Your Recreation HQ Update


Photography! Taking photos can be a fun and rewarding hobby. There are many reasons for becoming a shutterbug, including reasons that can be directly related to your job, your project, and the work that you love. For example, I recently served on the interagency judging panel for Share the Experience. Share the Experience is the official federal recreation lands photo contest which seeks amazing photos from amateur photographers that highlight the best of America’s federal public lands. Among all of the beautiful photos being judged, I quickly realized that there weren’t any photos from USACE projects! Saying that, a new contest will be opening soon for 2019. An important note for USACE employees and their families: “Although employees of any of the participating agencies (and their family members) are not eligible to win prizes, employees are allowed to upload photos”. You can also help by spreading the word to our visitors. Considering first prize is $10,000, it may be easier than you think to inspire our visitors to snap and submit!

A second reason for clicking that shutter is the USACE Water Safety Photo contest which is open to all USACE employees and their families. Simply visit the Gateway to learn more! A third equally important reason to catch that photo regards Recreation.gov. The new website is in need of photos of your campsites and other facilities that will assist visitors when using the site to make reservations.

Remember, a picture is worth a thousand words. So, let’s get “clicking” and share our experiences, projects, amenities and great times.

A Message From the Chief:
It is that time of year! Memorial Day weekend is just around the corner and the start of a very busy recreation season awaits. I know most of you are diligently preparing our facilities and training new staff to provide the safe and memorable experience our visitors are accustomed to. I just want to take a moment to say THANK-YOU and recognize all of the extra effort that I know each one of you puts in every day to make our sites the very best they can be!

-Jeff Krause, Chief, Natural Resources Management

YOUR Thoughts

We are looking for contributors and ideas! If you have a topic, success story, lesson learned, or helpful suggestion—let us know.

Send to: Tara.J.Whitsel@usace.army.mil

The Recreation Retreat is an unofficial publication of the U.S. Army Corps of Engineers (USACE). This online publication is produced quarterly with the purpose of providing its readers information about the USACE Recreation Program. Editorial views and opinions expressed are not necessarily those of the Department of the Army. Mention of specific vendors does not constitute endorsement by the Department of the Army or any element thereof.

Managing Editor: Tara Whitsel. Tara.J.Whitsel@usace.army.mil

Campaign Hat Photo Credit: Cynthia Mitchell, USACE
HQUSACE implemented the first Park Ranger and Visitor Safety Survey in 1995, with the goal of quantifying the safety concerns of the NRM personnel. The results of the survey influenced a major shift in the NRM program. Implemented changes included: Verbal Judo (1997) and personal protection training (2003), updates to the vehicle/equipment policy (1999), Safe Self Video (2000), and Pepper Spray Program (2002). In 2010, the Park Ranger CoP Advisory Board sponsored another survey to review the Visitor Assistance Program and the effectiveness of actions taken after the 1995 survey. This second look was administered by an entity outside USACE - Michigan State University. Their review resulted in more changes by the Corps to the NRM Program, including: a national radio refresh (2012), prohibiting park ranger patrols between the hours of midnight and 0600 hours (2012), and increasing VA Prospect training to 40 hours (2013).

In 2015, the Park Ranger CoP Advisory Board recognized the importance of conducting this survey on an annual basis to more closely monitor trends. The current annual web-based survey launched nationally in 2016, resulted in a new Verbal Defense and Influence training program (2016), the development of a self-defense instructional training video (2017), and determined that the park ranger position qualifies as a critical hire under the Direct Hire Program (2018).

The Park Ranger CoP Advisory Board reviewed the 2018 survey results during its annual in-person meeting held this year in Nashville, TN. Safety trends varied from Division to Division with the majority of Park Rangers reporting feeling safe while performing their visitor assistance duties. A common response throughout the nation finds that not all rangers had access to every piece of equipment required by EP 1130-2-550. This highlights the need for a Visitor Assistance Program Review checklist to help rangers provide the proper justifications when requesting equipment. Another finding from the survey is that problems are created by our inability to share information over the radio with local law enforcement agencies. This hot button issue for the Ranger CoP needs resolution, and we are working to find a solution at a local and/or national level. On these issues, in addition to multiple other assignments the Ranger CoP is working, the team remains committed to being a voice for the NRM Community.

