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CALIFORNIA DEPARTMENT OF FORESTRY & FIRE PROTECTION

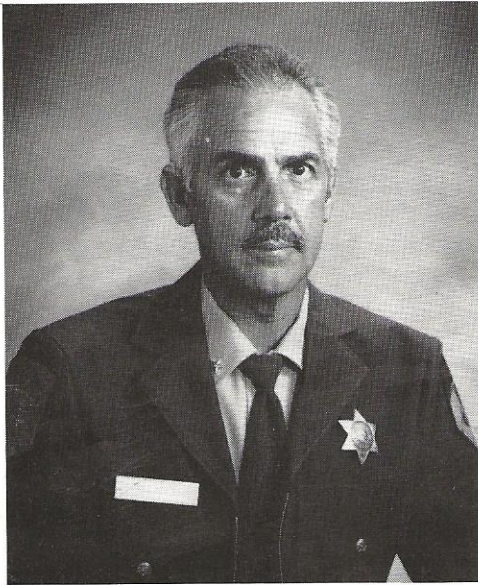
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Cover story on page 6. (Photo by Bob Mins, San Diego Union/Tribune)

OCTOBER/NOVEMBER 1989

## Gary Buzzini takes over in Region II



Director Ernest recently announced the appointment of Gary Buzzini as the new Region II Chief. The region is comprised of six administrative ranger units which share responsibility for 6.5 million acres in the northern California counties of Siskiyou, Shasta, Trinity, Lassen, Modoc, Tehama, Glenn, Butte, Nevada, Yuba, and Placer.

Chief Buzzini has 24 years of experience with the department to bring to the region chief position, beginning his career in 1960 as a seasonal firefighter. He was appointed to a permanent position in 1966 following completion of a bachelor of science degree in Forest Management at the University of Washington. During his

career with CDF, he has worked in Santa Rosa, Sonoma, Lake-Napa, Mendocino, Butte and Shasta-Trinity ranger units, as well as Sacramento Headquarters. Prior to his appointment as region chief Gary served as Region II's Assistant Chief of Operations, and had also held the positions of unit chief of the Shasta-Trinity Ranger Unit and Shasta County Fire Warden.

Gary is actively involved in the California Rural Fire Chiefs Association, California Fire Chiefs Association and is a Registered Professional Forester. He resides in Redding with his wife Janet, an employee of the U.S. Forest Service. They have a son and a daughter, and two grandchildren.

## Equal opportunities for all

Discrimination, prejudice, injustice, underrepresentation and racism are the words we use to describe employment conditions in the past. Today we still have a lot of work to do, but the words we use are more apt to be equal opportunity, parity, equal pay for equal work and

human rights. Director Ernest has taken full responsibility to insure fair treatment and non-discrimination for every CDF employee.

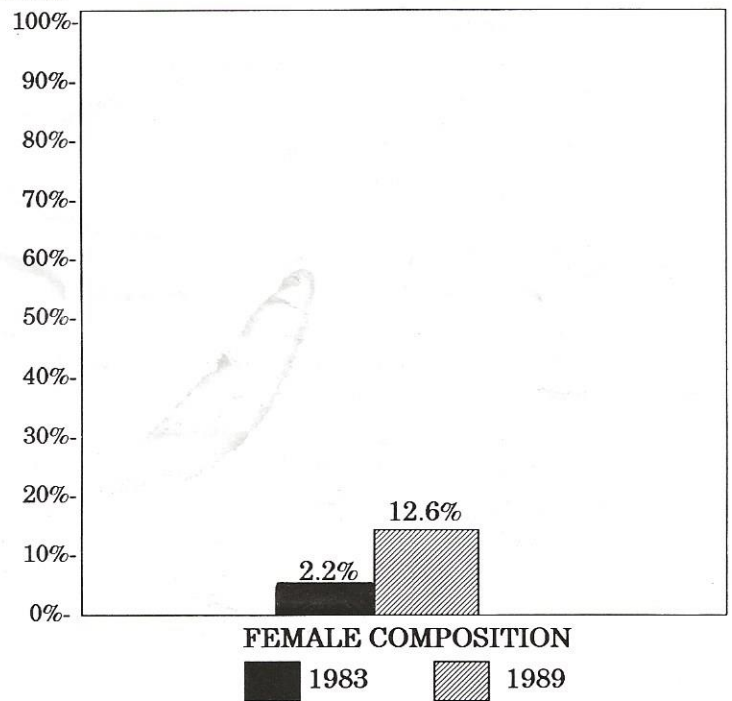
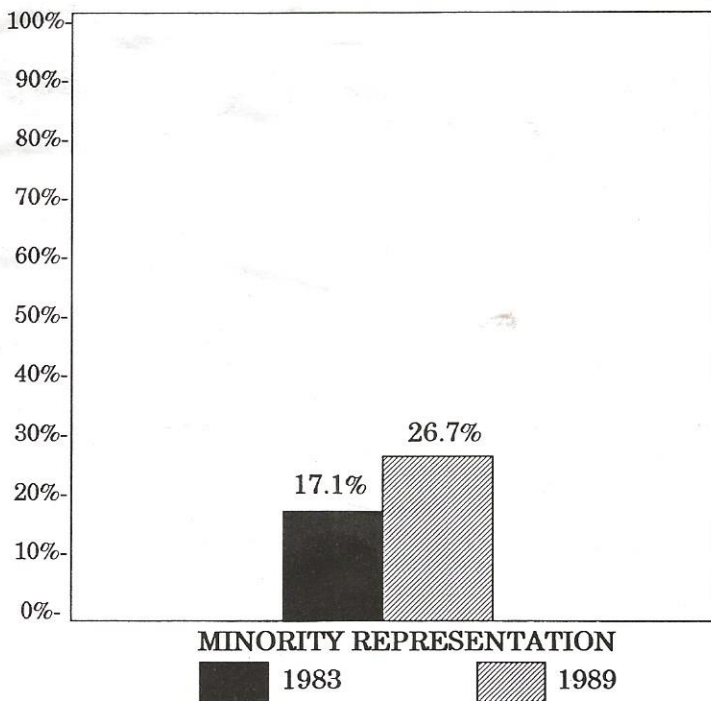
Most of us know that the department has been under special hiring guidelines for several years to assure that

underrepresented employees receive equal opportunities for hiring. While significant strides have been made, particularly in the entry level positions, there is still work to be done.

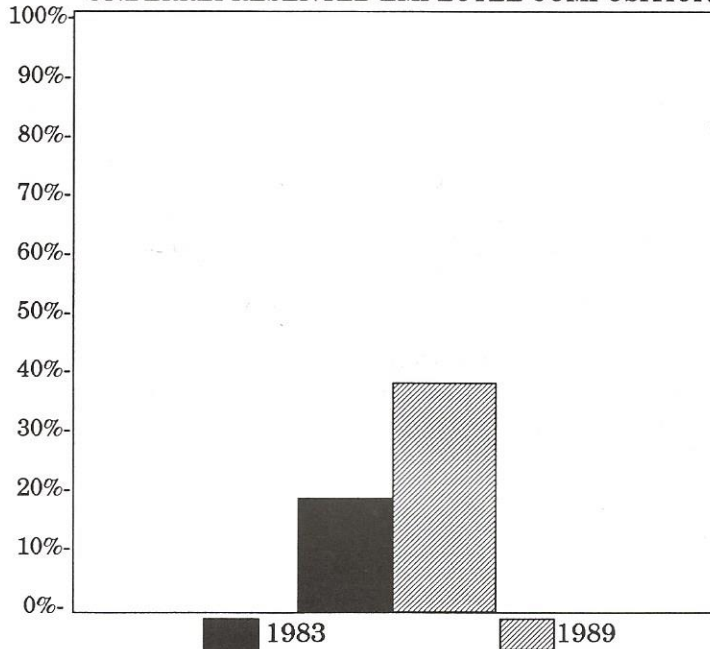
The department has been successful in bringing three below-parity groups

**FIRE FIGHTER II & APPARATUS ENGINEER**  
1983-1989

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### 1983-1989 FIRE FIGHTER II & APPARATUS ENGINEER UNDERREPRESENTED EMPLOYEE COMPOSITION



above parity in the firefighter II class. In addition, hiring pattern reports show the department has been selecting minorities and women above the rate established by the State Personnel Board sanctions order.

