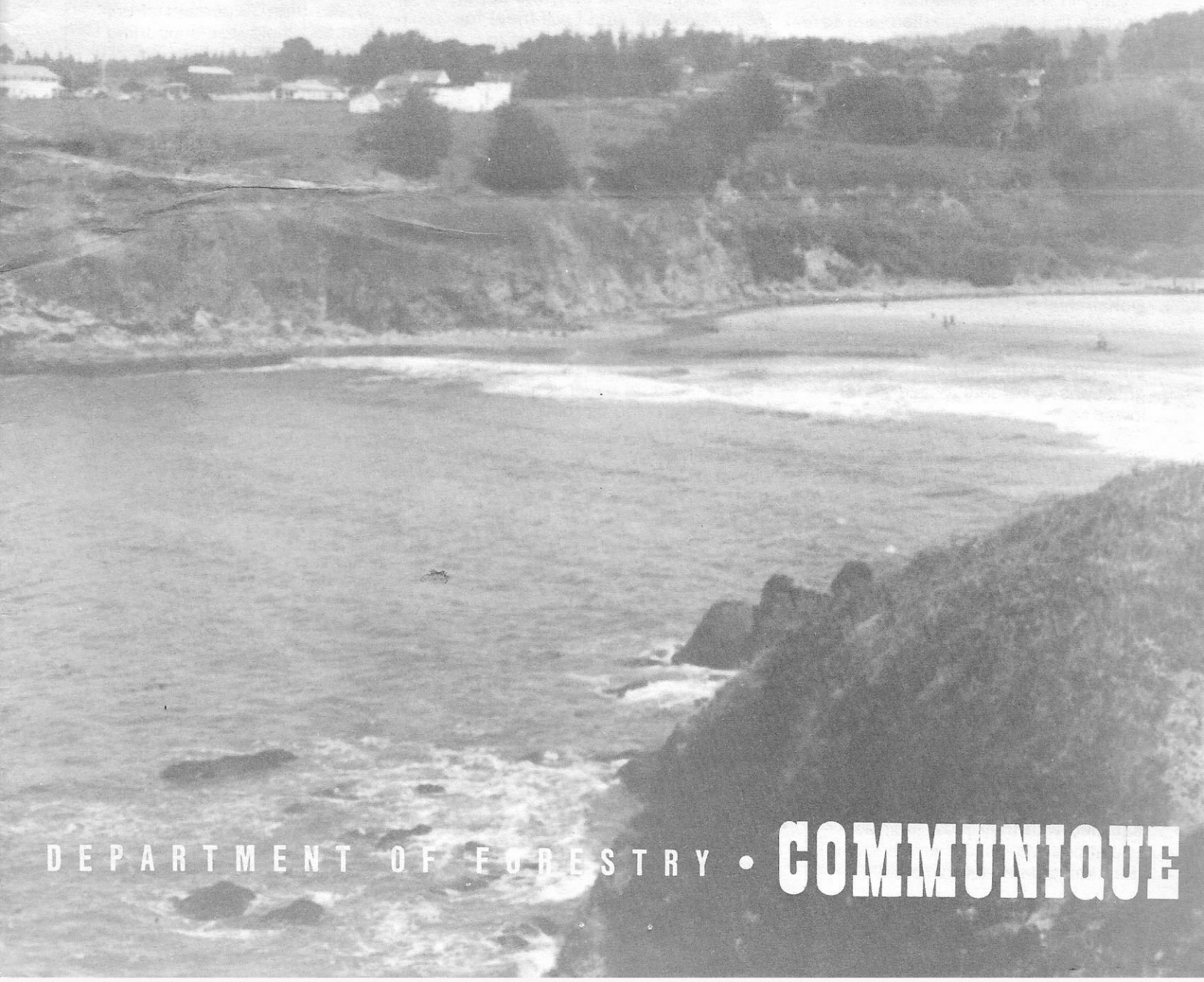
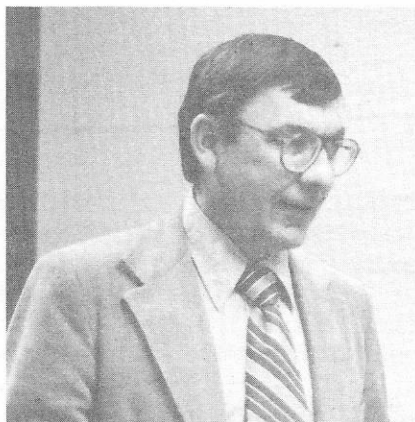


june issue 1981



DEPARTMENT OF FORESTRY • COMMUNIQUE

# Director's corner



Early in March, I asked all employees to fill out a questionnaire to help us better understand how employees feel about CDF's current management practices. Approximately 3,200 questionnaires were distributed; of these, 51 percent were returned filled out properly. Another 20 percent of the questionnaires were incomplete and could not be used.

