

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

**December 18, 1992**

Transition Issues

On December 11th, Jim Brady, Dick Martin, and Elmer Hurd had an opportunity to meet with a member of President-elect Clinton's transition team to discuss issues that division staff feel are the most consequential among those that are currently challenging the NPS. The meeting was one of a series held with Associate Directors and division and branch chiefs throughout WASO. Here's the full text of our briefing on our top three initiatives:

- \* Ranger of the Future Initiative - As the world of park operations becomes ever more complex, the park ranger of the future will need to be more professional than his/her predecessors. Following the 75th Anniversary Symposium in Vail, Colorado, a work group was organized to review the status of the park ranger occupation and recommend improvements. In order to meet the demands of the future, the park ranger occupation will need to be resource oriented and performance based. The essential purpose of the ranger occupation is the resources: protection of the resource, education about the resource, and conservation of the resource. The core issue is this: What knowledge, skills and abilities will rangers need to meet a dramatically changing internal and external work environment? What will it really take to professionalize the ranger occupation? A problem-solving proposal (concept paper) is in draft form and will be distributed shortly to the field and others for comment. The 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 modernized pay and career management system. A funding proposal for \$17 million has been submitted to OMB for FY 1994 and FY 1995.
- \* Park Resource Protection Initiative - Park wilderness, natural, cultural and recreational resources are being impacted at an increasing rate by outside sources and by illegal activities. Poaching, vandalism and theft are increasing at a truly alarming rate. Wilderness resources are in need of greater protection. External resource impacts continue many years after they were first identified. A recent Inspector General audit report (Report No. 92-1-1422, September, 1992) focused attention on many resource protection problems in National Park System areas. Ranger Activities has had proposals and plans in place for several years that are designed to better manage wilderness resources and to mitigate many other resource impacts.
- \* Fee Enhancement Initiative - The NPS collected \$64 million in fee receipts in FY 1992. There is potential to collect another \$40 to \$50 million through efficient staffing and facilities. To accomplish this increase, the Service needs a better fee structure and needs to retain 40% of the fees collected to devote back to collection. Administration support is needed so that the 40% is an enhancement, not an offset.

## Law Enforcement Credentials

The Service is currently looking at improved credentials for law enforcement rangers and officers. The purpose of the new credentials would be to provide professional identification with external agencies while on undercover operations and for identification when out of uniform. This project will include a redesigned credential card and a Department of Interior law enforcement badge. The latter will be used exclusively on the credential case and will not be authorized for use on the uniform. A work group will be examining and reviewing this and other changes in the Service's law enforcement program in coming months.

## FLEPRA Recommendations

In accord with the requirements of the Federal Law Enforcement Pay Reform Act of 1990 (FLEPRA), the Office of Personnel Management has concluded its study of federal law enforcement pay and made recommendations to Congress. Please keep in mind that these are only recommendations, and that Congress will be the final arbiter of what action will be taken on any of them.

Before getting into some of OPM's proposals, here's a short summary of their findings about federal law enforcement in general:

- \* Overall, 65% of federal law enforcement officers (36,248) are between GS-11 and GS-15; the remaining 35% (19,485) are between GS-3 and GS-10.
- \* Because many of the above qualify for FEPCA LE pay enhancements, non-competitive entry pay is now limited to certain jobs and locations, and full-performance level pay is competitive in most areas.
- \* Federal law enforcement officers tend to have greater maximum pay potential than state and local officers.
- \* Federal law enforcement officer quit rates vary, but are lower than other GS rates on average and are declining.
- \* There are no state and local job equivalents to certain GS law enforcement officer jobs, such as criminal investigators and Border Patrol officers.
- \* Current job evaluation criteria are viewed as inappropriate in terms of describing and measuring law enforcement work.
- \* The diversity of overtime practices governmentwide has created equity concerns.

Now for the recommendations:

- \* Incorporate pay enhancements into a separate law enforcement pay schedule linked to General Schedule.
- \* Implement pay banding at lower grade levels (pay banding is a system wherein employees within a band, say GS-5 to GS-9, can receive non-competitive grade and pay increases).
- \* Provide annual and locality pay adjustments.
- \* Include blanket authority to hire above minimum pay rates where necessary to be competitive with local enforcement organizations.
- \* Develop a new, simpler job evaluation system based upon factors related to law enforcement work.
- \* Provide technician pay of up to \$1,500 per year for employees possessing special skills, such as those with EMS skills or who are dog handlers.

OPM is recommending that coverage be extended to all employees who are subject to mandatory medical qualifications and physical standards, have arrest authority, and carry firearms, and whose primary duty (at least 50% of their work time) is dedicated to keeping the peace and protecting life and

property through the patrol function. This would include park rangers who are in law enforcement.

Stay tuned for developments.

#### Valor Awards

Ranger Activities is very interested in receiving copies of all recommendations submitted for Department of Interior Valor Awards so we can facilitate the review process and provide support for recipients who come to Washington for the ceremonies. If you have put someone in for the award, please send a copy to Bill Halainen in this office.

#### Health and Fitness

There has been an advance, limited distribution of NPS-57, the health and fitness guideline, but the main printing has yet to be completed. At present, it appears that we will be able to get it out to the field early in the new year.

