

**CLEAR TEXT:**  
**WASO Ranger Activities'**  
**Electronic Newsletter**

**December 4, 1992**

Chief Rangers' Comments

The Ranger Futures concept paper will be undergoing final working group review in WASO through mid-December. After it is approved, we plan to distribute it to the field for review and comment, probably in early January. This proposal will identify the qualifications, duties and responsibilities necessary for rangers to meet changing organizational and employee needs, and the human resource actions needed for a modern ranger career management system.

This working concept paper is the culmination of a year-long effort by the Ranger Futures steering committee, working with our consultant group and OPM, NPS and Department personnel. We have interviewed over 200 field rangers, supervisors and management employees. I think you will find the results and recommendations both insightful and applicable toward our goal of meeting ranger pay and career needs. It has, for example, become very clear that resource protection and resource education are and should continue to be the driving forces of the ranger occupation. Our consultants on this project are also continuing a work-management study and have interviewed nearly 100 field rangers to date.

The concept paper will be formally distributed through park and regional mailings, but will also be available through cc:Mail, as we are looking for the broadest circulation possible.

This is a very important first step in defining and then implementing an effective career management system for rangers. I can't think of a better way to start the new year!

Fire and Aviation Management

There have been a number of new developments in the Branch of Fire and Aviation Management:

- \* The branch has been reorganized. Wildfire operations is now a separate unit, headed by Rick Gale. Training and safety, qualifications, and the two NPS hotshot crews are in the unit. Administrative support (Linda Swain) and budget (Steve Botti) are now separate units; ADP falls under the latter. The structural fire specialist (Jim Farrel) and fire technology specialist (Rod Norum) report directly to Doug Erskine, the branch's fire director.
- \* As has happened elsewhere, funding for the branch was reduced for FY93. Although the actual allocation remained the same, the increase in operating costs means a de facto reduction of about \$630,000.
- \* A risk-assessment process is being developed for structural fire. The first model, which was developed by a contractor, was far too expensive (\$400,000 per year for four years). The branch is therefore examining

much less costly alternatives. The increase requested in ONPS for FY 94 was not approved, so work on the risk analysis process will be slow and conducted in-house in so far as is possible.

- \* The newly established Department fire program coordinator, under the Assistant Secretary for Policy, Management and Budget, has been filled by Jim Douglas, who was formerly with the Department's Office of Budget. Douglas will serve as the Department-wide program coordinator for budget and policy pertaining to fire. The Departmental manual will soon be rewritten to reflect these changes. One of the first objectives is to develop budget and program strategies for future year requests and a means to establish priorities for initiatives among the bureaus covered by firefighting appropriations.

#### Law Enforcement

- \* The draft revision of DM-446 is currently being reviewed in this office and by other bureaus. We will be providing comments to Interior regarding possible modifications. NPS-9 will not be put into final until we know what the final version of DM-446 will look like. The revision to the guideline itself is proceeding with the able assistance and support of Lt. Pat O'Brian and Deputy Chief Jack Schamp of USPP. Many new and progressive changes will be in the guideline which will provide further support to field law enforcement rangers.
- \* The contract dispute over the NPS issue semi-automatic weapon continues. At present, we are awaiting a decision from GAO on the protest. They may make a decision on the information they already have in hand or may seek further material. In either case, we've done as much as we can and must now await their ruling. The good news is that funding for the weapons and holsters is secure and will be available once a final decision is reached.
- \* Reminder to areas as they prepare to compile annual law enforcement stats: Be sure to give yourselves full credit for all crimes that occur in your area. We've seen a tendency for parks to lump incidents under just the primary offense and fail to report associated violations. ALL of these should be reported, whether major or minor. Areas are also encouraged to report all those crimes and offenses that occur within their areas, not just those investigated by the NPS. Believe it or not, these figures do make a difference when we approach Congress and others for support and appropriations.
- \* Over recent weeks, the morning report has contained a number of incident reports regarding poaching in the parks. Although these don't always meet current serious incident reporting criteria, we are including them in order to educate our readers on the scope and nature of poaching problems Servicewide. Any reports that you might have, except for truly minor incidents, would be appreciated.

#### Climbing Regulations

The in-house draft of the advance notice of proposed rulemaking on rock climbing was cc:Mailed to all regional chiefs last week, with comments due by December 18th. This document requests comments from the public on the advisability of promulgating general regulations on climbing, and makes statements on the NPS position on several aspects of climbing management, including fixed anchors and wilderness climbing. If you didn't see the

document, please contact Tony Sisto for another transmittal.