Evaluation of the survey responses was the topic of a two day workshop for my staff and the regional chiefs. Consultants who provided the questionnaire and tabulated the responses acted as the workshop facilitators. The 72 questions were categorized as follows:

- Planning
- Objectives (or organization)
- Policy
- Organization
- Communication
- Training
- Human Element
- Information and Education
- Controlling
- Supervising
- Administrative Services

The figures consistently revealed that people in CDF believe that they have the freedom to do their job and know where to go for help when it is needed. The strong majority are very satisfied with their jobs, their associations with fellow workers, and their immediate supervisors.

There were two significant areas of concern expressed by employees. One was a lack of goals and objectives, and an underlying sense of lack of direction. The second was communication. Within several of the categories, a lack of communication and a lack of trust of the information received were identified.

In an attempt to immediately respond to those concerns we decided at the evaluation session to embark on the development of a long-range departmental plan. Top level staff from each of the major program areas of the department have already begun work on this project under the direction of the Policy Analysis Section headed by Susie Lange. In mid-July, the deputy directors, chiefs, and I will meet for an intensive three day retreat to launch this thorough planning effort. At that time, we will establish the main goals for the department which will then be reviewed by the field.

These goals, the ancillary objectives, workload measures, and an evaluation mechanism will be further developed by the working team. By January 1982 we hope to have the statewide plan adopted. It will then move to the regions and ranger units for development of annual work plans consistent with the overall goals and objectives of the department.

I see this as a dynamic process which will provide direction to our ongoing operation and a continuing evaluation of our output consistent with an integrated departmental plan.

I am hopeful that this will begin to respond to your concerns as conveyed in the survey. I see this as an opportunity to enter into a meaningful dialogue which I intend to continue throughout my administration.

I appreciate your candor in responding to the questionnaire.

## CDF Shoulder Patch final results

Results of the election on the CDF shoulder patch indicated a slight majority in favor of the proposed patch, but not the required majority as outlined in the April *Communique*. A total of 1567 ballots were received which is approximately 50 percent of the employees eligible to vote. Of these, 738 (47 percent) voted for the present patch and 829 (53 percent) voted for the new proposed patch. This translates to less than 30 percent of uniformed employees supporting the proposed patch.

THE CURRENT PATCH  
WILL REMAIN THE OFFICIAL  
CDF INSIGNIA.

## On the Cover

This month's cover photo, submitted by Forester I Dana W. Cole, Jackson State Forest, shows the coastal town of Caspar and the mouth of Caspar Creek, Mendocino County.

The Caspar Lumber Company operated one of California's largest sawmills here from 1861 until 1955. Redwood logs were floated down the creek to the mill pond, then hauled up an incline and cut for lumber. A long chute descending from bluffs on left was used for loading lumber aboard schooners bound for San Francisco.

In 1947, the Caspar Lumber Company sold nearly 47,000 acres to the State of California for \$1.5 million. This land is now known as Jackson Demonstration State Forest (background), named after Jacob Green Jackson who, along with his heirs, controlled the mill for over 90 years.

Caspar Creek is currently the subject of ongoing watershed studies conducted jointly by CDF and the U.S. Forest Service.

If you have a photo depicting the people and mission of CDF that you would like to see on the cover of *Communique*, please send your black and white glossy print or negative with a description to *Communique*, California Department of Forestry, 1416 Ninth Street, Room 1516, Sacramento 95814. All photographs will, of course, receive proper credit.

# Englebright Project becomes a reality

by Del Albright



On April 7, 1981, the peaceful serenity of the Yuba County foothills near Englebright Reservoir was suddenly awakened by the distinctive sound of two helicopters in flight. Over the horizon there appeared a helicopter, dripping fire from the helitorch slung underneath, followed

closely by another helicopter carrying a photographer. Both ships were a mere 100' above a large chamise brush field that was about to become a prescribed burn. This was the Englebright Wildlife Project (EWP), an interagency effort involving CDF, California Department of Fish and Game, California Department of Water Resources and the U.S. Bureau of Land Management, to conduct a prescribed burn on private property and at the same time produce an educational film of the entire operation.

The motion pictures of the project will be used for education and information on chaparral management and the use of prescribed burning in land management, as well as a demonstration to resource managers on the procedures and application of the helitorch.

The film will also provide a media device to promote and explain SB 1704 (Keene), the Chaparral Management Program that CDF will administer beginning this summer.

Landowner Tom Richards initiated the project with a request for assistance from the Department of Fish and Game. Richards had been a Fish and Game Commissioner from

1956 to 1968 and understood the importance of using fire as a tool for fire hazard reduction; wildlife habitat improvement; increased yield and improved range conditions.

On the day of the burn, 60 visitors observed and photographed the demonstration as CDF Ranger Ed Waggoner, Smartville, put the helitorch to work on the 180 acres of chamise. From the photo/recon helicopter, Waggoner directed the helitorch pilot on when and where to lay the fire lines to create a mosaic of patch burns, similar to the Grindstone Project. While CDF was the lead agency, Helibase operations were supervised and managed by the Bureau of Land Management.