If you have any question regarding the survey or other projects the team is working on please reach out to your local reps.

**The Park Ranger Safety Survey**

POC: Senior Park Ranger Morgan Barnes, Park Ranger CoP Advisory Board, Chair, 559-689-3255

Learn more about the Park Ranger CoP & Survey by CLICKING HERE!

The Survey Says...

<table>
<thead>
<tr>
<th>Year</th>
<th>Improving</th>
<th>Staying the Same</th>
<th>Declining</th>
</tr>
</thead>
<tbody>
<tr>
<td>1995</td>
<td>22%</td>
<td>38%</td>
<td>40%</td>
</tr>
<tr>
<td>2010</td>
<td>42%</td>
<td>46%</td>
<td>12%</td>
</tr>
<tr>
<td>2016</td>
<td>27%</td>
<td>67%</td>
<td>16%</td>
</tr>
<tr>
<td>2017</td>
<td>27%</td>
<td>56%</td>
<td>15%</td>
</tr>
<tr>
<td>2018</td>
<td>26%</td>
<td>63%</td>
<td>11%</td>
</tr>
</tbody>
</table>

**RANGER SAFETY**

Which one of the following factors will most enhance park ranger safety at your project?

<table>
<thead>
<tr>
<th>Factor</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Park Ranger Training:</td>
<td>1 (22.3%)</td>
<td>1 (17.3%)</td>
<td>1 (21.5%)</td>
</tr>
<tr>
<td>Level of authority for park rangers:</td>
<td>2 (21.5%)</td>
<td>3 (14.8%)</td>
<td>2 (15.7%)</td>
</tr>
<tr>
<td>Communication Equipment:</td>
<td>3 (14.9%)</td>
<td>5 (8.6%)</td>
<td>3 (11.6%)</td>
</tr>
<tr>
<td>Personal Safety Equipment:</td>
<td>4 (11%)</td>
<td>4 (9.6%)</td>
<td>5 (7.8%)</td>
</tr>
<tr>
<td>Back up/support from contracted law enforcement agencies:</td>
<td>5 (8.8%)</td>
<td>2 (15.4%)</td>
<td>4 (11.5%)</td>
</tr>
</tbody>
</table>

The Park Ranger CoP Advisory Board thanks all the NRM staff that participated in the 2018 survey (a total of 738 responses). The information received will influence national policy and bring the needs of the field level ranger to the headquarters level. Your dedication to this program allows us to bring your voice to the NRM Community.

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**Chart Top:** The top chart represents the trends in the level of perceived visitor safety by Park Ranger over the past 3 years. **Chart Bottom:** The bottom chart represents the factors Rangers identified that will most enhance their safety at the project.
Simultaneously to receiving the money I was approached by a local artist who wanted to schedule a wildflower photography show in our facility in 2019. At the time it was still 2 years away and I agreed. I mentioned to the folks who were with them that I had just recently received monies to put in a native plant garden just outside. I hoped to have it in by 2019 and if so it would be a nice complement to their exhibit. They inquired who exactly would be installing the garden. I explained I hadn’t gotten that far yet & their eyes lit up like kids on Christmas morning. They eagerly said “We will do it for you.” Unknown to me at the time that in addition to the artists she also had folks from the Marin Chapter of the Native Plant Society with her. “That is where the partnership began.”

Now fast forward and it is 2019. The garden is installed and thriving. There is an area for bees, humming birds and monarch butterflies. We did a ribbon cutting with our District Commander LTC Travis Rayfield on March 15th. Also present and invited were individuals who had been involved with the planting, rock features, and irrigation as well as members of a group in Sausalito known as Sausalito Beautiful. Their mission is to encourage businesses to improve their landscapes whenever possible. We still have the final sign to install as well as the fencing. However, the plant stakes with the common and Latin names are in. Brochures are available with the plants listed so people can take it home with them and make their own native plant garden.