Region I efforts deserve special notice. Recent statistical data shows parity was achieved for Hispanics in the fire apparatus engineer (FAE) class. The region was also responsible for significant improvements in the representation of women in the FF II and FAE classes.

Regions II, III, and IV have also made improvements in representation of Hispanics in the FAE and FF II classes. Since FF II and FAE are the feeder classes for most of the fire fighting workforce, we can expect to see improvements in overall

representation in the near future.

News from Health and Safety indicates the rate of women passing the physical agility test has improved considerably. The initial pass rate of 17 percent has recently doubled to 34 percent. Plans are in progress for a strength training and preparation course to expand this improvement.

Director Ernest has set the following goals for the department over the next the five years:

#### Firefighter I's

**A:** We will attain parity and maintain a rate of at least 30 percent minority employees in 1990 and subsequent years.

**B:** We will attain a rate of at least 26 percent for females in the 1990 fire season and will improve that rate by at least one percent each year through 1994.

#### Fire Apparatus Engineers and Firefighter II's

**A:** We will maintain a rate of at least 17.2 percent for Hispanic employees.

**B:** We will increase the representation of Black and other minority employees by at least two percent each year to attain parity by 1992.

**C:** We will increase the representation of females by at least one and a half percent each year to attain a rate of at least 20 percent by 1994.

#### Fire Captain and higher ranks

**A:** We will increase the representation of minority and female employees by at least two percent each year.

These goals are attainable through an active Affirmative Action Program. Affirmative Action does not mean that any job qualifications will be changed, such as physical ability, but it does require an active recruitment program to look for individuals from underrepresented groups who meet the qualifications.

As CDF heads into the future opportunities for employment and promotion will continue for ALL employees.

## Top CDFers honored

On July 14, Director Ernest honored the following CDFers before a packed Resources Auditorium audience. Supervisory Bonus Program Awards were presented to 11 outstanding CDF supervisors, and Sustained Superior Accomplishment Awards were handed out to 16 CDF employees who exemplify the CDF spirit in performing their jobs.

### SUPERVISORY BONUS PROGRAM AWARDS

**State Forester II Jim Anderson** of the Mendocino Ranger Unit has established and participated in many different programs. Because of his experience in developing licensed timber operator training, the Board of Forestry called upon him to help establish a statewide training program for new licensees. Jim also foresaw a usability of all-terrain vehicles (ATV's) in forest practice administration, attained an ATV at no cost to the state, and developed a safety training program for users.

**Forestry Equipment Manager I Richard Armstrong** of the Tehama-Glenn Ranger Unit can measure his success in the low rate of equipment breakdowns and major repairs within the ranger unit. Additionally, his project of designing a high capacity water tender from a county surplus cab and chassis will result in increased structural fire protection capabilities and will provide the state with initial "no cost" water tender capabilities in Tehama County.

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**Assistant Deputy State Forester Bob Ewing** of the Resource Management Unit in Sacramento was recognized for his work in completing the 1988 Forest and Range Resource Assessment Program (FRRAP) assessment, the most comprehensive document of any state in the nation. He also provided exemplary work on the national forest management plans.

**State Forest Ranger II John Hawkins** of the Butte Ranger Unit has consistently displayed an overall excellence in the capacity of fire ground officer. He is a member (and adjunct instructor) of the National Fire Academy and served as operations section chief at the North Fork Fire in Yellowstone and the Dinkelman Fire in Washington. As Incident Command System (ICS) advisor, he assisted in implementing this system during actual fire operations and also authored the operations section chief training package.

**State Forest Ranger I Bill Holmes** of the Butte Ranger Unit was awarded for several accomplishments. He reconstructed the Emergency Command Center (ECC) at the same time fire season was beginning, and he developed and implemented subordinate performance standards which more accurately reflect job expectations. These standards led to improved morale and battalion performance. Bill's expertise also led him to assignments on many large fires including the 49er Fire and the North Fork Fire in Yellowstone.

**State Forest Ranger I Jim Moranda** of the Humboldt-Del Norte Ranger Unit has served that unit for over 20 years. As ECC Chief for 11 years he was instrumental in the construction of the joint CDF-USFS command center, along with the development of many computer applications. Jim has consistently displayed superior job performance and dedication to the department.

**State Forest Ranger I Bill O'Connor** of the San Diego Ranger Unit, in addition to the demanding duties of that job, was also responsible for the testing of the unit's Computer Aided Dispatch (CAD) prototype. This entailed many hours of learning the electronic data processing hardware, software and networks, as well as working out the bugs. Bill then implemented training in use of the system for field staff.

**State Forester III John Popelka** of Region II Headquarters has provided leadership on many major projects. When a forest practice study was conducted on the protection of water from the effects of timber operations, he handled the study in a professional and forthright manner. John also expertly handled the Western Budworm Control Project.

**Forestry Equipment Manager I Dean Watson** of the Shasta-Trinity Ranger Unit has continually worked to improve the department's automotive section. This is reflected in the numerous hours spent developing specifications for county fire engines, working in demob on many large fires, and computerizing equipment inventories, stock availability, and fact notes for field use.

**State Forester II Hal Wells** of the Ben Lomond Nursery has displayed resiliency in the face of many challenges. During 1988 he was able to produce a quality crop of seedlings and maintain excellent customer relations despite staff turnover and shortage, and uncooperative weather. Hal spent many of his own hours to insure the efficiency and operation of the nursery.

**Forester III Doug Wickizer** of Sacramento Headquarters, in acting as the department's environmental coordinator, has been responsible for maintaining the environmental record for all projects. He has also acted as a program consultant for forest practice, served as the county liaison officer for the Board of Forestry, and served as the department liaison with the Office of Administrative Law. Doug was responsible for organizing the environmental coordinator training course and for conducting that training for the past two years.

## SUSTAINED SUPERIOR ACCOMPLISHMENT AWARD

**Fire Captain Mark Barclay** of Region I Headquarters has accomplished many tasks for the department beyond his normal job duties. As an ad hoc member of the Communications Planning and Advisory Committee (COMPLAC) he has been a driving force in project planning for statewide computerized com-

munication inventory. Not only did he develop the first inventory system, but Mark also developed and implemented training for the program.

He developed a computerized project planning/timeline management communication program as well.

**Executive Secretary I Betty Bechtel** of Sacramento Headquarters (Board of Forestry) has suggested and initiated several changes in her office's work processes that have increased the staff's efficiency. Betty has maintained a standard of excellence in handling her duties, as well as the Board's special projects.

**Secretary Rachelle Brady** of Sacramento Headquarters has not only handled and monitored an exorbitant amount of legislative bills for the department, but also developed a computerized tracking system for these bills. Additionally she has completed a number of special projects for the department while maintaining a high level of efficiency in her normal work duties.

**Fire Captain Jim Davis** of the Butte Ranger Unit has continually performed at a high level as an air attack base manager. While at Chico Air Attack Base, he not only managed the addition of a second story control tower, but also a contract changeover from one retardant provider to another. Jim has consistently displayed outstanding administrative and supervisory abilities.

