Del Norte Ranger Unit, was recently elected Fellow in the Society of American Foresters (SAF). Fellows are elected by the membership because of their outstanding contributions to forestry

Rich is a 30-year CDFer, spending most of his career in Region I. He is a native of Fresno and graduated with a degree in Forestry from U.C. Berkeley in 1958. He received the American Forest Institute Bronze Hard-Hat Award for certifying in excess of 25 tree farms in



California, and has also served for 11 years as an instructor in forestry and related topics at the College of the Redwoods.

Rich is active in many other organizations such as California Licensed Foresters Association, College of the Redwoods Advisory Committee, Humboldt State University McIntire-Stennis Committee, Society of Range Management, American Forestry Association, Redwood Region Conservation Council, and many others.

Rich joins more than 70 other California foresters elected to Fellow status by SAF.

Congratulations!!!

Retirement, recognition and praise



From Left to Right are: Region I Chief Bill Imboden; Dave Mack, ranger unit chief, San Mateo-Santa Cruz; Ray Hebrard, ranger unit chief, Mendocino; Assistant Deputy State Forester Ray Jackman, Region I HQ.; Director Partain; Gene Bach, ranger unit chief, Sonoma; Dick Clanton, ranger unit chief, Santa Clara; Byron Carniglia, ranger unit chief, Lake-Napa; and Cliff Chapman, ranger unit chief, Humboldt-Del Norte.

On December 14, CDF Region I was blessed with an opportunity to happily send off to retirement, praise and honor, one of our favorite people. To begin with, we had the opportunity to have a retirement buffet and get together with our director, Jerry Partain, who entered the retirement world of "what the hell am I going to do today?", on January 1, 1989. Jerry was in rare form as usual with many kind words, a giant smile, and a "ton" of quips (all new material). We enjoyed the pleasure and privilege of your company Jerry, we'll miss you and congratulations on completion of a long and honorable career and your retirement from state

service.

Each year a field tour by region and Sacramento personnel is conducted in Region I. Facilities, apparatus, and personnel are looked at to ascertain fire readiness, training levels and proficiency, apparatus condition and numerous other factors involving field operations with all factors based upon safety. This year, superior accomplishments recognized by the field tour team were identified and superior accomplishment plaques were presented to the respective ranger unit chiefs representing the six ranger units in Region I. The awards by ranger unit are listed in the next column.

SONOMA RU
Superior Camp Black Mtn. CC
Superior Dozer Unit Healdsburg FFS

MENDOCINO RU
Superior Station Booneville FFS
Superior Dozer Unit Howard Forest FFS

SANTA CLARA RU
Superior Auto Shop Morgan Hill HQ
Most Improved RU Santa Clara RU
Best Trained Engine Crews " "

HUMBOLDT-DEL NORTE RU
Superior CC Auto shop Eel River CC
Superior Station Mattole FFS

SAN MATEO/SANTA CRUZ RU
Superior Engine Saratoga Summit FFS
Superior ECC Felton
Superior CC Ben Lomond YCC
Superior Res. Mgt. Facility " Nursery

LAKE-NAPA RU
Superior Engine Middletown FFS
Superior Engine St. Helena FFS
Superior Dozer Unit St. Helena FFS
Superior Station St. Helena FFS
Best Overall RU Lake-Napa RU

Changes in Fire Prevention

There have been a lot of comings and goings in CDF's Sacramento Fire Prevention section the last few months. If you've visited the unit recently you probably noticed a few new faces and a few vacancies.

Starting at the top, Loren Poore is now staff chief for Fire Prevention. Effective December 1, 1988 Loren took over the management of CDF's statewide fire prevention functions including: education, engineering and law enforcement.



Loren has 30 years of forestry-related experience starting out with the U.S. Forest Service before joining CDF in 1958 as a fire captain at Humboldt-Del Norte. He worked his way up the ranks, even spending time in Sacramento as the fire suppression cost recovery officer some years back.

Prior to his current job Loren was the fire prevention program manager for Region I, and just recently came back to Sacramento as the deputy chief, Law enforcement.

"This has been a career goal of mine and I'm very happy to take over the position," noted Loren, "I hope to achieve a balanced fire prevention program within the department."

"I hope to achieve a balanced fire prevention program within the department."



Another recent appointee within fire prevention is Deputy Chief Jim Bliss who relocated from his division chief of operations position in the Santa Clara Ranger Unit, to take the Fire Prevention Education Officer slot in Sacramento.

Jim began his CDF career in 1962 as a seasonal firefighter in the San Luis Obispo Ranger Unit. Since then he has held positions as fire apparatus engineer and fire captain in the San Benito-Monterey Ranger Unit, and battalion chief in the Riverside Ranger Unit. He says that he is "looking forward to learning more about the job in Fire Prevention - it should be a diversifying experience."

Jim added that he enjoys golf and fishing but hasn't had the time for either since coming to Sacramento. With the increasingly busy fire seasons CDF has seen the past few years (and the outlook for the future just as hectic), it looks like the putting greens and trout will have to wait a while longer.

Leaving Fire Prevention is Fire Prevention Officer II Ron Bywater who has taken over the reins of CDFEA as president.

Ron's CDF career spanned 30 years. He came to Sacramento in 1975 on a special law enforcement project and has spent the last few years as the CDF Cost Recovery Officer.

That leaves two positions currently open in Sacramento, chief law enforcement officer and cost recovery officer, however those should be filled in no time - we'll keep you up to date.

In the mean time, Congratulations to the new faces in fire prevention!!!!

Arson roundup in Region III

CDF Region III experienced an inordinate amount of incendiary fires, caused by "serial arsonists", during the 1988 fire season. The fire prevention staffs of San Luis Obispo, Riverside and San Bernardino Ranger Units targeted nine arson problems, involving 13 suspects, believed to be responsible for over 400 fires.