The art show “Beauty and the Beast” also opened the first week of April. It is a wonderful display of wildflowers throughout California. Both the garden and the show have received lots of publicity in the SF Chronicle and other media. Also, Marin Municipal Water District promoted the garden in their bill insert for April. The Marin Chapter of the Native Plant Society was able to secure a sizable donation from the Marin Community Foundation for the promotion of the show and garden. The garden will be included on the garden tour in May in Marin County and both will be part of Marin Open Studios the first two weekends of May.

Bottom line – you just never know what opportunities await out there. These folks have been great to work with and they so appreciate the efforts of USACE. All in all, a win-win, especially for the environment.
At all of our lake and river projects, visitors come to enjoy the outdoors and most of them spend time on, in, or near the water. As Memorial Day rapidly approaches and the pressure on facilities and resources dramatically increases, Carlyle Lake has initiated some very creative methods to help keep their visitors safe and share the importance of water safety. Carlyle Lake, located in Illinois, 50 miles from St. Louis, Missouri has an average of 1.74 million visits every year.

1. The staff works with local communities and businesses to establish partnerships to promote water safety. The City of Carlyle and local businesses display water safety messages throughout the year on their changeable message boards. On major holiday weekends during the summer, businesses in cities surrounding the lake display water safety banners, table cards, and posters. Local restaurants placed water safety stickers on carry-out food boxes and bags. Area businesses including the local animal hospital, camp stores, and restaurants were provided “Bobber the Water Safety Dog” and “Life Jackets Worn...Nobody Mourns” water safety bags to use to place customer merchandise in. They partnered with restaurants and drinking establishments in surrounding communities to distribute water safety drink coasters. The coasters have the Life Jackets Worn...Nobody Mourns logo on the front with water safety tips on the back.

2. They partnered with Excel Bottling Company, who is located close to the lake and produces Ski soda. Excel provided t-shirts that were given to high school students after they participated in water safety programs presented by park rangers at area schools. The t-shirt design has the popular Ski soda bottle wearing a life jacket and was a huge hit with the students. As part of the lake’s “I Got Caught Wearing My Life Jacket” campaign visitors caught wearing their life jackets are rewarded with t-shirts and ice cream treats donated by local businesses and restaurants.

3. Partnering with the City of Carlyle and Max 96.7FM, a local radio station, the city purchased water safety beach towels to give out to those who call into the radio station and answer a daily water safety question. Lake employees visited the radio station and were on the air every Wednesday throughout the recreation season to talk about water safety and what was happening at the lake. At the conclusion of each program, listeners were given the opportunity to call in to answer a lake trivia question to win a water safety beach towel that was donated by the city.

4. Water safety promotion was taken to an entirely new level when they partnered with Med Star Ambulance Service. A Med Star ambulance that services the area displays the “Life Jackets Worn...Nobody Mourns” campaign logo on both sides of the ambulance and water safety awareness wording on the back doors.

5. The Carlyle Lake staff maintains 18 bulletin boards with water safety messages within their recreation areas and water safety billboards at the entrances of 4 recreation areas. Additionally, a 5’x50’ banner was displayed throughout the recreation season on the main dam with the message “Always Wear Your Life Jacket.” In terms of social media, the Carlyle Lake’s Facebook page provides water safety messages to almost 15,000 followers and Snapchat water safety filters were created and utilized during special events and holiday weekends.
Professionalism

What does it mean to be professional? According to Google, “Professionals are good at their jobs. They have mastered their job skills. That mastery builds confidence as well as colleagues, managers, and suppliers. Honors commitments. Being responsible certainly means being a person others can count on—getting the job done right, and getting it done on time.” Professionalism often comes with the discussion of certifications and certificates. To provide more insight into the opportunities associated with these, below is a question and answer session with Dr. Kathy Perales.

Q&A’s with Dr. Kathy Perales.

Q1: How has being a member of the National Recreation and Parks Association (NRPA) influenced your career?