Initial results indicate that about 110 acres of the 180-acre chamise thicket was opened to create wildlife openings and reduce fire hazard.

"All in all, the Englebright Wildlife Project was a resounding success. This is a good first step in the new Chaparral Management Program," said Jack Odgers, ranger-in-charge of the Amador-El Dorado Ranger Unit. "We expect increased landowner interest in this new program, resulting in prescribed burning projects covering some 120,000 acres of treated land each year and involving more than 400 individual landowners," he continued.

The program was created on July 16, 1980 when Governor Brown signed Senate Bill 1704 by Senator Barry Keene which provides the means for improving chaparral management through the use of prescribed fire. The legislation will allow owners of private wildland to contract with CDF to conduct prescribed burns, on a cost-sharing basis based on the degree of public benefits derived from the project.

As for landowner Tom Richards, he fully expects to see heavy wildlife use in the burned areas by this fall when the new chamise sprouts will be a nutritious browse. Richards also looks forward to reduced fire hazard and an increased water yield.

"This is beautiful," he said.  
"Thank you for a job well done."

## UC Davis presents conference

The University of California, Davis, will present a major conference this fall on the ecology, conservation and management of river and streamside forests, mountain meadows, palm oases, desert washes, and other terrestrial, high soil moisture systems in California.

The conference is cosponsored by the Bureau of Land Management, the California Resources Agency, the Fish and Wildlife Service, the U.S. Army Corps of Engineers, the USDA Soil Conservation Service, the USDI Water and Power Resources Service, other federal, state and private organizations and University of California, Davis Extension.

Titled CALIFORNIA RIPARIAN

SYSTEMS, the conference will feature speakers of national and regional prominence from the fields of ecology, resource management, forestry, farming, law, economics, hydrology and other fields.

A nominal registration fee of \$25 for general admission and \$15 for college students with proof of current registration will be charged, and registration is requested by September 8. To request a free brochure describing the program or to enroll, contact University Extension, University of California, Davis, California 95616; telephone (916) 752-0880. To call toll-free from Sacramento, ask the operator for Enterprise 1-7528.

# VIPs in Shasta County -

## "The best in the west"



**Volunteers in Prevention are action volunteers**

"There are 185 volunteers involved in the best public relations and cost effective program the California Department of Forestry has ever had to inform and educate the public in fire prevention," said Ernie Loveless, Volunteers in Prevention (VIP) coordinator, Shasta-Trinity Ranger Unit. He attributes the success of the program to the interest and enthusiasm of the volunteers and the cooperation given to them by CDF employees who have supplied over 500 hours of training to the VIPs. As an example, members of the Anderson Womens Club and fifteen other VIPs have completed the 14 hour Fire Information Officer's training conducted by FPO II Harry Harp and FPO I Dick Mannhalter of Region V.

Target areas for the Shasta-Trinity VIP program are to prevent fires caused by debris burning, equipment use, children playing with fire, and arson. Loveless pointed out that the ranger unit had 482 wildland fires in 1980. "We will reduce that number in 1981 by at least 100, without a doubt," he said.

During 1981, the volunteers plan to conduct a door-to-door fire awareness program; hold equipment inspection clinics; provide Team Teaching for 2500 children; provide

fire prevention displays; and patrol high fire occurrence areas during extreme fire weather.

Fire Prevention Assistants Lisa Mann and Karla Rickels work very closely with the VIPs to issue LE-62s, campfire permits, distribute fire

prevention material to business, social, recreational groups and at public displays in fairs and shopping centers, and conduct Team Teaching and equipment inspections. Team Teaching is done by numerous groups including the Anderson Womens Improvement Club, Shasta County School Volunteers, and many volunteer firemen and auxiliary groups. Volunteers from the high schools, 4-H Clubs, Boy Scouts, an audio-visual class from Shasta College, and citizens band radio groups are all involved in the VIP program with activities ranging from issuing burning permits, inspecting equipment, distributing fire prevention materials, playing Smokey the Bear, to doing clerical work in the ranger unit's fire prevention office.

Loveless has projected that during 1981, each volunteer will spend an average of 80 hours informing and educating the public in fire prevention. "Figuring the minimum wage of \$3.25 an hour for the 14,800 hours that will be spent, this is a total of \$48,100 that CDF would have to spend to do the same job," he said.

### Thurman home again

#### TO ALL MY FRIENDS:

Recently I had the misfortune to have a serious abdominal problem requiring three major surgeries in a period of ten days. If I wasn't so mean and tough, I may not be writing this letter now. During this period while hospitalized in Springfield, Missouri, I received many, many cards, calls and communications from all of you wishing me well. The support you provided helped me through the tough period. Unfortunately, I have been unable to answer each of your

thoughts. I hope that you will accept this response.