**Fire Prevention Officer II Frank Holbrook** of Region II Headquarters has gained the respect and support of the field as well as outside organizations. He developed a system for the Fire Suppression Cost Recovery Program that allows for reviewing and tracking collectible cases. This system has resulted in the collection of hundreds of thousands of dollars. Prior to the use of the system less than \$1,000 was collected per region. Frank's skills as an instructor have also proven invaluable not only to CDF but to outside agencies as well.

**Office Assistant II Mickie Jakez** of Region II Headquarters has shown her leadership abilities when directing 50 or more employees performing fire support tasks. She has also developed forms and procedures for small lot sales, which are now being used statewide, and

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developed a training manual for region-wide inventory of state property. Mickie has accomplished these tasks while handling all her required job duties as well.

**Word Processing Technician**

**Lury Kaminaka** of Sacramento Headquarters has maintained a superior quality of work, not only in her normal duties, but also in handling special projects given to her. Her assistance on the issuance handbook rewrite project has not only spared the department delays in producing drafts, but also saved the cost of contracting out the work. (I might add that prior to the computerization of the Public Affairs Office, Lury spent many years doing a great job producing the typeset pages everyone read in the Communique'.)

**Forester I Laurie Lippitt**

of Region I Headquarters has worked hard at the Lewis A. Moran Reforestation Center to upgrade the seed bank to a high value resource. Laurie spent much of her own time researching seed and seed storage to change the stored seed value to about 20,000 pounds worth over \$1 million. She also developed a cone collection and seed maturity training session that has been instrumental in increasing the viability, quality, and storability of the seed put into the seed bank.

**Word Processing Technician**

**Lillian Louderback** of the Butte Ranger Unit took on the responsibility of the county fire department accounting program, has done forest practice work, acted as the information officer, and the alternate network supervisor for the administrative services microcomputer network. All of this Lillian has accomplished while performing her normal job duties.

**Fire Captain Sam Mazza**

of the Fresno-Kings Ranger Unit was instrumental in upgrading the on-site water storage for developments, and the standards for access roads that serve those developments. Sam has also provided fire protection services as they relate to the construction of over 1 million square feet of commercial development, six power generating facilities, and a major planned community of over 500 acres and 800 structures.

**Staff Programmer Analyst**

**Donna Meyer** has worked as the principal systems analyst in the design and development of the Computer Aided Dispatch (CAD) system. Working within limited timeframes, Donna spent many of

her own hours completing this project. This new technology has resulted in significant cost reductions for the department.

**Office Technician (Typing)**

**Carol Romo** of the San Benito-Monterey Ranger Unit has time and again shown her ability to handle stressful situations. This was particularly evident during the closing of Region V, and in her hard work toward the successful opening of Gabilan Conservation Camp.

**Accounting Officer Mary**

**Ann Santos** of Sacramento Headquarters has, due to her diligence, completed complex year-end financial statements on a more than timely basis. Mary Ann dealt with many obstacles and difficulties in completing the year-end statements for general and capital outlay funds before the scheduled deadline.

**Associate Programmer Analyst**

**Greg Schuett** of Sacramento Headquarters spent many hours developing his expertise in the electronic data processing field and thus found ways to optimize the

use of the departments microcomputer hardware and software. When there was a critical problem causing system failure within the ECC System, Greg worked everyday until he found the source of the problem and the solution.

**Management Services Technician Rosalie Turbeville** of Sacramento Headquarters has accomplished many important tasks for the department. She was instrumental in coordinating the Centennial I Board of Forestry conference while maintaining her normal job duties. Rosalie has also coordinated the annual barn dance each year with proceeds of at least \$1,000 going to a California burn center.

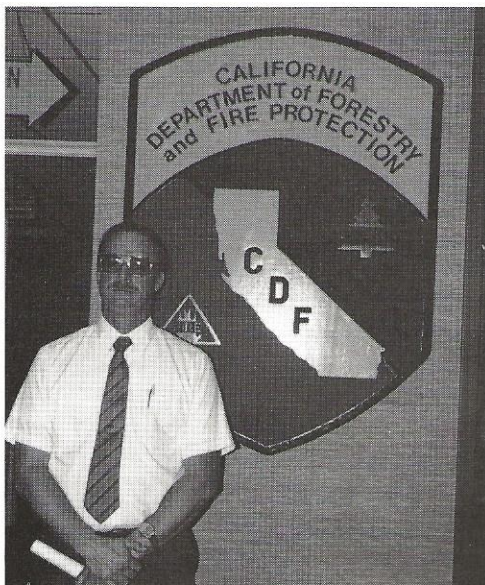
**Materials and Stores Supervisor I Kirsten Westrip**

of the Shasta-Trinity Ranger Unit has shown superior skills both in normal and emergency situations. During the 1987 Fire Siege and the recurring major fires within the ranger unit she singlehandedly obtained all materials and supplies needed for these large operations.



*The distinguished group.*

## New camp program staff chief up for the challenge



Forestry and Fire Protection Administrator Dan Lang assumed the position of staff chief of the CDF Conservation Camp Program on August 15, 1989, filling the slot left by Hank Weston who is now ranger unit chief at Nevada-Yuba-Placer.

Dan has put in 22 years with the department working his way up from seasonal firefighter in Tehema-Glen where he began in 1967. Two years later he promoted to fire apparatus engineer, and then in 1970, moved up again to fire captain at the Butte Ranger Unit.

Since then Dan has held the positions of air attack training officer, state forest ranger I, II, and III, and depart-

mental fire prevention engineer. He's not new to the camp program having spent more than six years as Camp Division Chief at the Calaveras Fire Station and Vallecito Conservation Camp. Dan has a bachelor's degree in public administration from California State University, Chico.

Since August 15, Dan has been working with Department of Corrections to further expand the Camp Program. "I'm looking forward to being a part of the new changes within the camps program," Dan said. With the recent addition of new camps to the program and the prospect for further expansion in the future, Dan is going to have plenty to keep him busy.

### *Once in a lifetime chance*

## Letters from Down Under

Imagine you were offered an opportunity to work in a distant land for one year and could then return to your present position. The job would be similar to your own, yet provide a breadth of new dimensions you would never experience in your home land. The language barrier would be minimal and the culture interestingly different, but with similarities to your own. Your employer would pay all your expenses and you could take your family along (paying their fare).

Sound interesting? Two fortunate individuals and their families have already begun to experience these new lifestyles. The position exchange between the California Department of Forestry and Fire Protection (CDF) and the Department of Conservation Forest and Lands (CFL) in the State of Victoria, Australia, began November 1. Malcolm Tinkin (CFL) from Benalla, Australia, has switched jobs with me, Walt Decker, (CDF) at Jackson Demonstration State



*Director Ernest bid farewell to CDF's Walt Decker and hello to Australia's Malcolm Tinkin as the two prepared to switch jobs for a year.*

Forest, Fort Bragg.

I will be writing home occasionally to share this unique experience with you. In the coming months "Letters from Down Under" will provide a brief glimpse

into our new life from a human interest, as well as a professional perspective. Pay close attention, you may want to look into a future position exchange yourself.

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Malcolm Tonkin proposed the exchange by letter to the CDF Director. In part he stated: "I am seeking an opportunity to exchange my position here in Benalla with that of a forester in the USA for a period of 12 to 24 months. I believe such work exchanges would be of mutual benefit to both individuals and their respective employers." In August 1988, I responded to Deputy Director Ken Delfino's memo soliciting applicants. My thoughts were, "it's a long shot, but why not give it a try." Now, only 14 months later, I'm an Aussie.

I'd like to introduce you to my family, through whose daily experiences I expect to relay to you many of our impressions of Australia and the exchange. My wife Gail and I have been looking into similarities and differences in the life down under. Since the seasons are reversed in the Southern Hemisphere, we left California on a Sunday evening this fall, crossed the international dateline during

a 20-hour flight, and landed in Melbourne on a fine spring morning the following Tuesday. As we recovered from jet lag, season advance, and Gail's 14-month anxiety over "how soon do we leave?", we started noticing the similarities to home. The State of Victoria is located at approximately the same latitude south of the Equator as north-central California is above. The Mediterranean climate has similar mild winters and hot, dry summers (with California-like brush fires).