The National Recreation and Parks Association (NRPA) was the starting point for my professional development. As a researcher for USACE, it was a professional organization where I was able to share our work, learn what others were doing and network with other professionals. I became a certified professional from the National Certification Board and at that time certified by the State organizations (for me MS), later moving to NRPA management as one program. I maintained my membership in both NRPA and MS Parks and Recreation and later TX Recreation and Parks Society. I met professionals from cities, state parks, other federal agencies as well as military installations. I was continually running into opportunities for professional growth. Working through two main NRPA branches; now called “networks”, Natural Resources and the Military, I learned protocols for working with Congress, Boards of Directors (BOD), and officers of branches, even becoming President of the Armed Forces Recreation Society. I learned the issues related to various groups, e.g., Therapeutic Recreation and how interaction between branches provided for shared knowledge and skill sets. I learned about agency certification and based the development of the Natural Resource Management (NRM) Gateway under the organizational elements of those standards developed by Dr. Betty VanderSmitten.

As a NRPA Board of Trustee member and a member of the NRPA Executive Committee I could see how those interrelationships could improve the industry and our own organization. I was approached by members of the American Academy for Park and Recreation Administration (AAPRA) and became an elected member, served on their BOD and continue with committee work. From within AAPRA, I was able to work with members and industry to help create an award for Military Installations to showcase excellence in the Gold Medal Program. Working across agencies and ideas helped provide for my own personal development and networking led to my receipt of the AAPRA’s prestigious Honorable Cornelius Amory Pugsley Medal. All along the way, I was fortunate to work with USACE Headquarters office and provide opportunities to develop the USACE Recreation Program. So you could say, that not only my membership and professional development impacted my career; but now that I’m retired, initiatives I started, continue to provide professional development to USACE NRM employees through their participation in maintaining the NRM Gateway and serving the broader professional membership.

Q2: What are your recommendations for Park Rangers or Natural Resource Specialists who are considering obtaining a certification or certificate?

A degree, a certificate, a certification and an associates are all different. To be hired under various job classification series requires different levels of education.

With more than 30 years of natural resources management experience at the US Army Corps of Engineers’ Research and Development Center (ERDC), Dr. Kathleen Perales is the creator of USACE’s Natural Resources Management (NRM) Gateway. Kathy received a Bachelor of Science in Marine Sciences from Texas A&M in Galveston and a Masers of Agriculture in Natural Resources Development from Texas A&M, College Station. In 2010, she received her Doctorate in Parks, Recreation and Tourism from Michigan State University upon completing her dissertation “Predicting Trip Spending of Marina-Slip Renters at US Army Corps of Engineer Lakes”. A very special thank you to Kathy for sharing her experiences and guidance with us.
Professionalism Continued From Page 5

Colleges and Universities will award Associate’s and Degrees based on the amount of course work taken. A certificate is usually an add on to a degree program from a university. A professional certification requires usually a mix of courses, work experience and an examination process and is limited by the organization that awards the professional accreditation process. An example of professional certification in our Agency include engineers, those with degrees and the subset that are Professional Engineers (Certification beyond degree requirements- Licensed) An example of IT Personnel with degrees in Computer Science and obtain specialty certificates in GIS or CAD indicated additional course work in a specialty area. This is different from a Microsoft Certified Professional (MCP).

There are a variety of personal certifications managed by the National Recreation and Parks Association (NRPA) and the National Certification Board. The National Certification Board sets national standards and NRPA administers the program, examination and supports the training at their annual conference as does all State association conferences. If you have been working for years in USACE “can you pass the test the first time, maybe, but there are many facets of the testing that are geared toward municipal recreation and taking the training and practice tests are important.” Other examples in Recreation include the National Association of Interpretation (NAI) which manages six certificates.

Other professional associations have their specialty certification programs and process, for example, American Fisheries Society, Ecological Society of America, Wildlife Society, Society of American Foresters, Society for Range Management, and National Military Fish & Wildlife Association (NMFWA). The NMFWA program is geared for DOD employees and fits the Agency’s newest employees needs. Several of the presidents of the National Military Fish and Wildlife Association were ERDC employees and worked hard with the national certification board to create a certification program that would meet the standards of the agency and the needs of the employees. I would highly recommend that the NMFWA certification program be considered by those NRM employees that meet the requirements. Working with a professional organization can improve your networking with other agencies, provide opportunities for leadership, and can help authorize training or working meetings on topics relevant to your job.