Extensive investigations were carried out, including mobile and fixed surveillance, interviews, background investigations, laboratory services, fire analysis and camera surveillance. The nine operations required the assignment of 105 personnel. Sacramento funded six of the nine operations as formal law enforcement investigations.

From August to November, aggressive investigations by CDF led to the identification of 12 of the 13 subjects targeted. Of the 12, one has been eliminated as a suspect six have been arrested and are awaiting trial. The remaining six are still under investigation. The six that were arrested are believed to be responsible for over 150 arson fires.

Some of the subjects arrested had a history of setting fires over long periods of time. Had they not been apprehended, there is no doubt they would have continued their fire setting throughout the region.

These successes could not have been possible without the cooperation of numerous individuals, from the "first-in" engine personnel responsible for the preliminary fire investigation to Sacramento staff. The dedication and hard work of the ranger unit fire prevention officers along with the progressive support of their rangers-in-charge was the foundation that led to the activation of the operations.

Department investigators from throughout California were assigned to the Southern Region to assist with the problem. Local fire agencies, district attorney's offices, sheriff's and police departments assisted in many of the operations. Two of the investigations were conducted in a joint command with the U.S. Forest Service and our department.

When peace officer resources became scarce and we needed assistance

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immediately, Orange County Fire Department assigned three investigators to help. (Though San Bernardino, Riverside and San Luis Obispo had enough of their own workload to handle, they still managed to respond battalion chiefs and fire prevention officers back and forth to each other when they were needed.)

Over a four month period, Regions I, II and IV were constantly

being asked to provide personnel to Southern California. The entire operation was coordinated by Sacramento and Region III Fire Prevention staff.

There is no doubt that at times, fire prevention activities throughout the state were curtailed in some units due to the heavy commitment of enforcement resources dispatched to Southern California; however, the overwhelming

success of the investigations shows that with enough support and assigned personnel, positive results can be attained. The "serial arsonist" presents a grave threat to the people and resources of California. Hopefully, several of these arsonists will enjoy many future fire seasons in the "Greybar Hotel".

The EARS of CDF

by Holly Kress, fire prevention assistant

San Bernardino Ranger Unit's Red Flag Fire Patrol has had more than its share of activity in 1988, thanks to several episodes of Santa Ana winds that blistered the already drought ridden terrain with gale force gusts. The relentless winds and lack of rain kept fire season from closing in San Bernardino County until late in December, and further maintained the need for Red Flag Patrol due to critical fire danger.

As always, in the true spirit of volunteerism, when the call goes out the San Bernardino Red Flag Fire Patrol members organize their teams, perform CB radio checks and assume the role of "eyes and ears" for CDF on fire patrol. There is really not all that much excitement inherent in roaming remote roadways watching for fires but, as one Red Flag member so appropriately phrased it, "A good fire patrol is a boring fire patrol!"

In addition to the Red Flag Patrol members, each team utilizes a person to operate a stationary base radio unit. The base operator monitors all radio traffic, maintains communication with patrol members and relays emergency traffic via telephone to the CDF dispatch center.

One such base operator is Gloria Kertez, a Red Flag volunteer for COMUPAC React in the west end of San Bernardino County. Gloria has been an active member of of COMUPAC React since 1966. Her interest in radio communications goes back to Gloria's early teens. As her interest and skill developed, she eventually attained her HAM radio license and also volunteered for several years with the Civil Air Patrol in Upland, California. Gloria now operates her CB base radio unit from the comfort of her home where she spends most of her



Gloria has been a base radio operator with COMUPAC REACT in San Bernardino since 1966 - Gloria has been blind since birth.

time. Though she is in her mid-sixties now, Gloria confidently says "There is very little that I can't do and I do whatever I can to help!" This statement might sound somewhat unusual coming from a woman who has been blind from birth.

This is a testimony to one of the positive aspects of the California Depart-

ment of Forestry and Fire Protection's Volunteers-In-Prevention Program. CDF emphasizes the strengths of their volunteers and minimizes the weaknesses. In the case of Gloria Kertez, she is known to the San Bernardino Ranger Unit as the "Ears of CDF".

EARS training

by Don Perkins, deputy chief, fire planning

Train the trainer classes for implementation of the Emergency Activity Reporting System have been completed. Fourteen classes were held throughout the state with one person from each battalion and each conservation camp attending. An additional person from each ranger unit also attended the class in their area. All of the attendees are now training the people in their ranger units.

This phase of EARS will automate the collection of FC-18 and

FP-1 information using microcomputers at the fire stations. The system will provide a variety of ad hoc and standard reports at the station, ranger unit, region and Sacramento Headquarters levels. This will significantly improve the planning and analytical capability at each level as well. EARS will be implemented statewide on April 1, 1989 at which time the current FC-18 and FP-1 forms will be eliminated.

Special credit for the development of this phase of EARS goes to Lloyd Limprecht of the Sacramento Fire Protection unit, and Ralph Mendoza

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and Tony Faeth of the Sacramento EDP unit Greg Smith of the EDP staff served as the lead training officer and did an exceptional job. Major work on the communications hardware and software for EARS is being handled by Dave Sharpe and Chuck Campbell of the

Sacramento Fire Protection unit.

EARS is being guided by a statewide committee comprised of: Dick Clanton, Dennis Mason, Region I; Bob Paulus, Jim Smpardos, Region II; Bill Boag, Donth Athon, Region III; Jim

Simmons, Pete Guilbert, Region IV; and Dan Lang, Tony Faeth, Dabo Kusaba, Ralph Mendoza, Lloyd Limprecht and Don Perkins of Sacramento.

Fresno-Kings firefighters awarded for bravery

Fire Apparatus Engineer/Paramedic David Akers, FAE Mike Salvesson, and Firefighter II Arcadio Garcia were awarded "Firemen of the Month" by the Central Valley Fire Chief's Association in Fresno on January 18. All three recipients are from the Mid Valley Fire Protection District Station #6 at Clovis Lakes.