Shellie, our 17 year-old, began her junior year this fall in an intensified course (four hours per day) in American history so she would be able to fulfill her U.S. curriculum. It seems the Aussies do not offer American history. Shellie was also somewhat apprehensive concerning the uniform for the public school students down under. Laura is 7, has just lost her two front teeth, and wants to know why her puppy, Roscoe, couldn't make the trip. Actually we are exchanging

more than just jobs. We will be living in the Tonkins' house, driving their car (on the left side of the road), and Laura will have Hamish, their cat, to feed and care for in place of her puppy. Of course, the Tonkins' will be living our lives just as fully.

Deputy Director Delfino expects to show Mr. Tonkin the full extent of our CDF mission throughout California. You may, therefore, have an opportunity to meet with him, enjoy his accent, and learn more about Australia. Be a gracious host, and look for "Letters from Down Under" on these pages in the coming months.

G'day for now.

Walt, Gail, Shellie and Laura



## '89-91 Resources Agency Management Program (RAMP) is in full swing

Paul Knott, from CDF's Accounting Systems Unit, has been chosen as CDF's new representative for the RAMP program.

RAMP is a two-year rotational program designed to provide education and on-the-job experience in the skills necessary to become an effective manager. The program uses the mentoring concept and focuses on enhancing the skills of selected, beginning managers. RAMP allows the participants to work with three different Resource Agency departments or commissions.

Paul is currently working with the Department of Conservation in the Personnel/Affirmative Action section and will rotate to the Resources Agency/

Legislation; the California Conservation Corps/Legislation and the Department of Parks and Recreation/Public Information.

The Resources Agency Management Program has also brought yet another new representative to CDF. Steve Shiflett is the RAMP representative for Parks and Recreation. He will be spending four months out of his two years with the CDF Legislative Office revising the Legislative Procedure Manual.

After Steve's term with CDF is completed, he will be assigned to Resource Management, within the Department of Water Resources. Steve's projected date for completion of the RAMP program is June of 1991.

Steve has been in state service for over 15 years. He left his position, temporarily, at Parks and Recreation as the administrative assistant to the chief of the Acquisition Division to participate in the RAMP program. Steve holds a bachelor's degree in political science from Oregon State University. He is a member of the Sacramento Rotary club and his hobbies include collecting and restoring antiques, vintage cars and international travel.

For further information on the RAMP program please contact:

Carol Williams Bryant  
Legislation  
445-6441

***Next month.....EARTHQUAKE '89  
.....CDF comes through again!!!!***

## Outstanding Tree Farmer of the Year

Each year the Outstanding Tree Farmer in California is chosen by a committee of public and private foresters. The 1989 award was presented to the Mailliard Ranch in Mendocino County by Hal Walt, chairman, State Board of Forestry.

The Mailliard family has owned this Redwood-Douglas fir forested ranch for many years and was chosen because of its outstanding forestry and conservation practices. Their approach to managing the tree farm is to only take what the land will produce and to harvest in a way that protects all the resources.

Charlotte Mailliard-Swig and Larry Mailliard were on hand to accept the award.



*Hal Walt, chairman, Board of Forestry, presents a very happy Charlotte Mailliard-Swig and Larry Mailliard with the 1989 Outstanding Tree Farmer award.*

## Chief Teie dons turnout gear for a closer look

Bill Teie, chief of Fire Control Operations, recently spent a few days in the Fresno-Kings Ranger Unit getting a closer look at the unit's Schedule "A" Program.

Teie toured Mid Valley Station #14 in Mendota where he got a demonstration of a portable hydrant system known as the Phantom Pumper. He then headed for the Fig Garden Fire Protection District Station #21.

He jumped right in at Mid Valley Station #8 located in the metropolitan area of east Fresno. Teie spent an 18 hour shift responding to incidents on Engine #8. Engine #8 is staffed with three firefighters, one is a paramedic, and responds to an average of 10 incidents each day. This day was no exception as Teie accompanied the crew on nine calls during his shift. All of them were medical aids, but then 80 percent of all incidents at Station #8 are medical aids.

After the usual three hours sleep per night at the station, Teie headed out, but the crew at Station #8 wants him to know that the door's always open.



*Chief Teie gets into his turnout gear, ready to respond to yet another call.*



## On the cover

The Vail Fire on the Cleveland National Forest provided this dramatic photo opportunity for photographer Bob Ivins of the San Diego Tribune. The fire burned 15,000 acres near Mount Palomar in late July and required the efforts of over 1,200 personnel to finally control.

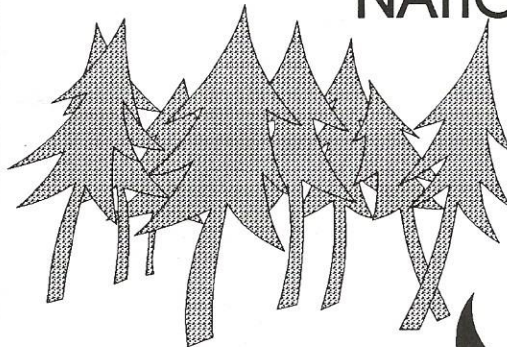
Fire crews were busy in other parts of the state as well in late July. The 10,000 acre Powerhouse Fire kept over 2,000 firefighting personnel busy within the Fresno-Kings Ranger Unit. Residents in the Auberry Lake area had to be evacuated as the fire burned four homes, three mobile homes and numerous other structures in its path.

Meanwhile the Balch Fire was burning in the Sierra National Forest not far from the Powerhouse. Over 1,900 personnel responded at the height of that fire which burned 7,550 acres.

Further west in the San Luis Obispo Ranger Unit, nearly 700 firefighters battled the 10,500 acre Chispa Fire just south of Atascadero.

These fires kept CDF crews busy well into August before things began to calm down. As of this writing the entire state has just received a good soaking from some early storms. Keep your fingers crossed - we have to start the whole thing over again in just eight months.

OCTOBER was  
NATIONAL



FIRE

PREVENTION

MONTH

but, fire prevention  
is important all year.

Remember,

BIG fires

start small

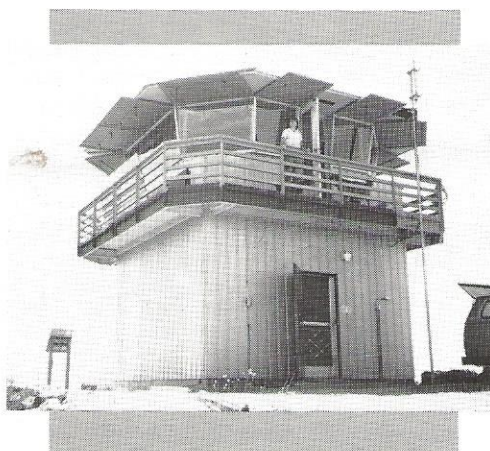


## Tuolumne-Calaveras: Maker of the innovative lookout

by Volunteer in Prevention Becky Hastings

Just outside Arnold, located atop Blue Mountain, in the Tuolumne-Calaveras Ranger Unit, is the Blue Mountain Lookout. It sits at 6,067 feet and 18 road miles from civilization. Established in 1934, the tower was maintained by the U. S. Forest Service until 1957 when the operation was turned over to CDF. During these early years the fire observers working within the tower used a wood stove for heat and had to haul water in 10 gallon milk cans. In 1966, a new, more modern tower was built along with a redwood water tank. Propane generators supplied the power for pumping water into the tower and for general electric use. The observers now had the luxury of heat from propane heaters.