During the last week in April, I returned to my home in Redding. Please continue to call, write, and, if at all possible, come see Joy and I. Our address and phone number are 5961 Highway 99E, Redding, CA 96003, (916) 549-3246.

If all goes well, I look forward to returning to work toward the latter part of 1981.

Thank you all again.

JOHN B. THURMAN  
State Forest Ranger II  
Butte Ranger Unit

# Almaden - finally

by Dick Mauldin



The new Almaden Fire Station

After 10 years, the Almaden Forest Fire Station in Santa Clara Ranger Unit will be in operation for the 1981 fire season.

The original station, built around 1934, was located in New Almaden (south of San Jose) and, it is believed, was once headquarters for the ranger unit.

Almaden Station was unique in that it was located in the oldest mining community in California, New Almaden, which was the first workable mine in North America and the first

mine of any kind in California. This mine has produced more metallic wealth than any individual gold mine in this state.

Almaden Station was closed in November, 1970, with the thought that a new station would soon be built near Almaden Reservoir. This, however, was not to be.

The first fire season (1971) after the station was closed, the crew was stationed at Almaden Air Force Base, a Radar Squadron, atop Mt.

Umunhum. In 1972 the crew was at Alma FFS, then for two years (1973 and 1974) at a house in the Almaden Valley. For 1975 and 1976, the Almaden crew returned to the Alma Station, and then in 1977 and 1978, they were at Evergreen in a vacated Central Fire District Station. 1979 and 1980 found them back at the Alma Station.

The new building is unusual in that it does not portray the design of a typical CDF station, but resembles other houses in the area, with the exception of the garage. Should a move have to be made in the future, the sale should be easier because of design.

This facility, which adequately meets the needs for a two-engine station, was built for approximately \$250,000, which is currently one-half the cost of a conventional station.

We can finally say, "Almaden, respond", and know this will happen!

## Johnson marks 25 years

## Ideas can bring dollars

by Mattie Lee

Want to earn a little extra money? You can through the state's Merit Award Program.

Secretary Alice A Lytle, State and Consumer Services Agency, notes that employee ideas are a vast resource for beneficial improvements in organizational effectiveness and productivity.

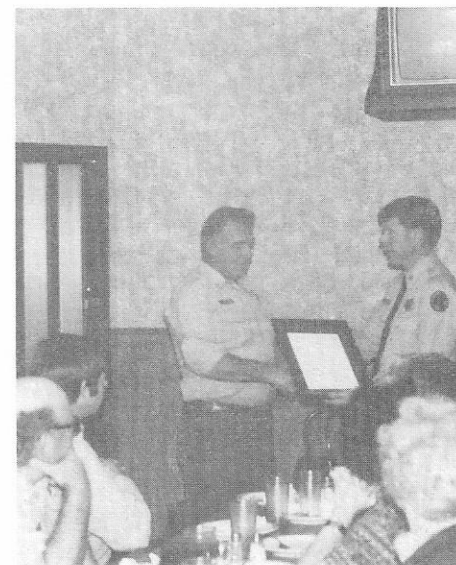
The Merit Award Program provides cash awards for ideas which result in cost savings, additional income, improved procedures, or safety benefits. In addition, the Merit Award Board issues commendations for special acts, heroic acts, or services in the public interest. Employees making exceptional contributions to the efficiency, econ-

omy, or improved operations of state government may earn special awards.

Suggestions that recommend changes in pay or classification; involve personal grievances; or recommend studies, surveys, or reviews are not acceptable.

Submit your savings-producing idea by sending a completed Employee Suggestion Form 645 to the Merit Award Board, 926 J Street, Suite 300, Sacramento, CA 95814.

Regions and Ranger Units can order this form at Service Center by using Form 116, Stock No. 0200-6450-3, Employee Suggestion Form. SO TAP THAT RESOURCE MORE FULLY!



HFE0 Robert "Bob" Johnson (left) received his 25-year award from Ranger-in-Charge William Harrington, Humboldt-Del Norte Ranger Unit, during a luncheon held in his honor at Fortuna. Johnson has been assigned to the Humboldt-Del Norte Ranger Unit for the entire 25 years.

# New "old" units for Butte

by Bill Redding



**Mike Daugherty, fire management officer, Oroville District - Plumas National Forest, USFS, and Arlen Cartwright, North Division chief, CDF/Butte Co. Fire Department**

The California Department of Forestry and the Butte County Fire Department showed off two of their "new" units at their headquarters in Oroville. Both vehicles were ac-

quired at no charge through the Federal Cooperative Forestry Assistance Act of 1978. This Act allows the federal government to loan equipment, excess to their needs, to local governments for use in rural fire protection. The U.S. Forest Service, through state forestry agencies, coordinates the program.

The vehicles pictured are excess military vehicles that have been converted to squad vehicles. The units are assigned to the Forest Ranch and Golden Feather (Concow area) Volunteer Fire Companies. Each unit carries specialized fire and rescue equipment and responds with a fire engine to all calls.