The three firefighters were directly involved in saving the life a motorist trapped in her rolled-over vehicle in rural Fresno on April 11, 1988. Immediate life saving techniques were performed on the non-breathing victim by the Engine #6 crew, even though the victim was saturated with gasoline and power lines were draped across the vehicle.



Pictured are FAE/Paramedic David Akers, FAE Mike Salvesson, and Fred Batchelor, ranger-unit-chief, Fresno-Kings. (Not pictured is FF II Arcadio Garcia.

The victim, Charlene Cluff, of Fresno is in rehabilitation at a Fresno

Hospital and all reports indicate a favorable prognosis.

A final look



After a long, hard fought battle with the fires in Yellowstone last summer these CDF engines and crews are ready to begin the trip back to California. The photo was taken by Lowell Tidd, retired CDFer, who was on vacation in the the park during the disastrous siege.

How much????

The 1988 Fires Season kept CDF crews busy. On SRA alone CDF responded to 8,072 fires. Those fires burned 190,928 acres and caused an estimated \$65 million in property damage.

The department spent over \$56 million to fight California's wildland fires last year.

You all did a great job even with the increasing number of humans and homes in the way. Californian's know that they can rely on CDF.

Right now it's both raining and snowing up and down the state - let's hope it keeps up.

Briefing for CDF retirees

Deputy Director Dick Day has announced that on March 21, 1989, a three-hour briefing on fire protection issues will be conducted for retired personnel and their guests. The briefing will start at 1330 hours in the Resources Build-

ing Auditorium in Sacramento. The agenda is still tentative, but there are plans for a static display of the newest and oldest engines, several interesting videos, demonstrations and speakers.

Those retired personnel that are

interested in attending this briefing should R.S.V.P by calling Arlene Keiunji at (916) 445-8214. Fire Protection needs to know how many will be attending so they can prepare enough handouts.

The Communique' chain

Well another year, another 12 paychecks without Communique's. It's time to face facts, getting your newsletter out with the paychecks is about as easy as containing and controlling the 49er fire was. Unfortunately we didn't even come close in 1988. However, we do have a plan for 1989, a desktop publishing system, and an almost fulltime student assistant. So, as soon as we meet goal NUMBER 1 -(to get the newsletter out within the right month), we'll work on goal NUMBER 2 -(to get it out with the paychecks).

Of course all of you have been great, patiently waiting for your Communique' each month, and we just want you to know that we really are trying. Just look at what we had to deal with prior to installing the desktop publishing system: your newsletter went from the editor's desk to Issuance, to the Office of State Printing(OSP), back to the editor's desk for corrections, back to Issuance, back to OSP, back to the editor's desk for proofing, over to Graphics for layout, down to

the Department of Water Resources (DWR) Reproduction unit for printing, to the CDF Supply Room, and finally to you.

The new desktop publishing system eliminates all but four of those steps. The newsletter now stays with the editor until it goes to DWR, and finally ends up with the supply room staff where it is mailed out to you. For the past four months your Communique' has been written, edited, typeset and designed on the new system, by one person. And, as

that one person gets more proficient at using the system the amount of time it takes to produce the Communique' will be less and less.

If you'll bear with us just a little longer, we think we're finally getting the hang of it. There's just one more thing - we need your help. The following box contains information important to the health of your newsletter, please keep it handy for reference.

COMMUNIQUE'

George Deukmejian, Governor

Lisa Boyd, Editor

Milissa Douponce, student asst.

Kathy Miller, Personnel Transactions

The Communique' is published monthly by the CDF Public Affairs Office. Deadline for submitted material is the 5th of the month for the following month's issue.(916) 445-9920

Communique' tips

Every January we give you a list of tips you should consider when submitting material for your newsletter. That time has come again so here we go:

1. The deadline for submitting material is the 5th of each month for the following month's issue. (If you're behind schedule give me a call and we'll see what we can work out.)

2. REMEMBER that an average of 3,500 CDF employees, 345 retirees, 125 forestry-related organizations and persons, and all the members of the State Legislature are going to read it. TAKE PRIDE IN

YOUR DEPARTMENT, and let it show in your articles.

3. You can submit articles/photos directly to the Communique' staff, however, we would like to have your immediate supervisor's signature on it when we receive it. Also please send a copy to your region headquarters for their files.

4. Please include the five w's and one h in your article. Who, what, where, why, when, and how. Give as many details as possible - don't worry about your writing style, we'll clean it up for you. PLEASE

TYPE YOUR ARTICLES and keep them to no more than two pages, double-spaced, (give me a call if you've got a long article and we'll see what we can do.)

5. The photos should be clear, whether black and white, or color. Try to get interesting shots, and don't forget to take a few vertical shots (they work best on the cover).

6. Remember to call the Communique' staff if you have any questions. We'd love to hear from you.

North and South learn from each other

by Timothy Walsh, fire apparatus engineer

It's rough being away from home and families during the month of December, but the crews from engine 4483 and Vina Helitack up North were able to keep a positive attitude during the duration of their present stay at Station 13 in San Bernardino. There is unity throughout the state among CDFers and that builds a positive department.

The crews from the North showed us some techniques for firefighting that we were not familiar with, and now we can incorporate those ideas in to our own fire suppression techniques.

After a two-week stay their spirits were still high which is quite an accomplishment at station 13. Not that we're

not a happy crew, just very busy between two schedule "B" engines, one schedule "A" engine, and a paramedic squad that runs nonstop.

To show their appreciation, they gave us a present to put under the Christmas tree. After the wrapping paper cleared, there it sat... a giant stuffed Dalmatian with a dog tag that read, "Vina-88". It's now our station mascot.