### Rights-of-Way Regulations

An internal review draft of the proposed revision to 36 CFR Part 14, Rights-of-Way, has been sent by mail to all Regional Directors. The transmittal memo requested that the regional rights-of-way coordinator and any other affected regional office or park staff review and comment on the proposed rule by January 12th.

This is a long overdue and complete reorganization and revision of Part 14. The existing regulations are actually interim regs, which were promulgated quickly in 1980 after BLM revised their rights-of-way regs and eliminated the applicability to the NPS. Because of other considerations at the time, the promulgation of final regulations was put on hold. Major changes include a reorganized and higher fee structure and increased authority to manage all rights-of-ways within park boundaries. If you haven't seen a copy and would like to comment, please contact Tony Sisto for a cc:Mail file.

Major thanks go to Pat Bentley, RAD/MARO, Rick Wagner, Lands/PNRO, and Dick Young, COLO, for their substantial and continuing involvement in the development of this package.

### GS-025 Grades

The following table shows the changes which have occurred in grade structure in the GS-025 series over the last seven years - since the implementation of the new standards and classification guidelines for the series in 1985. The figures for 1985 include both GS-025 rangers and GS-026 technicians. All information was derived from PAYPERS:

<b>Grade</b>	<b>9/30/85</b>	<b>11/24/87</b>	<b>11/28/90</b>	<b>9/29/92</b>	<b>Change</b>
GS-1	4	0	0	0	- 4
GS-2	0	1	0	0	0
GS-3	49	28	34	15	- 34
GS-4	244	189	133	113	- 131
GS-5	781	776	647	632	- 149
GS-6	267	46	24	24	- 243
GS-7	292	568	792	894	+ 602
GS-8	3	2	16	14	+ 11
GS-9	618	597	631	675	+ 57
GS-11	421	417	386	400	- 21
GS-12	265	249	295	316	+ 51
GS-13	161	147	162	155	- 6
GS-14	72	73	75	81	+ 9
GS-15	46	47	51	66	+ 20
Total	3,223	3,140	3,246	3,385	+ 162
Average grade	8.03	-	8.34	8.44	+ .42

### Notes from the Parks

Denali - District ranger J.D. Swed travelled to Seoul, Korea, to lecture at the Korean Alpine Federation Mountaineering Symposium in November. The federation had funded his trip, which came after a year in which several Korean climbers were killed on Mt. McKinley. Swed met with climbers, reporters, Korean national park superintendents, and representatives of alpine federations and search and rescue groups. Swed says he learned a good

deal about Korean nationals and how climbers are affected by the culture, which should help climbers and the NPS to work together to reduce problems. Both groups agreed that the challenge was complex and that there would be no quick-fix solutions, but also agreed that a continued effort would be made to educate Korean mountaineers planning to climb Mt. McKinley. Tentative plans were made for additional trips for NPS rangers to visit and lecture Korean climbers, and for a Korean mountaineer to participate in a McKinley patrol in 1994.

#### Park Vacancies and OPM Register Openings

If you have an opening for a ranger position in your park or know of an upcoming OPM register opening, please let us know and we'll pass it on to the field. Submissions should be brief and should contain a phone number or address where more information can be acquired.

#### Questions?

Is there something you'd like to know about that we can answer? Let us know and we'll publish the question and answer in an upcoming edition of Clear Text. Please be sure to specify that the question is for response in this newsletter, as questions also come in via cc:Mail which are for individual staff member response. If you've got a question that needs answering, it's likely that other rangers will also be interested in the reply.

#### Clear Text Format

After some discussion and because of the dearth of requests from the field for Clear Text in WP 5.1, we've decided to continue sending the newsletter in ASCII to all areas. That's the easiest format for everyone. You can always add the appropriate page breaks and boldface section headings yourself. Clear Text should mean just that....

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Clear Text is the bi-monthly electronic newsletter of the Ranger Activities Division in WASO. It is distributed via cc:Mail to all ranger training and operations centers (FLETC, AEDC, MEDC, BIFC), regional office ranger divisions, park chief rangers, and other interested parties. If you would like to get it but don't currently receive it, please advise Ranger Activities via a short cc:Mail message. Any office may receive it, including districts and subdistricts within a park. PLEASE pass it along to others in your division and park.

Prepared by WASO Division of Ranger Activities

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