Over the years, options for power to run



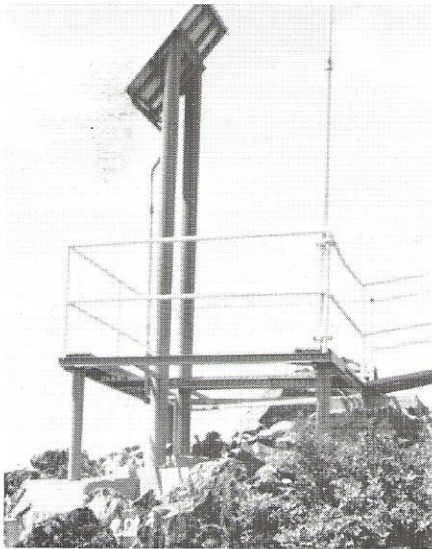
Observer Nancy Longmore  
looks out over the countryside from atop  
Blue Mountain Lookout.

the radio repeaters and the support systems needed to maintain Blue and make the observers comfortable, were limited and costly. Then, in 1980, Blue began a metamorphosis. Arnold District Ranger Art Hastings, planned and supervised the addition of a solar generation tower. The platform was constructed on a rock bluff just below the lookout tower and was built to withstand winds of up to 200 miles per hour. Three solar panels now provide power for CDF and Fish and Game radio repeaters. In the past, the repeaters were kept running year-round by Teledine generators (isotope), a flame which generates electricity by heat process. This was not a very fuel efficient system.

With one successful solar system

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*The solar tower and panels for radio repeaters are engineered to withstand 200 mph winds and deep snow.*

in place, it was decided to expand the concept even more. "Over the years we had seen many deficiencies with the propane powered generator that supplied electricity for the support systems at Blue," said Hastings. "Because of high usage, the generators were wearing out too quickly and the Liquefied Petroleum Gas (LPG) costs to run the generators were excessive. We were using up to 1000 gallons of LPG a year."

Fire Captain Bob Lehman of the

Skull Creek Station was asked to take on the project. His interest and knowledge of solar systems proved invaluable. He perfected and built a system with five solar panels that now generate 90 percent of the power used at Blue. The only things not solar powered are the refrigerator and the heat, both are still LPG. But, since August 1988, when the solar system went on line, the 500 gallon LPG tank has yet to read "EMPTY" and need refilling. A big difference from the 1000 gallons previously used.

Another "hi-tech" change at Blue is the telephone. In 1960 the West Point District brought in telephone lines. This phone system was hard to maintain due to downed lines from the harsh weather. The phone lines are now in the process of being dismantled. As of June 1989, Blue has a cellular phone, increasing communication capability.

Blue Mountain Lookout is a source of pride not only for the ranger unit, but particularly for the Arnold District. Because of the tower's location, the Blue Mountain fire observers are able to look over the top of, and down into, areas other lookouts cannot. For this reason, Blue is considered a very valuable asset in the protection of the surrounding area.

The fire protection picture has changed over the years. With progress a phone call can now bring airtankers, heli-

copters with buckets, larger more powerful bulldozers and a combined manpower force of hundreds to fight a fire. But, progress has not been able to come up with a more effective means of spotting fire than the human eye. Jennifer Clausen and Nancy Longmore, Blue observers in 1989, share time scanning the landscape for smokes from Blue Mountain. They are as protective of their binoculars as those in 1934 and they are just as valuable, if not more.

The lookout tower and the trained fire observers staffing them are certainly an ever identifying symbol of fire protection at its best, but there are some who feel lookout towers are on their way out. One reason is the cost of operating them. The Arnold District has proven with a lot of thought and a little initiative, a lookout can be run efficiently and cost effectively. 'Tis a small price to pay, for such a valuable asset.

(Anyone wanting information on the above mentioned solar systems contact the Arnold District, (209) 795-1542, Art Hastings or Bob Lehman.)

## What can you do to better your community? - UCSEC

The mission of the United California State Employees Campaign (UCSEC) is to increase the organized capacity of people to care for one another.

Managed by the United Way, the UCSEC has been very successful in giving state employees the opportunity to support a variety of essential services and has also been a means of educating employees about the needs of their community.

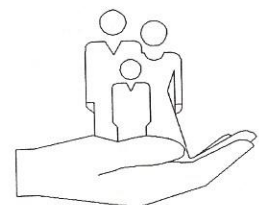
During September a number of kickoff events took place for this year's campaign. During October, payroll deduction forms were distributed to all employees. If you wish to contribute, say to a burn center in your area, now is the time to do it.



The campaign is open to any non-profit, non-discriminatory organization that is concerned with promoting the well being of humans in California communities.

Your contribution would be greatly appreciated by your community.

For more information contact your region office and ask for your UCSEC coordinator.



## Radial Keratotomy: Is it for you?

by Donna Steadman, assistant chief, CDF Medical Unit

Radial keratotomy is a new surgical procedure which in some cases can correct nearsightedness and astigmatism. Nearsightedness or myopia (which makes distant objects hard to see) is a common condition, seen in about 25 percent of all Americans. It is caused by having an optically long eyeball or an anatomically steep cornea (the clear front portion of the eyeball). This elongation of the eyeball prevents light from focusing properly on the retina, (the nerve which sends images to the brain).

To correct myopia, the eye surgeon uses a high powered microscope with a diamond blade scalpel. He makes a series of tiny cuts into the eyeball flattening the cornea. This redirects the light correctly onto the retina. The procedure takes approximately 30 minutes and can be done in the doctor's office. It has to be done on two separate occasions, once for each eye.

While radial keratotomy is a new procedure, first done in the United States in 1978, there is general agreement that it does reduce a degree of myopia and is most effective for persons who have mild near-

sightedness. Unfortunately there is a significant degree of unpredictability in the final result. A research study in 1984 revealed the following important facts:

1. Vision is improved to 20/40 (20/20 is desired) in 78 percent of the patients.
2. The poorer the patient's vision before surgery the less likely his vision will be corrected to 20/40.
3. Only 61 percent of the patients with poor eyesight were corrected to 20/40 after surgery.
4. In the second year after surgery 20 percent of the patients had progressed to farsightedness and 20 percent had regressed to nearsightedness.
5. Changes in the ability to see, excessive irritation and excessive glare are sometimes seen for several months after surgery.
6. Delayed healing of cuts into the cornea, with corneal infections occur up to two years after the procedure.

Some members of the medical community fully support radial keratotomy including the National Institute of

Health. However, other members are less supportive of the procedure.

The CDF Medical Unit is dedicated to the health and good physical fitness of our employees. Safety officers must be able to see well and are required to have vision better than 20/100 without glasses, or 20/30 in one eye with glasses. Contact lenses are not acceptable for firefighters due to the exposure to smoke and other eye irritants. Smoke is irritating to the eyes, and because of this tendency there can be no exposure to smoke for at least three months after the surgery. Because the results of radial keratotomy are unpredictable, present Sate Personnel Board recommendations are that employees can not be medically cleared for a firefighter position for 12 months after radial keratotomy. Although the medical unit can sometimes obtain a waiver of this requirement, it is not guaranteed. Any firefighter considering radial keratotomy should call the CDF Medical Unit at (916) 323-9542 for information on specific work restrictions prior to having the procedure done.

## CAMP LOG

### Puerta La Cruz

by Fire Captain Tim Stevenson

Puerta La Cruz Conservation Camp is located in the northern end of San Diego County, approximately 35 miles southeast from the city of Rancho, California. The camp lies in an oak filled mesa in the Palomar Mountain Range, halfway between the world famous Palomar Observatory and the largest state park in the continental United States, the Anza Borrego Desert.