We all learned a lot about how CDF works outside our normal jurisdictions. We also shared a lot of war stories, a Christmas parade, and a church breakfast. Thanks again and your welcome back anytime.

Softball players save this date!!!

Softball players save this date!!!

The ninth annual Mike Schori Memorial Coed Softball Tournament will be held in Sacramento on May 13 and 14 this year.

Get your vacations blocked out and oil your gloves! This year we plan to have two divisions to accommodate both recreational and competitive teams. For further information on entries and rules, contact me, Tess Albin-Smith at Sacramento HQ (916) 322-0165 or write me at P.O. Box 944246, Sacto, CA., 94244-2460 (room 1516-6).

TEAM ENTRY DEADLINE IS APRIL 1, 1989.



CDF t-shirts

Flame Designs (owned and operated by a CDFer) is still offering a CDF 60th Anniversary T-shirt as well as other CDF designs.

The anniversary t-shirt depicts a horsedrawn firecart and a CDF engine on the back and the CDF name and California Golden Bear on the front. The newest t-shirt has a CDF firefighter and helicopter on the back and the bear on the

front.

They come in a variety of colors and sizes and are \$10 a piece.

If you are interested contact Flame Designs, 5901 Warner Ave., STE. 418, Huntington Beach, CA 92649 (714) 840-9550.

On the cover

Fire prevention from generation to generation

by Lisa Chiesa, fire prevention assistant

On the cover this month(s) is a young convert to Smokey's Five Rules. The New Experiences Preschool was ready for Smokey with a big platter of fresh baked cookies during a recent visit by Shasta-Trinity VIP's and Smokey.

The education of new generations will always be the focus of the Shasta-Trinity VIP program. Let's hope in the future as fire fighting becomes more complex the public will be more aware of fire - how to prevent it - and how to provide that vital home clearance through the efforts of the VIP's.

"Defensible space" provided the theme for the CDF entry into the Shasta Damboree Parade. We all know that fighting the fires of the future could be simplified if everyone was fire safe!

Let's get cookin

Hey good lookin'
Whatcha got cookin'
Hows about cookin'
somethin' up with

How do all you CDF chefs feel about putting together a CDF cookbook. Proceeds will go to a California burn unit. Give Darla Mills, Sacramento Budget Office, a call if you are interested;

(916) 445-1584 or ATSS 485-1584.



Trinity River Conservation Camp

by Peter Finnie, division chief

High atop Pettijohn Mountain, with the majestic Trinity Alps serving as a backdrop, work on the Trinity River Conservation Camp steadily progresses. Trinity River Conservation Camp is located in Region II, approximately 45 miles west of Redding near Trinity Lake and within the U.S., Forest Service managed Shasta-Trinity National Recreation Area.

Trinity River Camp is one of the nine new Conservation Camps built in cooperation with the California Department of Forestry and Fire Protection and the Department of Corrections. The initial field inspection for a camp in Trinity County began in December, 1983. By March of 1984, six potential sites had been located in Trinity County. Public meetings were held in Weaverville and Lewiston to present the concept of conservation camps and to receive comments on the proposed sites. Through the public review process, the site on Pettijohn Mountain was the clear choice. In May, 1984, the Trinity County Board of Supervisors unanimously approved the construction of the 120 man camp, now called Trinity River Conservation Camp.

On July 31, 1987, bids were opened for the camp construction and Spanda Industrial, Inc. of Sacramento was the general contractor submitting the low bid of \$2.9 million. On August 21, 1987, construction began on the new camp. The mild winter during 1987 allowed the contractor to work throughout the normally wet and snowy winter months. By May 25, 1988, Spanda Industrial had completed their portion of the camp and approval was given for the agencies to move in.

The Automotive Shop and Warehouse-Project Shop buildings were left unfinished by the general contractor. All the offices, restrooms, tool rooms, parts rooms, interior walls and electrical work were completed by CDF and the in-camp inmate crews. The administration building, mess halls, dorms, warehouse, project shop, auto shop and bus barns are metal buildings with wood frame interiors. The metal exteriors of the buildings will be maintenance free for 30 years. In addition, the Family Visiting House (wood), Hobby-weight building (block), and the various water and sewer pump houses were completely built by the in-camp crews. The total square footage for all 11 buildings

Trinity River Camp.



The wood-mizer bandsaw in operation.

is approximately 45,000 feet.

The operational plan was to gradually increase the camp inmate population over a period of time. However, this plan only lasted 11 days when all of the inmates from Ishi Conservation Camp (Tehama-Glenn Ranger Unit) were transferred to Trinity River. Ishi Camp had experienced a major failure with their sewer ponds. CDF and CDC camp personnel were scrambling to meet the needs of this mass influx of inmates - now totaling 139. The early active Emergency Response Period (fire season) in Northern California also compounded the situation. Our fire fighting effort during 1988 totaled 59,055 hours and the crews responded to 41 incidents.

The CDF camp personnel consists of one state forest ranger II, state forest ranger I, office assistant II, heavy fire equipment operator and 12 fire crew captains. CDC has a lieutenant, two sergeants and eight officers.

Another feature of Trinity River Camp which was not initially planned is the location of the U.S. Forest Service Helicopter base. CDF equipment and personnel assisted in the construction of the access road, buildings sites and helicopter pads. During 1988, Copter 506, a "206 Bell Jet Ranger" logged a total of 327 flight hours. Currently, training plans are

being prepared to develop inmate flight crews at Trinity River.

Trinity River recently purchased a Wood-Mizer model LT40HD bandsaw for in-camp sawmill operation. The sawmill is capable of sawing logs 32 inches in diameter by 21 feet in length. Within the next 18 months, our plans are to produce surfaced soft and hardwood lumber. As the lumber products are produced we will distribute information updates on our product availability. Future plans also included installation of solar dry kilns.