The county has received several units through this system, demonstrating the coordination between the U.S. Forest Service, the California Department of Forestry, the Butte County Fire Department and the various Volunteer Companies.

## CAN YOU TOP THIS?



A couple of months ago, there appeared in the *Communique*, an article entitled, "Can You Top This?"

The enclosed photograph shows the entire Ranger I staff from Amador-EI Dorado (6 people). They are identified as follows:

Bottom row left to right: Don Campbell, Ed Berger, Curt Fox  
Top row left to right: Al Puppo, Don Conarroe, Ches Waklee

The challenge is this - Can any Unit with a staff of only six (6) Ranger I's top one hundred seventy-eight (178) years of service?

Don Campbell began his career as a Forestry Equipment Operator in 1956 at Vallecito Camp.

Ed Berger began as a Firefighter in Nevada County in 1943. Ed retired March 31, 1981 with 35 years of service.

Curt Fox started in 1950 as a Firefighter at El Dorado.

Al Puppo was hired in Amador County as a Clerk in 1946. He was later promoted to Forest Fire Dispatcher. Al retired March 31, 1981 with 34 years of service.

Don Conarroe was hired as a Firefighter in San Bernardino in 1944. He has over twenty years in his current assignment.

Ches Waklee started his career in Yuba County as a Forestry Equipment Operator. Ches will be retiring May 31, 1981 after serving 31 years.

Another unique aspect of these people is that with a few exceptions, all their time has been spent within the confines of old Region III. Curt Fox spent a few years in Region I and Don Conarroe did some time in Region VI.

The gauntlet is thrown. Anybody care to take it up?

Ron S. Cohn  
State Forest Ranger II  
Amador/EI Dorado Ranger Unit

## Lookouts get together



by Walt Nutting

In early November, a luncheon was held in Placerville for nine of the loveliest lookouts in Amador - El Dorado and Tuolumne-Calaveras Ranger Units. Unfortunately, Mt. Zion Lookout Ellen Gibson, who organized the event, was unable to attend.

After becoming better acquainted and comparing notes, the group began planning a second post-fire season get together for all lookouts of the Mother Lode.

Pictured left to right are Lorinda Heath, Blue Mountain; Judy Hamilton, Leek Springs (USFS); Linda Rasmusson, Sierra Vista; Sherrie Cowan, Valley Springs; Ann Rasmusson, Sierra Vista; Connie Gleason, Valley Springs; Joy Carpenter and Ben Samp, Pine Hill; and Sherry Washburn, Mt. Zion.

# CDF golfers turn out -

## Region VI takes it all

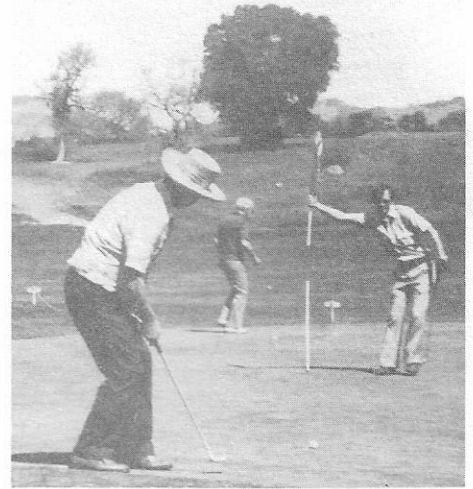
A record 100 golfers competed in the Sixth Annual CDF Statewide Golf Tournament in early April at Santa Rosa's Bennett Valley Golf Club. Region I hosts Jeff Hawkins, Jim Gahagan, and Dick Day provided perfect weather conditions and a good time was had by all even though Region VI dominated the winner's circle.

Award winners included: *CDF Champ*, low gross, Bill Montgomery, Region VI; *Director's Cup*, Region VI, Ron Newport, Bill Montgomery, Louie Sanchez, Chuck Wauhob, and Jeff Nesbitt; *Bruce A. Mecchi Memorial*, four-man team low gross, Bob Jackson, Bill Montgomery, Ber-

nie O'Neill, and Bruce Rusin, Region VI; *Hole-in-one*, Bob Rose, Region II, and Bill Lord, Region VI; *Long Drive*, Rick Perkins, Region IV, and Bernie O'Neill, Region VI.