Our ultimate goal here at Puerta La Cruz is to maintain and ensure a minimum level custody female fire camp, equally providing for California Department of Corrections (CDC) custodial requirements, CDF emergency responses, and useful public projects. Due to our excellent training and constructive work programs, inmates paroled from Puerta La Cruz are frequently hired by CDF, as well as the U.S. Forest Service as seasonal firefighters.

Currently, Puerta La Cruz maintains a CDC staff consisting of camp commander, Lieutenant L.E. Winston, and a staff of 12 CDC personnel, along with one vocational auto body repair Instructor. CDF maintains a staff of State Forest Ranger II Dan Castleman, and a staff of 15 CDF personnel.

The current inmate population at Puerta La Cruz is 132, with a capacity to house 135 inmates.

The staff and inmates of PLC maintain six CDF Type-1 fire crews, one of which serves as a two-team, air mobile, helitack fly crew. Another fire crew serves to educate crew members in all phases of auto body finishing and bodywork, utilizing our vocational shops paint booth and other bodywork equipment. Our Vocational Body and Paint Shop serves to maintain CDF as well as other fire depart-

ment vehicles, at a minimum cost, while providing employment skills to interested inmates.

The camp also maintains a training crew. New inmate firefighters from California Institute for Women (CIW) are assigned to this crew upon arrival to Puerta La Cruz, where they receive an extensive 80 hours of training, on basic firefighting techniques (classroom and fireline).

On four separate occasions, PLC Strike Teams were dispatched to the northern part of the state during 1988, for a total of 19,586 fireline hours, to aid in the fire suppression efforts in the northern California National Forests.

Puerta La Cruz directly serves the counties of San Diego, Riverside and San Bernardino with two emergency fire kitchens, a Sonoma Kitchen Unit and a

*(Cont. on next page)*

(Cont. from page 11)

rapid response steam table. These two units prepared and served 20,500 emergency fireline meals during the 1988 Fire Season.

In August, 1988, Puerta La Cruz sent one fire captain to Camp Pendleton, to train United States Marine Corps personnel to assist in fire line suppression at Yellowstone National Park. During Firestop II in May, 1989, PLC crews assisted in vegetation removal for site preparation and for live fire demonstrations. PLC

Crew # 1 was also selected to demonstrate the new Husqvarna chain saws at Firestop II.

Puerta La Cruz is proud to have earned a total of 76,070 emergency response hours during the past fire season, the highest in the camp system. During December of 1988, two Puerta La Cruz inmates were presented with plaques and letters of outstanding heroism from CDC and CDF. This presentation was for their life-saving efforts in the rescue of a seri-

ously burned crew member injured during the 1988 fire season (see the March 1989 Communique'), and subsequently each received a six month reduction of their state prison terms. We are indeed proud of Puerta La Cruz and the outstanding efforts on the part of CDC and CDF staff and crew members alike.

## From the women of Puerta La Cruz

by Kim Kurtz and Terry Cantrall

It's early afternoon, it's hot, dry and windy. You're in the mountains. What was once beautiful scenery with the sounds of nature in a peaceful setting is now blazing with fire, destroying everything in its path. The heat and smoke fills your nostrils and lungs and brings tears to your eyes. The sound of the fire as it engulfs the trees near you sounds like the roar of the ocean swallowing up the rocky shore. This is it, man against nature, a dangerous game that both sides are determined to win.

We are here to do a job, one we are chosen for, not one we choose to do. We are women, we are inmates who have broken the law. We are from all walks of life in a forced living environment. So what makes us respect each other? What makes us work so hard as a team? Why do we have so much pride in our quality and quantity of work? Why is it so important to be and do our best?

We have the answers. We are the women of Puerta La Cruz and we'd like to introduce you to our camp and our crew #5.

At Puerta La Cruz there are six fire crews. Our crew #5, consists of 12 women. We are an "in camp" crew, responsible for the gardening, carpentry and overall maintenance of the camp. On occasion our work requires us to fix broken water lines, repair roofs, and to handle all emergencies that arise affecting the comfort of the camp's occupants.

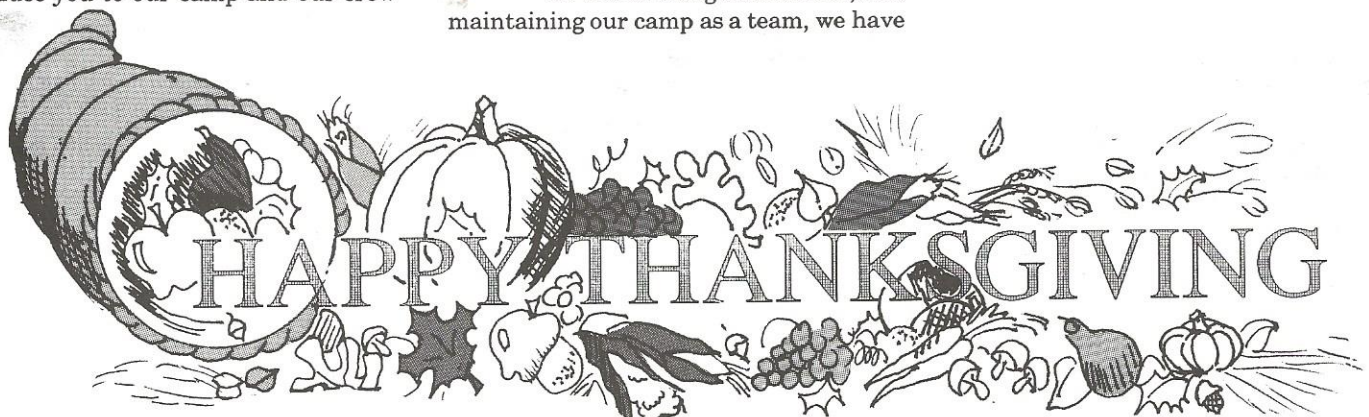
Our CDF Fire Captain, Ronald Surman, supervises the work done and often has to deal with the fact that most of us don't know the first thing about digging ditches, fixing water lines or even mixing cement. Captain Surman, however, takes the time and has the patience to work with his crew. He teaches us about fires, cutting fireline, and the safe and proper way to use our tools. He also teaches us how to do our best. He motivates us, builds our confidence and self esteem. The end result is the pride we have in our accomplishments. We pull together as a team, share our ideas, open our minds to learn and get the job done.

As well as being a handcrew, and maintaining our camp as a team, we have

also been given the challenge of being designated a helitack crew. That means that we are flown in by helicopter for first-on-the-scene initial attack. Helitack is also assigned to hot spots in an area where there are no roads to drive into or where air support is unable to make water drops safely.

There are a lot of pros and cons as to whether there is rehabilitation in prisons. We believe the California Department of Forestry and Fire Protection plays an active role in rehabilitation with their training, patience, confidence, and acknowledgement when a job is well done. They have devised a plan to utilize manpower, coupled with saving the taxpayers money, and with or without their knowledge, actively participating in the rehabilitation of inmates.

It takes time to train and develop a helitack crew completely. For the future we hope to continue in our helitack training. We are the few, the proud, Crew #5, RAH!!!!



## Award winning demonstration garden

by VIP *Brenda Martin-Richardson, San Luis Obispo Ranger Unit*

A continuing exodus of city dwellers into remote rural areas, compounded by continuing drought, has rendered the issue of "defensible space" as one of top priority. Homeowner's rarely comprehend how quickly their haven can become a hell.

Out of concern for educating the homeowner about fire safety on their property, San Luis Obispo Ranger Unit's Volunteers In Prevention (VIP) program recently established an on-site fire resistant demonstration garden. The visual advantage over simply providing the homeowner with information about recommended plants is obvious: the homeowner is able to see for himself how the fire resistant plants perform in the landscape.