Grade projects for our inmate crews vary from work on both Trinity and Lewiston Lake campgrounds to assisting all the small local county agencies. Major fisheries enhancement projects are currently in progress on the Trinity River salmon and steelhead resources. Over the next 10 years \$57 million will be allocated from the Federal Government to improve the Trinity River fisheries.

The Department of Fish and Game and U.S. Forest Service have submitted projects to improve the warm water fisheries on Trinity Lake (shoreline of 165 miles). Oh, by the way Trinity Lake holds the States smallmouth bass record of 9 pounds, 1 ounce. As you can see, the variety of our grade projects will, over time, greatly enhance the natural resources of Northern California.

Fresno-Kings VIP's keep Smokey busy

So far this winter in the Fresno-Kings Ranger Unit, Smokey has been too busy to even think about hibernation. With the help of the ranger unit's Volunteers in Prevention (VIP) Smokey has been busy promoting his important fire prevention message to the public in a whole bunch of ways. Smokey appeared in Christmas parades in Clovis, Sanger and Mendota. He was present at the grand opening of a new shopping mall in Clovis. He joined with the California Highway Patrol to promote the "Toys for Tots" program in the Fresno area. Smokey also has been teaming up with McGruff the Crime Dog, and Sparky to promote both fire prevention and the neighborhood watch program. Hopefully, Smokey will have a little time to rest up before the 1989 Fire Season.

Fresno-Kings VIP's were also hopping throughout the year. They started with LE-38 inspections and team teaching. From noisy school classrooms to quiet libraries the VIP's covered a lot of territory. Smokey bookmarkers and puzzle books along with Fire Safe information for the parents were distributed out of the local libraries.

The largest single event the Fresno-



Fresno's Buster Crime, Smokey and McGruff team up at a neighborhood Watch Program

Kings VIP's took part in this year was the Fresno Fair during which over 250,000 people visited the CDF booth.

New to the Fresno-Kings Vip program are 28 members of a local amateur radio club. This coming summer they should be fully operational with a packet system, as well as a repeater system. During peak fire season, this will enable the logistics section at the incident base of a fire to transmit hard copies of

data to the emergency command center in a fraction of the time previously needed for delivery. If all goes well, this should also expand to the region headquarters in Fresno.

It's been a busy, but fun 1988, for Smokey and the VIP's. After a well-deserved hibernation Smokey will once again hit the "fire prevention" trail with the Fresno-Kings VIP's for another busy year.

In Flight

Grass Valley Air Attack honored

The Golden Empire Flying Club, of Grass Valley, California, presents two awards each year at their annual Christmas banquet. Both are perpetual awards. One is the Bent Prop Award which goes to a pilot from the area that has had some unique aircraft problem in the past year, (thankfully we didn't win this one.) The other one is the Excellence In Aviation Award usually presented to a pilot from the area who has exhibited outstanding pilot capability during the past year.

The club deviated a bit for 1988 and awarded it's excellence In Aviation Award to the Grass Valley Air Attack Base and all those who participated in air operations on the 49er Fire, this past summer.



Kathy Frank, outgoing president, Golden Empire Flying Club, presents the Excellence In Aviation Award to to Chuck "Captain" Spencer on the left, and Ira Townsend, air attack supervisor, both of the Grass Valley Air Attack Base.

As pointed out in a letter to Air Attack Supervisor Ira Townsend and U.S. Forest Service Air Base Manager Ron

Bradley, from Richard Miller, Chairman, Nevada County Airport Commission and
(Cont. on next pg.)

(Cont. from pg. 11)

Vice President, Golden Empire Flying Club, Grass Valley Air Attack Base was selected to receive the award for its "superlative performance during the recent 49er Fire". The air tankers fly a completely opposite airport pattern than other aircraft, which could cause conflicts with other traffic. Miller said, "the members of the Commission, all of whom are pilots, appreciate the unfailing professionalism with which your crews address this problem, including the frequent, clear and

timely radio communications on unicom frequency and the conduct of your approaches in order to assure maximum visual exposure. Happily, this potential conflict has turned out to be a non-problem". Miller further recognized the units day to day operations by saying "many small fires are extinguished or controlled by your crews within minutes after they are discovered, on an almost daily basis throughout the fire season". In closing Miller said "as pilots, we appreciate your skills and

are happy to share our airport facilities with you".

Some of the statistics generated at Grass Valley Air Attack Base during the 49er Fire are as follows; 10 S-2 Air Tankers operated out of the base; The S-2's flew 300 missions for 68 flight hours and hauled 220,000 gallons of retardant. In total the base's firefighting aircraft used 10,000 gallons of fuel.

Your Health and Safety



Eating Disorders

The pursuit of a slim figure has become a fixation for many people. We spend billions of dollars on diets in an effort to improve our physical appearance. While we all have times when we worry about how we look, for some the pressure to be thin can lead to self-destructive behaviors such as self-starvation or bingeing and purging. These behaviors describe two types of eating disorders: anorexia nervosa and bulimia.

Females are ten times more likely to have anorexia nervosa or become anorexic than males. Typically, anorexics are high achieving, popular young women who use self-starvation in an effort to lose weight. Anorexics may lose control over their bodies. Their self-image is distorted. They may feel fat and think they look fat even though they are incredibly thin. The brain functions that control appetite and the reproductive system of anorexics are severely affected. Because anorexics become incapable of grasping the reality of their problem, they often need to be encouraged to seek professional care by family or friends. Otherwise, they may starve themselves to death. People with bulimia binge by consuming large quantities of high caloric foods very quickly and without enjoyment. They will then purge or eliminate the food by using laxatives, taking diuretics, or inducing vomiting. Rigorous dieting or fasting may also follow a binge. Bulimics may binge

and purge once a week or as often as five times in one day! Physical problems may develop from the mild starvation and the damage caused by frequent purging. Professionals report that ten percent of female college students have bulimia and this number is on the rise. The onset of these eating disorders usually occurs between the ages of eleven and eighteen years old. A 1986 study estimated that eighty percent of adolescent girls who were eleven years old were already dieting. Those suffering from an eating disorder try to hide their eating patterns and must cope with isolation, depression, and despair.