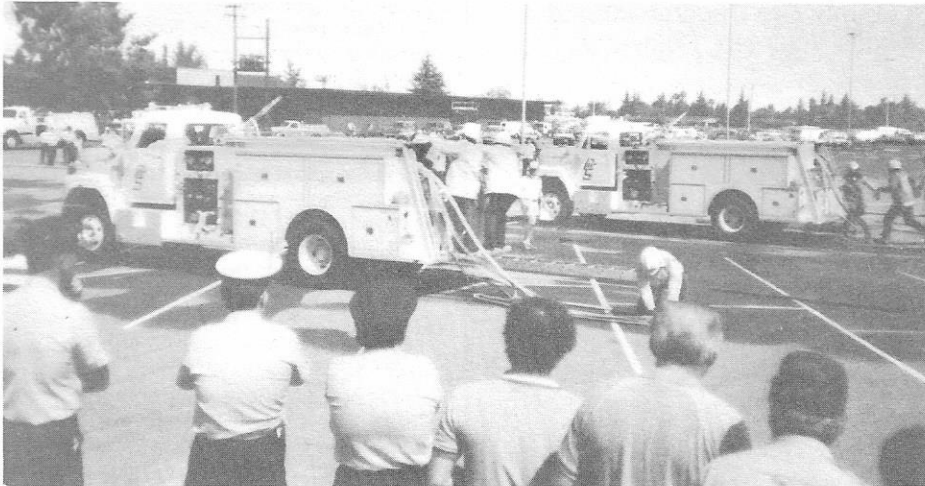
In the women's division, low gross was taken by Lori Stringfield, Region IV and low net by Rita Henry, Region I.

A special award was presented on behalf of the statewide tournament by Dick Day, Region I, and Frank Cotter, Region II, to outgoing Tournament Chairman, Gene Peterson. Peterson, who chaired the tournament for six years was awarded his "Green Jacket" and a hand carved wooden golf plaque personalized as



"Father of the CDF Statewide Golf Tournament." Taking over the reins will be Peterson's previous assistant Frank Cotter who has already given an open invitation to all CDF golfers for next year's tournament to be held in Sacramento on April 15 and 16, 1982.

## Cal-Rural meets in Fresno



Pumper evolution at Cal Rural's Education Day contests

The Fresno-Kings Ranger Unit and the Fresno County Fire Chief's Association hosted the Cal-Rural Fire Association's 1981 Conference in late April.

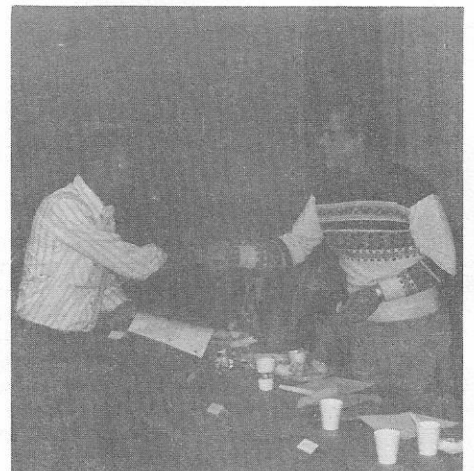
Guest speakers included Director Pesonen; Jerry Heleva, executive assistant to Senator Minority Leader William Campbell, chairman of the Senate Select Committee on Fire Services; and State Senator Jim Nielsen.

Highlight of the conference was Education Day, featuring an equipment parade followed by fire service evolutions performed by competing teams from the various departments.

The Mid Valley Fire District, which contracts with the CDF in Fresno County, has won the Pumper evolution three of the last four years. They were 1st in 1978, 1979, and again this year. In 1980 they came in second. This is quite an accomplishment when only seconds separate the different teams.

## 25 years for Don Davis

Fire Captain Don Davis (left) received his 25-year award from Operations Officer Ron Cohn at the Amador-El Dorado Ranger Unit end-of-the-year get-together. Davis began his career as a firefighter at El Dorado Fire Station in July 1954. He spent his entire 25 years in El Dorado and is currently assigned to El Dorado Station where he began.



by Robert L. Kutz

## Special award for Kersteins



USFS Forest Supervisor James Davis and Bob Kersteins

Ranger-in-Charge Bob Kersteins, Tehama-Glenn Ranger Unit, was awarded a special 75th Anniversary Certificate of Appreciation for his significant contributions to conservation and forestry for the Mendocino National Forest. The award was presented by USFS Forest Supervisor Jim Davis in March. 1980 marked the Forest Service's 75th year.

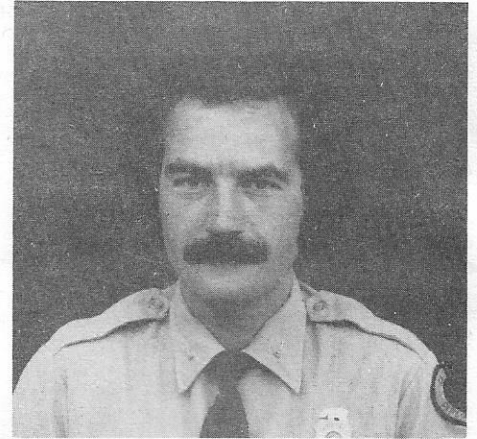
Davis told Kersteins, "As ranger-

in-charge of the Tehama-Glenn Ranger Unit, you have provided the leadership that has resulted in excellent cooperation in fire protection with the Mendocino National Forest."

The forest supervisor noted that resources from both agencies are shared and coordinated to provide the best fire prevention, detection, and suppression capabilities with the least cost. The Mendocino National Forest and Tehama-Glenn Ranger Unit have been involved in joint crew training, brush management projects, and cooperative fire prevention programs which result in a more cost effective approach to fire protection for both agencies.