"For its contribution to the community," CDF received an award at the Obispo Beautiful Association's 22nd Annual Awards Banquet. The garden was recognized in the "Landscape Design, Institutional/Governmental" division. It was one of 33 given this year by the association. Fire Captain Specialist Mike Cole was on hand to accept the award on behalf of the department.

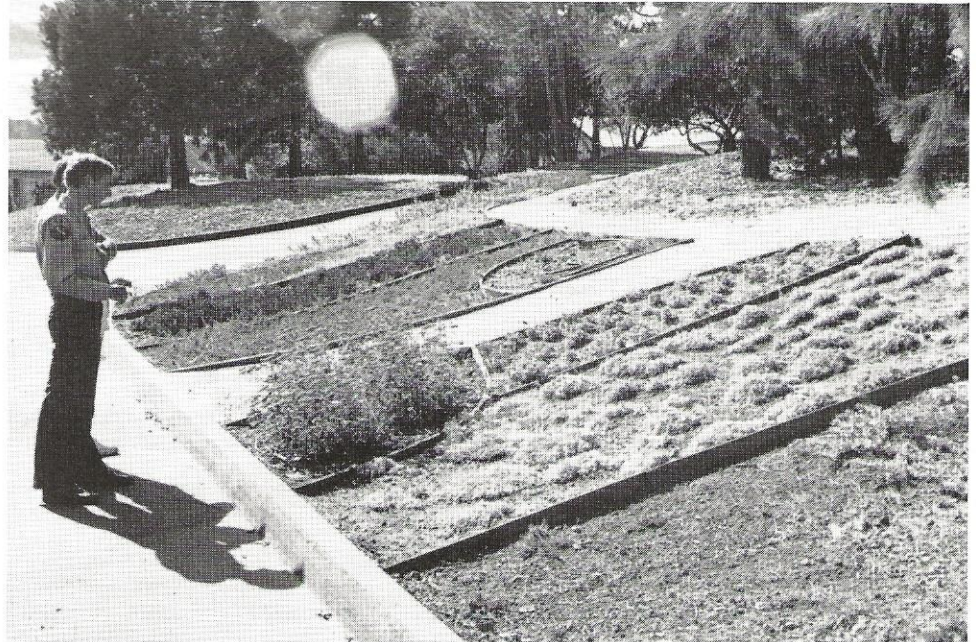
The garden was designed and established at the San Luis Obispo station by VIP's Mark Chaffee and Donald Scholl. Both are ornamental horticulture majors at California Polytechnic State University, San Luis Obispo.

A pamphlet was produced to further aid homeowners in their selection of fire resistant plants. The pamphlet highlights plants used in the demonstration

garden, as well as others suitable for use in the area. Work on this VIP funded project was volunteered by Brenda Martin, a Cal Poly student.

The focus of the Obispo Beautiful Association, according to Walt Tryon, chairman, is to "maintain and promote the beauty of the environment of San Luis Obispo, and to increase the public's aware-

ness of resources available to them in the community." The association has been active in the community since 1965 and reviews approximately 120 projects each year, including those involving the landscaping of county parks and riparian pathways, and the restoration of historic landmarks in the county.



*Forester II Ben Parker examines the award winning garden which is located in front of the San Luis Obispo Ranger Unit Headquarters.*

## KUDOS

To the following CDFers who will complete 25 years of state service in October/November 1989:

**Fire Captain Terry Reeve** of the Antelope Conservation Camp

**Forester II Dennis Bebensee** of the Tehama-Glen Ranger Unit

**Fire Captain Jim Smpardos** of the Nevada-Yuba-Placer Ranger Unit

**Fire Captain Miner Cole, Jr.**

of the Konocti Conservation Camp

**Fire Captain James Ballard** of Ishi Conservation Camp

**State Forest Ranger I David Young** of Sugar Pine Conservation Camp

**State Forest Ranger I Glen Koehl** of the San Benito-Monterey Ranger Unit

**State Forest Ranger I Ron Matteoli** of the Sonoma Ranger Unit

To **Battalion Chief John Barbour** who was recently elected the 1989-90 president of the Humboldt County Fire Chiefs Association.

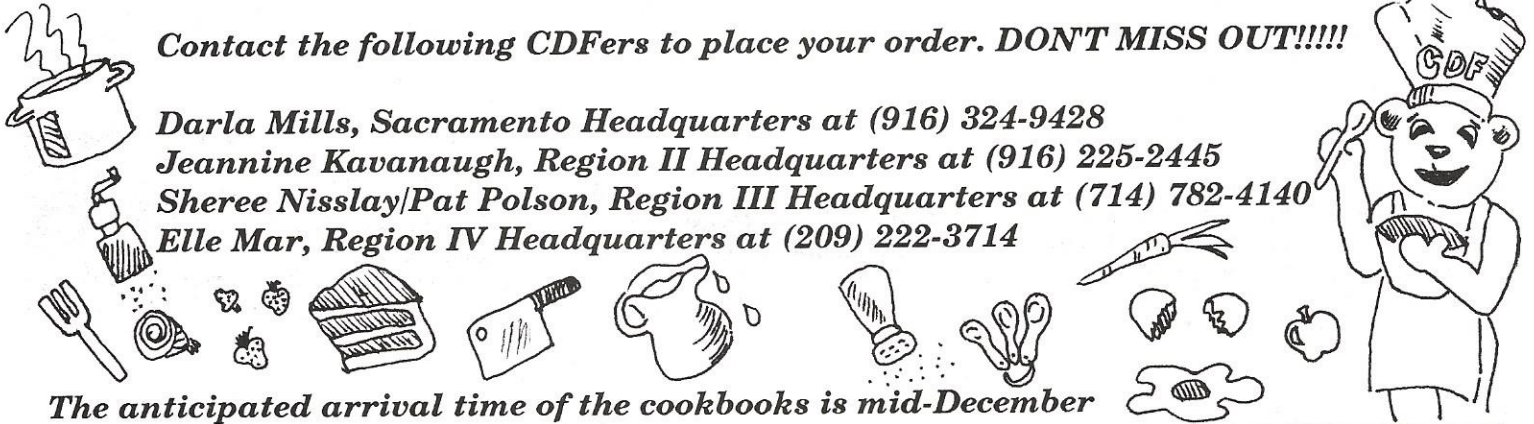
To **State Forest Ranger II John Hawkins** of the Butte Ranger Unit who was recently named Firefighter of The Year in Butte County. He was picked from among the county's firefighters for his outstanding work at the county, state and national level.

**The CDF EMPLOYEE COOKBOOK** is currently being printed, NOW is the time to place your order!!!!!!!!!!!!!!

For only \$10 a piece you'll get over 395 recipes submitted by your CDF coworkers from all over the state. And, best of all, proceeds from the cookbook will be divided equally between the Alicia Ann Ruch Burn Foundation and the UC Davis Burn Unit.

Contact the following CDFers to place your order. DONT MISS OUT!!!!

- Darla Mills, Sacramento Headquarters at (916) 324-9428
- Jeannine Kavanaugh, Region II Headquarters at (916) 225-2445
- Sheree Nisslay/Pat Polson, Region III Headquarters at (714) 782-4140
- Elle Mar, Region IV Headquarters at (209) 222-3714



The anticipated arrival time of the cookbooks is mid-December

**To the editor**

Many of you have been reading the Communique for years and seeing the name Lisa Boyd on its masthead but most of you have never met Lisa or had the pleasure to know what an asset she is for CDF.

Each month for the past six years Lisa has written stories about many of us in this Department and she has collected kudo's along the way to compliment work well done. Well Lisa, now it's your turn for the compliments.