The good news is that eating disorders are treatable. Trained professionals can diagnose these disorders and help an individual regain normal and healthy eating patterns. If you are concerned about your eating patterns, call your Occupational Health Services, Inc. Employee Assistance Program and arrange an appointment to see a counselor who can help with an eating disorder. The Program is confidential and the initial sessions are pre-paid by your employer. Simply call:

San Francisco/Bay Area....(415) 653-4357
Toll-Free.....(800) 227-1060
TTY for hearing impaired (415) 653-5569

Burnout renewal: Reseeding of motivation

by Iris McQueen, management consultant

Quiz

After a major wildland fire destroys timber and vegetation, what is the first step to restoring the resource?

After a major residential fire, what is the initial steps the owner takes to reclaim the dwelling and its contents?

The answers to these quiz questions are simple for the experienced fire professional. They are casebook queries. And they form the model for our discussion of burnout and renewal. The answers are salvage and the restoration.

As for burnout one writer has described it as the "damned if you don't" syndrome. The symptoms include chronic frustrations, depression, absenteeism, substance abuse, deterioration of performance, and increasingly more difficult interpersonal problems.

Its highest impact is on those who are people-oriented and have high performance expectations. Causes of burnout not only include the overly critical boss, but also a vague sense of helplessness, lack of recognition, ambiguity, and

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(Cont. from pg. 10)

a series of impossible tasks. In studies of workers with chronically heavy workload and long hours, burnout has been characterized by low morale, a lowered sense of responsibility for the client, feelings of less control, lower job satisfaction, lower tolerance for change and authority, increased resentment of almost everything, and high turnover.

How can your organization deal with burnout in its employees?

There are six features of organizations that promote a feeling of significance and meaning in the work. These same six features tend to reduce the occurrence of burnout among workers. They are:

1) Sense of constant learning/curiosity

Employees are encouraged to explore and challenge the inner workings of the organization while seeking ways of improving the environment and work flow. They are pushed to learn new things and teach their coworkers. This curiosity is seen as adventure in maturity.

2) Meaning and significance in the work itself

Viktor Frankl, the sociologist and Noble Prize winning author, suggests that this is the fundamental difference between Man and animals. Mankind seeks to do work that is satisfying and purposeful - and that makes him/her stretch. It cannot be too simple, too mundane, or too self-serving.

3) Success and achievement relative to performance

Any effort without reward is destructive - it erodes our motivation. Working within an organization where the only reward for hard work is more work serves to encourage burnout. Rewarding nonperformance is also destructive since it rewards negative behavior and models an absence of consequences for nonperformance. Since each employee has differing talents, abilities and potential, rewards/consequences should be determined on all individual bases.

4) Variety

To reach peak performance, workers must have exciting and challenging assignments to maintain a high level

over extended periods of time. Overload or underload tends to develop an erratic and confusing work environment, diffusing personal ambition.

5) Flow experiences

Since governmental services are typically processes rather than products, employees work best when they understand how their piece of the process fits all the other pieces. Do your fire prevention officers, dispatchers or secretaries understand how form-filling fits with the collections and use of data in headquarters? Would that understanding help them do a better job? Or do it more cheerfully? With more commitment? With less stress?

6) Abraham Maslow, the patriarch of motivation theory, identified self-actualization as the pinnacle of the motivation pyramid. Self actualization is the "be all you can be" part - stretching to test the boundaries of your skills, knowledges, and capacity. How would you measure this portion in the department? For instance, how many suggestions do you receive each month on work improvement strategies? How many employees graciously complete the individual development plan with personal/professional growth segments? How many cost savings ideas have you received within the last year that were practical and ingenious?

These six features characterize an environment where burnout is minimized because people have a clear idea of how they fit and how their work fits the overall mission of the organization. However, burnout has already occurred in many employees.

The following steps will allow individuals to salvage themselves by "reseedling" their motivation. This restoration process can only occur after the burnout is recognized. Next, the individual must take responsibility for the condition (not the blame) and commit to action steps. Then, the employee must strive to achieve some degree of acceptance that the restoration process will take time and patience. Work is what we do, it is not what we are. It is coincident to our life - not the reason for it.

Thus, "reseedling" includes de-

veloping new tools for dealing with change, with unrealistic expectations (both personal and departmental), with difficult people or impossible circumstances, for communicating needs and limits, for confronting conflict, for setting goals and objectives, for achieving balance and harmony between work and nonwork commitments. Training is the first step, practice is the next. And the practice must last a lifetime.

An important resource for assisting with this salvage and restoration program is the departmental Employee Assistance Program (EAP). If you are burned-out or know someone who is clearly showing signs, get help! Call EAP - the call is confidential but it can be your "911" program for work burnout.

Iris McQueen is a management consultant working with CDF to develop leadership skills. She instructs at the CDF Fire Academy and through the Basic Supervision series. She is also a presenter at the Annual Career Development Retreat for secretarial and administrative staff. For more information, call (916) 725-3285.

Kudos!

To the Owens Valley Conservation Camp who aided the community of Big Pine by providing them with an accessible lighting source and commemorative plaque for their town Christmas tree. From Mike Dunlap, president, Big Pine Civic Club.

To ex-Director Partain for your help in once again delivering the State Christmas Tree to the State Capitol. And to the super job the Amador-El Dorado Ranger Unit crew did in bringing the tree to Sacramento. From W.J. Anthony, director, Department of General Services.