"The success of these joint projects are a direct result of your personal commitment and involvement," Davis said. "We certainly appreciate your past contributions in these efforts and are looking forward to continuing this cooperative relationship in the future."

## EMT training pays off

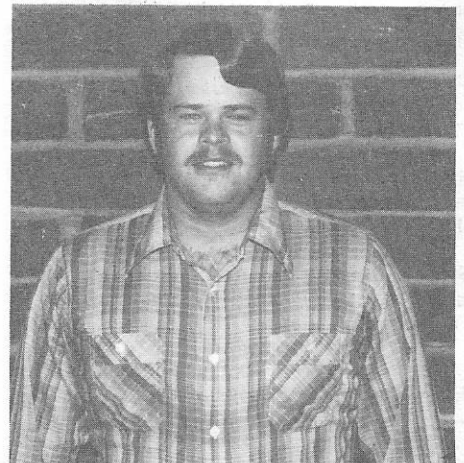


FAE Dave Petrinovich

Training in EMT came in handy for two fire apparatus engineers from the San Benito-Monterey Ranger Unit.

FAE Dave Petrinovich was on shift at Rio Road Fire Station in Carmel when a "woman in labor" call came in. When he arrived on the scene the woman was well into labor and a baby girl was delivered very shortly. Petrinovich was complimented by the father who said, "(He) exhibited a level of competence that was truly admirable." The father should know - he's an M.D.

FAE Doug Lannon, King City, responded to a "woman in labor" call and arrived to find the woman starting the delivery of her sixth baby. On the way to the hospital the ambulance came to a complete stop in a gas station parking lot where the baby boy was born. Both mothers and children are doing well.



FAE Doug Lannon

## Fire fighters replace van



Chuck Lyons and the Salvation Army in Fresno have a new Emergency-Disaster Canteen Van thanks to the efforts of firefighters of the central San Joaquin Valley. Constructed by CDF personnel and California Department of Corrections inmates from Miramonte Conservation Camp, the new van was pre-

sented to Lyons and Salvation Army Major George Church on April 13, 1981.

Thinking of the many hot and cold drinks, sandwiches and doughnuts that have been provided to them at scenes of emergencies, firefighters decided to raise money to replace Chuck's old, worn-out van. Lyons and the Salvation Army provide this free delivery service at the scene of emergencies throughout the county for firefighters, law enforcement personnel, and victims.

Many local businesses, employee organizations, unions and auxiliaries aided the firemen to reach the goal of a new well-equipped van. The new model is operated on propane and comes complete with stove, refrigerator, electrical power generator, fire radio, scanner, air conditioner, and AM-FM radio. A microwave oven was donated by the Fresno Fire Department Ladies Auxiliary.

## CDF attends BASS conference



Director Pesonen and  
BASS president Art Jordan

The Department of Forestry participated in the 5th Annual Conference of Black Advocates in State Service (BASS) held May 7-8 at the Hotel El Rancho in Sacramento. Departmental representatives attended the various training seminars which were centered around the conference theme "Career Challenges of the 80s". The two-day conference attracted state workers from major areas throughout the state and several participants from neighboring states such as Arizona and Nevada.

Director Pesonen as a panel participant gave an overview of the department as he addressed the panel theme "Career Opportunities for Blacks." The Director's remarks were well received by the conferees as he stated "...the quality of living starts with having a job." The panel consisted of representatives from each department within the Resources Agency.

Departmental representatives from fire suppression, personnel, and affirmative action staffed a display booth for the dissemination of recruitment information to conference participants. Dave Donnelley, fire apparatus engineer from Region VI was most impressive as the fire control representative.

## Affirmative Action Officer's message

by Manuel Román, Jr.

During the month of June, the Affirmative Action Office staff and Regional Affirmative Action Coordinators will be developing CDF's 1981-82 Affirmative Action Hiring Goals. The goals will be developed with a primary emphasis on field input and management review. In addition, goals will be reviewed and discussed with advocate groups and interested employee organizations. Every effort will be made to ensure that this year's goals will be realistic and in compliance with State Personnel Board (SPB) policy guidelines. The SPB target date for submission of goals is June 30, 1981.

The Advisory Committee of Disabled Persons (ACDE) has conducted the 504 Survey and is preparing CDF's 504 PLAN. The plan is intended to outline the necessary actions needed in order to provide disabled persons accessibility to CDF facilities and services. The conduct of the survey and plan development is required by federal and state law.

Abraham Rodriguez has been appointed to represent Region IV on the Advisory Committee of Disabled Employees. Rodriguez is a fire fighter at the Mid-Valley Fire District, Fresno-Kings Ranger Unit. He worked for three summers as a seasonal fire fighter before being appointed to a fire control-aid position in Region VI in October 1979. Employees in Region IV desiring information on CDF programs for the disabled should contact Rodriguez at (209) 485-7500.