Q3: What is the single best piece of advice you would like to share with new Park Rangers and Natural Resource Specialists embarking on career with USACE?

My word of advice to new employees would be, “consider keeping alive the spirit of comradery from your college days into your career by keeping active in professional organizations, you improve both yourself and the agency.” By keeping up your outside professional networking you will continue to learn about technical improvements in your field and help teach both inside and outside the Agency about lessons learned. Don’t consider letting personal development elevate your ego, but rather see it as way for both personal growth and Agency enhancement. Think of it as colonies of healthy individuals supporting the development of the whole and you get to enjoy the perks along the way. You will end up with friends from around the world and you can appreciate the success you have created beyond your own.

Online Snake Safety Awareness

DoD PARC’s (Partners in Amphibian and Reptile Conservation) new video Snakes and Safety on Continental U.S. Department of Defense Installations is finished! This video provides military personnel and natural resource managers with information about identification of dangerous venomous snakes of the continental U.S., common myths and misconceptions about snakes, and general snake safety and awareness. The video can be found on YouTube: https://youtu.be/iCaXqqYGol0.

Or by CLICKING HERE!
POC: Steve Austin, Senior Policy Advisor for Park Ranger Activities, 202-761-4489

When is Title 36 going to be updated? Title 36, “Rules and Regulations Governing Public Use of USACE Water Resources Development Projects”, (36 C.F.R. Chapter III, § 327), was initially published in 1971. The regulation has been revised several times since then and was last promulgated in February 2000. It has been 19 years and revisions have become necessary.

Proposed changes to the regulation must go through the formal Federal Register rule-making process to include a public comment period. Last year, we justified the need to revise Title 36 to the DoD Regulation Reform task force. The task force approved our request and the regulation is now part of the Administration’s Unified Agenda of Regulatory Actions.

Title 36 is being updated in two phases. We are currently revising part 327.13, (“Explosives, firearms, other weapons and fireworks”) to closely conform to the regulations of other federal land management agencies and to reflect current state laws authorizing the possession of firearms. The proposed revision will defer to state and local requirements, allow USACE to modify the requirements when issuing special events permits, and retain existing restrictions on the possession of explosives and explosive devices. The revision will remove the requirement to obtain written permission from the District Commander before possessing a weapon. The Federal Register firearm package is currently under review in DoD. Following approval by DoD, we will forward the package to Office of Management and Budget for posting in the Federal Register. It’s difficult to predict, but we are hoping our proposed firearm regulation will be included in the Federal Register for public comment by this summer.

The second step will include reviewing the remaining parts of Title 36 for possible revision. We will be asking for input from all NRM team members through a MSC consolidated comment process. The Park Ranger Advisory Board will be conducting this review. The Board has already provided an opportunity to comment on the annual Park Ranger survey. We have received many comments from the past three surveys and will be seeking further comments under the next survey scheduled to be open this August.

Input from the Natural Resources Management community is critical – we are listening.

Corps of Engineers Standardizing Tactical Communications to Enhance Professionalism and Increase Ranger Safety  

POC: Jonathan Carlisle, Visitor Assistance Lead Instructor, 816-389-3860

In 2014, the USACE national visitor assistance instructor cadre (VA Cadre) established a partnership with Mr. Gary Klugiewicz, Director of Training, Verbal Defense & Influence of Vistelar Group, to develop tactical communication skills first learned through Dr. George Thompson, Verbal Judo Institute. Since 2014, USACE has hosted three Train-the-Trainer courses throughout the country. As a result, nearly 90 USACE personnel are now certified Verbal Defense & Influence Instructors. Each certified instructor has the capability to provide standardized tactical communications instruction to Park Rangers to help fulfill the annual visitor assistance training requirements.