To Accounting Officer Specialist Carol Jow who completed 25 years of state service in December. Congratulations! Thank you to all those who fought the 49er Fire and for all the thoughts, concern, support and gifts since the loss of my place in that fire. From Cindy Cabodi, Rough and Ready, CA - Colfax Forest Fire Station.

To the crew (we assume from the Napa Station) who on December 6, 1988 responded to a structure fire on Atlas Peak Road and saved a home. And, to

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Personnel Transactions

COAST REGION

Transfers - Office Tech Wendy Ellzey to Region I Hdqts; FC "B" Mike Snyder to Ben Lomond; FAE Clare Bisbee to Lake-Napa; FAE Deanna Baxman to Sonoma; and SFR I Ernie Loveless to Lake-Napa.

Promotions - James Taglio to SFR II, Mendocino; Fay Yee to For I, Jackson State For.; Jorge Suarez to FC "B", Eel River; Linda Cinkel to Office Tech, Humboldt; Michael Deck to Business Serv. Officer I, Region I Hdqts; and Michael Balesteri to SFR II, Santa Clara.

Appointments - Betty Fredricksen to Acct. Clerk II (LT), Region I Hdqts; Debbie Carrasco to OA II, Humboldt; Chris Vallerga to FC "B", Konocti; Mary Cardwell to Acct. Clerk II, Lake-Napa; Patrick McCoy to Stationary Eng, Region I Hdqts; Ken Johnson to HFEO, Humboldt; and Sharon North to OA II (T), Region I Hdqts.

Retirements - For. & Const. Maint. Supv. Felix Addor, Region I Hdqts; SFR I David McKay, Sonoma; SFR II Robert Villegas, Delta; SFR II Steve Richamond, San Mateo-Santa Cruz; HFEO Robert Johnson, Humboldt; FC "A" George Sproul, Humboldt; FEM I Ellis Phillips, Santa Clara; and SFR IV Bob Day, Mendocino.

Reinstatements - Fred Jacobs to Asst. Civ. Eng., Region I Hdqts; and Bruce Strickler to For. I Mendocino.

SIERRA CASCADE REGION

Transfers - FC "B" Michael Bertagna to Sugar Pine; FC "B" Russell Rogers to Ishi; FC "B" James Ballard to Ishi; and Office Tech. Judy Moffitt to Lassen-Modoc.

Promotions - Edwin Hutchison to FC "B", Antelope.

Appointments - Marie Motz to Dispatcher Clerk, Butte; William Bobich to FAE, Shasta-Trinity; Alexander Tujan to FAE, Siskiyou; and Troy Baker to FAE, NYP.

Separations - FC "B" David Sybert, Inter-mountain.

Retirements - FC "A" James Kish, Secretary Mida Deal, and SFR II John Rosasco, NYP; FC "A" Stephen Whitlock, Siskiyou; and SFR II James Davis, Deadwood.

Reinstatement - Arthur Warren Jr. to SFR I, Alder Springs.

SOUTHERN REGION

Transfers - HFEO Elmo Purinton to Bautista; FC "A" Robert Troups to Prado; FAE Matthew Jauregi and Bruce Lodge to San Luis Obispo; FC "A" Arnold White to Riverside; FC "A" Jim Bogle to Norco; FC "A" Ron Mayer to La Cima; HFEO Roger Henry to Riverside; SFR IV Glen Newman to Riverside; FC "A" Donald Brown to McCain; OA II (T) Nancy Albright to Region III Hdqts; FC "A" Kenneth Toy to Ventura; FC "A" John Childe to La Cima; FAE Debra Zimmerman to Riverside; and FC "A" Daniel Chester III to Bautista.

Promotions - Mark Brodowski to SFR I, San Bernardino; and Mike Watkins to RAO II, Region III Hdqts.

Appointments - Marc Derosier to FAE Paramedic, San Bernardino; Anthony Salas, Michael Norris, Schonett Birdwell and Denise

Daly to FAE, Riverside; Patricia Sherwin to OA II, Los Robles; David Driscoll to SFR IV, San Bernardino; Ricky Gible to FC "A", Fenner; Mauricio Lugo to FC "A", McCain; Walter Krostek to Assoc. Prog. Analyst, Region III Hdqts; Daniel Lim to Programmer II, Riverside.

Separations - HFEO Steven Sharpe, San Luis Obispo; Dispatcher Clerk Christy Makley, Riverside; Office Tech Janice Ferwerda, Riverside; and FAE Anthony Salas, Riverside.

Reinstatements - Margaret Brunbeloe to FAE, Riverside.

Retirements - Office Tech. Betty Vaught, Oak Glen; and FC "A" Harold Spaulding, Riverside.

CENTRAL REGION

Transfers - SFR I John Robbins to Tuolumne-Calaveras; FC "B" Charles McDowell to Sierra; FAE William Vasquez to Fresno-Kings; FAE Ernest Posch to Fresno-Kings; HFEO Rick McElwee to Amador-El Dorado.

Promotions - Frank Podesta to FAE, Fresno-Kings; Marlene Heisey to FAE, Fresno-Kings; Christopher King to FAE, Fresno-Kings; David Junette to FAE, Fresno-Kings; Michael Surber to FAE, Fresno-Kings; John Hager to FAE, Fresno-Kings; Donald Stowell to SFR I, Sierra; and David Boothe to FC "B", Gabilan Camp.

Reinstatements - James Sweet to FF II, Fresno-Kings; and Felipe Gomez to FAE, Fresno-Kings.

Retirements - FC Specialist Pat Bawder, Amador-El Dorado; FC "B" Al Hughes, Growlers-

burg; FPO I Walter Nutting, Amador-El Dorado; FC "B" Larry Boal, Pine Grove; SFR I Roy Hensen, Fresno-Kings; FAE Jerry Clark, Tulare; FAE Robert Myers, Tulare; FC "A" Brad Edwards, San Benito-Monterey.