The Women's Advisory Committee (WAC) is developing CDF's Upward Mobility Plan as required by state law. The plan will outline necessary actions needed to ensure upward mobility opportunities for CDF employees. The SPB target date for submission of the plan is June 30, 1981.

The Affirmative Action Monitoring System (AAMS) is now operational. Departmental managers will receive statistical data for their respective units during the month of June. This data will provide the information necessary for unit managers to monitor their affirmative action progress and identify deficiency areas.

\* \* \* \* \*



Forestry booth at  
BASS conference

### Want to serve?

The Women's Advisory Committee has several vacancies. Regions I and II are currently without a representative. Several at-large positions are also vacant.

Interested persons should forward a resume or application to Marie Smith, Women's Advisory Committee, Fresno-Kings Ranger Unit, 210 South Academy Avenue, Sanger, CA 93657.

The committee continues to move ahead on the Upward Mobility Handbook for the Department. Any interests or concerns you have on this subject should be expressed to your regional committee representative or to Ollie Milligan, Women's Program coordinator, Affirmative Action Office, 1416 Ninth Street, Room 1516, Sacramento, CA 95814.

# PERSONNEL TRANSACTIONS

## North Coast Region

*Transfers* - For. Fld. Tr. (BC) Edward E. Shriver to Hq.; and SFR I Ronald E. Smith to Hq.

*Promotions* - Michael C. Diebner to SFR II, Humboldt-Del Norte, and Bert S. Bartlett to SFR II, Black Mtn. CC.

*Appointments* - Jeanne E. White to TAU Steno., Lake-Napa; and Larry G. Allen to FCS, Parlin Fork CC.

*Separations* - For. I Douglas R. Miller, Jr., Humboldt-Del Norte; FCS Chris A. Vallergera, Konocti CC.

*Retirements* - FCS James L. Howe, Konocti CC; HFEO Edwin F. Robbins, Sonoma; and FC Kenneth L. Gray, Mendocino.

## Sierra Cascade Region

*Transfer* FAE Richard E. Hayes to Butte.

*Promotions* - Gary W. Dreier to HFEO, Butte FC; Terry D. Reeve and John M. Hill to FCS, Antelope CC.

*Appointments* - Karen A. Meitner to Disp. Clk., Butte; Mary A. Wilson to OA II, Shasta-Trinity; and William D. Ault to FCS, Deadwood CC.

*Separation* - FC Thomas O. Walker, Sr., Butte.

*Retirement* - FAE Ronald D. Hanks, Butte.

## Southern California Region

*Promotions* - Glen Newman to SFR III, Hqs.; Daniel Francis to SFR II, San Bernardino; Robert M. Ballistreri to SFR I, San Bernardino; Steve Hubbard to FCS, Puerta La Cruz, and Kim Pennington to FCS, Fenner CC; Lucy Guillen to OA II, San Bernardino.

*Appointments* - Richard Maxcy to FCS, Puerta La Cruz CC, and John Hughes to FCS, Fenner CC; Shirley Erskine to OA II, Riverside, Lona J. Holden to OA II, San Diego, and Donna Paulin to OA II, Fenner CC.

## Central Coast Region

*Promotion* - Sheila (Dee Ann) Merrill to Sr., Steno., San Benito-Monterey.

## Sacramento Headquarters

*Promotions* - Barbara Jean Rowe to Staff Serv. Anal.

*Appointments* - Jose G. Viray to Acctg. Ofc. Spec.; Cheryl Barquest to Sr. Data Tech.; Pat Munoz to Steno. (B); and Lawrence D. Brusseau to Progrmr. II.

## South Sierra Region

*Transfer* - FC Joseph Jones to Tuolumne-Calaveras.

*Appointments* - Evelyn Chandler to LT Steno., Hq.; Robert E. Paulus III, Richard Wilson, and Richard Raymond, all to LT FAE, Tulare; Daniel Najera and David Ponte, both to LT FAE, Fresno-Kings.

*Separation* - Acct. Tech. Shirley Mathis, Fresno-Kings.

*Retirements* - Steno, Opal Schimke, Amador-El Dorado; and FC Milton Kramer, Fresno-Kings.

## EXAMINATION CALENDAR

### Upcoming Examinations

Title	Filing Date	Exam Date
Office Technician (General)	July	August
Office Technician (Typing)	July	August
Office Services Supv. I (General)	July	August
Office Services Supv. I (Typing)	July	August
Office Services Supv. I (Filing)	July	August
Senior Steno.	July	August
Senior Account Clerk	July	August
Secretary	July	August
State Forest Ranger I	Anticipated in October	Anticipated in October
Information Officer I, II	June	Undetermined

### Examinations in Progress

Title	Exam Status
Associate Governmental Program Analyst	Written - June 20 Interviews - October
Associate Personnel Analyst	Interviews - August and/or September

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

Department of Forestry

## Communique'

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