Verbal Defense & Influence is an established method of providing the contact professional, including Corps Park Rangers, with tactical communication skills. “Contact” situations such as regulation enforcement have the potential for conflict. Knowing how to redirect a person’s behavior with words is the Contact Professional’s most important tool for keeping everyone safe.

USACE Park Rangers have direct contact with nearly 250 million visitors a year. The VA Cadre shares the Vistelar Group’s vision to make the world safer by teaching everyone how to treat each other with dignity by showing them respect at the point-of-impact. If your project or district office would like support from a certified instructor please contact the lead instructor, Jonathan Carlisle, at 816-389-3860, or contact your district’s visitor assistance program manager.

POC: Jonathan Carlisle, Visitor Assistance Lead Instructor, 816-389-3860

For Fiscal Year 2019, the NRM (Recreation and Environmental Stewardship) community will continue to utilize the NRM Assessment Tool to collect annual data that will then be uploaded into OMBIL. Field offices are being asked, starting on April 1, to review the PSA data currently in NRM Assessment.

Access tool by CLICKING HERE!

• Recreation PSA Module – (This will be the ONLY opportunity to make changes to PSAs and Facilities for FY19).
• Includes: PSA Information and Facilities
• PSA Module Opens April 1 and Closes May 31 to field entry.
• Concurrent District Review during this time period and extended through June 15.
• New PSAs and changes such as combining PSAs or name changes will continue to follow the current process of updating the PSA Correction form and submitting through the District and Division BLMs for approval and signature. Correction forms will only be accepted between April 1 and May 15. The form is posted on the PSA Module page.
• Corrections to facility counts identified through the OCA review and provided by that team will be accepted through September 15.
• PSA additions/name changes submitted during the last review have been added/corrected in the database. Additional information for new PSAs must be added by the project.
• Because PSA information feeds many different databases including VERS, Value to the Nation, Recreation.gov, this module opens and closes earlier to allow distribution of the data for use in other areas that are time sensitive.
• Citations and warnings will continue to be entered through the OMBIL database.
• Remaining Modules to include PSA Fee Information, NRM, ES, & Partnerships: Opens September 1 and Closes October 15 to field entry. Concurrent District Review during this same time period and extended through October 31.
• As a review tool, the FY18 NRM Assessment reports have been posted on the NRM Assessment Gateway Page.
Building More Than A Dam

POC: Roseana Burick, Project Manager, Louisville District, 502-315-6718

Have you struggled with how to interpret our Flood Risk Management mission? You’re not alone! Luckily, there’s an interpretive STEM program ready made for you.

The program, designed by Charlie Fenwick and Roseana Burick, was inspired by the desire to engage employees in interpretation and STEM with a program and script anyone could present. The program includes a background on who the USACE is and what we do, and incorporates an interactive dam building activity. The program was vetted through multiple layers for accuracy, including Dam Safety and high school math teachers. “Building More than a Dam” program includes a PowerPoint with script which is made to be customized to your area, and a Jr Engineer certificate for the kids.

Worried about how to get teachers interested in the program? That was thought of too! An Outline was designed to accompany the program, which was written in the Project WET/ Learning Tree format. It’s great to provide to teachers so they understand the concepts covered in the program.

Enjoy the program, and feel free to provide comments or feedback to Charlie and Roseana.

Program Concept:
- To provide USACE employees with an easy to use template to conduct an interpretive STEM program.
- To highlight why dams are important and how they protect people from water.
- To conduct a fun engaging activity where the students use critical thinking and math skills to solve a problem.
- To engage children in who USACE is and what we do.

Goals of this Program:
- Communicate the USACE missions and story.
- Engage 5 – 8 grade students in engineering and math concepts.
- Build stewardship for our parks and interest in careers with the Corps.

Getting Ready:
- Before your program, run through the PowerPoint presentation and become familiar with the slide animation and video playback.
- Don’t forget to pick the correct Division slide, and hide the rest.
- Customize the two “local” example slides. Choose a USACE flood control project to highlight, or talk about how your District manages dams.
- Ensure you have enough supplies for the dam building activity to have teams of three students.