Supervising Lisa Boyd is by far the easiest part of my job. She has always been a self starter competent, efficient and completely reliable. The Communique is a lot more complicated than most realize. Not only does Lisa have her part to do (which is always on time) but she often ends up being delayed by others failing to get their work in on time or (as was the case this month) mechanical problems with the desktop publishing system. Sometimes the line is long at the printers and the Communique is late getting back. The Information Officer has even been known to hold things up at the proof reading stage. Through all of the frustration beyond her control, Lisa continues to care deeply about getting your Communique to you and making it the best it can be. Those of you who see other agency newsletters are proba-

**COMMUNIQUE'  
COMMUNIQUE'**

GOVERNOR: George Deukmejian  
DIRECTOR: Richard Ernest

EDITOR, Lisa Boyd  
STUDENT ASST, Milissa Douponce

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bly aware of how exceptional our Communique already is, and Lisa is dedicated to continued improvement.

In addition to getting your newsletter out every month, Lisa also wears the hat of assistant information officer, which means lots of media relations and public contact. As you would expect, she handles both to perfection. Additionally, and maybe most importantly from my point of view, she is my partner in running this information office. I don't know what I would do without her.

As the urban/rural internix issue becomes well known around the country, CDF is becoming more and more of inter-

est to out of state media. Its very common for east coast newspapers to call wanting lots of stats (as if California's media don't keep us busy enough). Lisa is always there to pick up the slack when I get over whelmed. The media know her as a credible source of information about CDF.

To you the readers of the Communique, Lisa Boyd is your editor, but to the rest of us in Sacramento she is much, much more.

Thanks Lisa for your continued excellence.

KAREN TERRILL  
Information Officer

**Coast Region**

**Transfers** - SFR I Ronald Matteoli to Sonoma; HEM Glenn Hubbard to Mendocino; FC "A" Alan Knopp to Lake-Napa; FAE Greg Blanco, Dennis Ryan and Harry Guerrero to Mendocino; and Acct. I Kimberly Peterson to Region I Hdqts.

**Promotions** - Eric Bach to FC "B", Eel River; Michael Torres to FPO I, Lake-Napa; Jeff Burns to FC "B", Parlin Fork; Bart Kriek and Robert Cone to FC "B", Chamberlain Creek; Brenton Werder to SFR II, Region I Hdqts; Delmas Hoppis Jr., to SFR I, Eel River; and David Athey to SFR I, Santa Clara.

**Appointments** - Herbert Masters II and Melvin Arnold to FAE, San Mateo-Santa Cruz; Duane Shintaku to For. I, Humboldt; Dulciana Guadiana to M & SS I, Santa Clara; Matthew Stowells to HFEO, Santa Clara; and William Meitz to State Eng., Region I Hdqts.

**Sierra Cascade Region**

**Transfers** - SFR IV William Weston to Nevada-Yuba-Placer; and FC "B" Henry Horton to Valley View.

**Promotions** - Eric Kielhorn to FC "A", Siskiyou; and William Williams and John Davidson to FC "B", Valley View.

**Southern Region**

**Transfers** - FC "B" Tim Kochen to Norco; FC "A" Robert Alvarez to San Diego; FC "A" Harold Kershner and Jon Hedman to Riverside; FC "B" Michael Jameson to Pilot Rock; FC "B" Ed Horn to Prado; FC "A" Michael Sowards to San Bernardino; and FAE Lisa Aleman to Riverside.

**Promotions** - William Bratton and Arnold White to SFR I, Riverside; Julie Hutchinson, Howard Windsor and Richard Dibiase to FC "A", Riverside; Charles Pruet and James Hollingsworth to FC "B", Bautista; Gary Hawkins to FC "A", San Bernardino; Mark Hotchkiss and Kevin Martin to FC "B", Fenner; Edward Alameda and Christopher Herina to FC "B", CIW; and Ruth Worthy to OT, Riverside.

**Appointments** - Bettie Smith to OT, San Diego; James Engel to FAE, San Bernardino; Linda Bettys and Timothy Pleasant to FAE, Riverside; and Frederic Weiss and Brennan Blue to FAE, San Diego.

**Separations** - HFEO John Livermore, San Bernardino; FC James Grammer,

Owens Valley; FAE Michael Gomez, San Luis Obispo; Carpenter Richard Giardini, Region III Hdqts; and OT Annette Avila, Riverside.

**Retirements** - SFR I James Trammell, San Diego

**Central Region**

**Transfers** - Asst. Deputy State For. Dean Lucke to San Mateo-Santa Cruz; FAE Danny Ray to Tuolumne-Calaveras; FPO I Fred McVay to Amador-El Dorado; FC Brian Beresford to San Benito-Monterey; FC "B" Warren Field to Gabilan; and FC "B" Steve Huntington to Preston.

**Promotions** - Rick Arroyo, William Threlkeld, and Frank Royos to FC "A", San Benito-Monterey; and Frank Quadro to SFR I, San Benito-Monterey.

**Appointments** - Clifford Allen and Gregory Estrada to FAE, San Benito-Monterey; and John Hughes and H. Douglas

Hicks to SFR I, Fresno-Kings.

**Retirements** - FC Lonnie Ragsdale, Dewitt-Nelson

**Sacramento Headquarters**

**Promotions** - Cheryl Barquest to Data Proc. Manger I; Ron Brauer to Senior Program Analyst; and Clara Kennard to Office Tech. (T)

**Appointments** - Acct. Clerk II Herminea Pobres; Stock Clerk Alan Roehr and Rocky Rockfort; Aircraft Mechanic Roger Mattson; Research Program Specialist I Janine Stenback; Associate Info. Systems Analyst Greg Smith; and Staff Chief, Forest Improvement Don Banghart.

**Separations** - Secretary Annette Williams, Davis Mobile Equipment;

**Retirements** - SFR III David Day ; and Forester II Dave Burns

**EXAMINATION CALENDAR**

**Upcoming Examinations**

Title	Exam Base	Final Filing Date
Business Services Officer II/III	Promotional	11/30/89
Departmental Safety Coordinator	Promotional	12/7/89
Training Officer II	Promotional	Pending

**Examinations In Progress**

Title	Status
Fire Captain	Written test 12/9/89
Fire Captain (paramedic)	Written test 12/9/89
Heavy Fire Equipment Operator	Written test 12/16/89
Information System Tech. Spec. I	Interviews Dec/Jan
Assoc. Personnel Analyst	Interviews December
Forestry Equip. Mgr. I	Interviews Dec/Jan
Forestry Construction & Maintenance Supervisor	Interviews January
Forestry Pilot (helicopter)	Interviews Jan/Feb

**ACADEMY DATES**

**DECEMBER 1989**

- 4 - 8 Fire Academy - Techniques of Supervision "A" #8
- 5 - 7 State Fire Marshal, Sacramento - Incident Commander I-400
- 11 - 15 Fire Academy - Advanced Officer #35 and Basic Crew Captain #8

# You're Invited . . . .

## to the 1989 CDF Christmas Party

*The deadline is December 13.  
(No tickets will be sold at the door.)*

Contact: Karen Harper at (916) 445-5620



## MARK YOUR CALENDAR

**SFR IV Gene Bach** is retiring!!! You can help send him off on Saturday, January 13, 1990 at the Flamingo Resort/Hotel in Santa Rosa. It all starts at 6:30 p.m. If you'd like to be there contact Debbie Matteoli at the Sonoma Ranger Unit at (707) 576-2486.

It's time to hit the slopes during the **CDF Annual Ski Trip** on January 19, 1990 at Mount Shasta. Contact Karen Harper in Sacramento for details. (916) 445-5620

**FPO II Frank Holbrook** will be

saying goodbye as he retires from CDF. Join everyone on Saturday, March 3, 1990 at the Redding Elks. Flyers are forthcoming but you can call Rich Just now, at (916) 527-2213 for more information.

California Department of Forestry and Fire Protection  
Office of Information and Public Affairs  
1416 Ninth Street, Room 1516  
Sacramento, CA 94244-2460