SACRAMENTO HDQTRS

Promotions - Rosalie Turbeville to MST.

Appointments - Mike Kanemoto to Personnel Officer; Bud Gagner to Office Asst. II; Donna French to Office Tech.; Julie Kreig to Asst. Personnel Officer; Rhonda Millwee to Office Tech; Jesse Rios to For. II; Lawrence Clingman to Programmer II; Kerin McGarvey to Acct. Clerk II; Lora Dye to Acct. Clerk II; and Marcia Mansch to Office Asst. II.

Separations - Labor Relations Analyst Teri Hooks; Acct. Clerk II Barbara Sanchez; and Acct. Clerk II Arvinda Gandhi.

Retirements - Acct. Admin I George Walrath; Sr. Acct. Clerk Hazel Dobbins; and Sr. Acct. Clerk Gil Parent.

CDF deaths - (Died 12/88) HEM Lew Wallace Moran (retired 9/73).

(This is a new addition to "Transactions". If you know of a CDFer, retired or current, who has recently passed away, please let us know. All we need is the name, last known CDF classification, date of retirement, and date of death. We know that many of you like to keep up on your past co-workers even this unhappy news.)

EXAMINATION CALENDAR

Upcoming Examinations

Title	Exam Base	Final Filing Date
Management Serv. Tech	Promotional	3/2/89
Staff Serv. Analyst (gen)	Open/nonprom.	3/2/89
Accounting Officer I (spec)	Promotional	3/16/89
Accounting Officer I (supv)	Promotional	3/16/89
Forestry Asst. I & II	Open	3/16/89
Forestry Tech.	Open	3/16/89
Sr. Actgng. Officer (spec. & sup.)	Promotional	3/16/89
Asst. Admin. Analyst (Acct. Systems)	Promotional	3/23/89
Heavy Fire Equip. Operator	Open	Postpone until further notice

Examinations In Progress

Title	Status
Personnel Asst. II	Written test postponed until further notice
Fire Prev. Officer I	Interviews anticipated in April/May
Staff Serv. Manager I	Interviews anticipated in March/April
Telephone Operator	Interviews anticipated in Feb./March
Actgng. Tech.	Interviews anticipated in Feb./March
Research Prog. Specialist I (Remote sensing/Watershed)	Interviews anticipated in Feb./March
Research Prog. Specialist II (Economics)	Interviews anticipated in Feb./March
Office Tech. (typing)	Written test date 3/25/89
Office Tech. (general)	Written test date 3/25/89
Secretary	Written test date 3/25/89
Sr. Account Clerk	Written test date 3/25/89
State Forest Ranger II	Interviews anticipated in April/May
Air Operations Officer I & II	Interviews anticipated in March/April
Air Operations Officer I & II (maint.)	Interviews anticipated in March/April

(Cont. from pg. 13)

Fire Captain Mike Torres who investigated the incident and was professional and compassionate in conducting his job. "Being a public servant myself I know the best I can do is to take this time to write my praise to each of you." Sincere Regards, Phyllis Roberts.

On Saturday, November 12, 1988 the citizens of **Calaveras County** hosted an appreciation dinner for the county's **firefighters**. Following a superb roast beef dinner, letters of appreciation from Governor Deukmejian and Senator John Garamendi, a tribute in the Congressional Record from Congressman Richard Lehman, and a resolution of thanks from the Calaveras County Board of Supervisors were presented. This is the second straight year the citizens of Calaveras County have honored their firefighters for the fabulous job they do.

Mark Your Calendar

Join **Fire Captain Dave Merrill** as he celebrates his retirement on Saturday, March 4, 1989, at the Lovelock Inn in Butte County. Festivities

will begin at 7 p.m.. Dinner is \$14.50 per person (and you have several menu choices). Please let them know by March 1, 1989 if you will be able to attend. (916) 873-0330.

State Forest Ranger II J.R. Taylor is retiring from the Quеста Conservation Camp. Say goodbye to him on March 1, 1989 at the Camp San Luis Obispo Officers Club. Contact Warren Ristow at Cuesta CC for more information.

State Forest Ranger Dave McKay and **Fire Captain George Burke** of the Sonoma Ranger Unit are retiring. A retirement bash will be held on March 18, 1989 for the two of them. If you would like details contact Diane Tituf at (707) 576-2285 by March 11, 1989.

The **Third National Conference of Fire Service Women** will be held May 10-14, 1989 in Asheville, North Carolina. The conference will cover promotion, urban/wildland interface, maternity issues, creative confrontation, fitness standards, stress management, fire station facilities, rope rescue, and more. Advance registration is \$100; on site registration is \$150. If you would like to attend contact Terese Florin, 411 Marathon Ave., Dayton, Ohio, 45406-4846, (513) 277-4145.

Davis Equipment Facility

Manager Mike Noonan is retiring. A dinner in his honor will be held on Saturday, April 29, 1989 at the El Rancho Hotel in West Sacramento. Details are still being worked out but you can contact Annette Williams at (916) 322-5684 for more information.

"Chuck" Rothgarn is also retiring after 46 years with the department. Join the fun on Friday, March 3, 1989, as everyone wishes him well. For more information call the Fresno-Kings Ranger Unit at (209) 485-7500.

It's time to get ready for the **25-Year Club's annual "BASH"** to be held in Santa Rosa, April 15-16, 1989 at the El Rancho Motel. The CDF Statewide Golf Tournament and the Wagon Train (R.V.'s) will be part of the fun. The golf tourney will be held on April 13 and 14, and the Wagon Train will meet the morning of the 15th. Secretary Frank Quadro advises if you are interested in attending the meeting and do not receive a flyer by March 15 contact him at 1749 Mission Ave., Carmichael, CA 95608, or call (916) 487-4455.

Office of Information & Public Affairs
1416 Ninth Street. Rm. 1516
Sacramento, CA 94244-2460