#### Search and Rescue Stats

Here, for your information, are two sets of stats regarding search and rescue activities in the parks. The first provides general information on incidents over the past five years; the second gives a breakdown of searches by incident type for 1991.

<b>Category</b>	<b>1991</b>	<b>1990</b>	<b>1989</b>	<b>1988</b>	<b>1987</b>
Total Incidents	6,414	4,875	4,760	4,666	3,773
Injured or Ill	1,749	1,586	1,347	1,327	1,023
Fatals	169	215	172	174	186
Saves	740	487	643	1,152	637
Total Hours	95,317	61,121	56,720	68,683	87,350
Total Cost	\$1.74M	\$1.20M	\$1.01M	\$1.27M	\$1.32M

<b>Category</b>	<b>Number</b>	<b>Inj/Ill</b>	<b>Fatal</b>	<b>NII#</b>
Hiking	1,472	974	29	1,124
Skiing	39	28	1	35
Climbing	172	94	13	91
Boating	691	170	18	1,677
Swimming	913	104	32	570
SCUBA	22	8	1	14
Vehicle	112	102	12	149
Aircraft	33	9	26	45
Stock	56	58	0	52
Mutual Aid	154	61	31	125
Unfounded	176	-	-	-
Other	1,355	141	6	614
Total	5,195	1,749	169	4,496

# NII = Not Injured or Ill

#### Narrowband Radios

The following Special Directive (92-13) was issued by Acting Director Cables on November 12th. Since you may not have heard of or seen it, we're quoting it in full here:

"Special Directive 91-7 placed a freeze on all radio equipment procurement, subjecting such procurement to the concurrence of the Chief of Telecommunications Engineering (Chief). In recent months, waivers from the procurement freeze have been informally delegated to the Regional Radio Coordinators. Effective immediately, all such delegations are withdrawn. Concurrent with this directive, individual memoranda of delegation may be given to Regional Radio Coordinators, where appropriate, at the discretion of the Chief.

"Funding for the narrowband radio implementation will be provided and managed by the Washington Office and coordinated through the Regional Radio Coordinators. The transition to the new technology will be accomplished under the supervision and concurrence of the NPS Narrowband Radio Equipment Policy Committee, chaired by the Chief of Telecommunications Engineering.

"To embark on a course toward narrowbanding, it is necessary to acquire and manage an up-to-date inventory of radio equipment, capabilities and requirements, and to develop radio communications plans for each field area.

"Regional Radio Coordinators will compile and submit to the Chief an inventory for their regions by April 1, 1993. In order to accomplish this task, each Park Radio Coordinator must provide data for their park to their Regional Radio Coordinator by February 1, 1993. The inventory format will be provided by the Chief to the Regional Radio Coordinators within 30 days of this directive.

"Regional radio communication plans will be required by the end of FY 1994. The specific format for these plans will be provided by the Chief to the Regional Radio Coordinators by April 1, 1993. Field areas will prepare such plans in concert with their Regional Radio Coordinators. These approved communication plans will provide the basis for the distribution of narrowband radio implementation funds.

"In order to take a systematic approach to the narrowband technology, an initial evaluation will be accomplished under field conditions. Olympic National Park and Pinnacles National Monument have been selected as test sites for the summer of 1993.

"This will provide a technical basis for selecting field equipment to be procured between FY 1994 and FY 2004. This complies with the National Telecommunications and Information Administration narrowbanding mandate."

#### Ranger Training

Chief rangers are reminded that another of the Department of Interior's Army ranger training session has been scheduled for this coming March and April. There are still a few vacancies for NPS employees. If you would like to nominate someone, contact your regional chief ranger or law enforcement specialist.

#### Notes from the Parks

JNEM            On December 10th, ranger Scott B. Carrigan received a certificate of appreciation in recognition of his meritorious public service from the U.S. Attorney for the Eastern District of Missouri. Carrigan received the certificate for the work he did on the case which resulted in the five count felony conviction against Elijah Mason for sexual abuse and armed robbery (see the 12/11/92 Morning Report). Carrigan interrupted Mason and an

accomplice while in the process of committing the crime, apprehended him, and participated in the subsequent investigation.

DEWA The park is soliciting information regarding prosecution of a particular type of OUI case. They just had one which went to trial and need some help in case preparation. The defendant was contacted by a ranger who responded to a report of intoxicated individuals at a public beach parking lot. When the ranger arrived, she found the defendant sitting behind the wheel of his vehicle in the lot with the key in the ignition; two other individuals were getting into the vehicle as if to leave the area. The defendant, who failed a standard field sobriety test, was arrested and charged with OUI while being in actual physical control of his vehicle [36 CFR 4.23(a)(2)]. His BAC turned out to be 0.21. The magistrate judge has ordered legal briefs from both the prosecution and the defense citing previous case law regarding the issue of actual physical control relative to the charge. If you've successfully prosecuted such a case, please contact Bob Wilson, the park's LES, at 717-588-0578 - particularly if you have access to a legal opinion written by a federal judge on this issue.

Park Vacancies and OPM Register Openings

GRTE Grand Teton will be advertising two vacancies in the near future, one for a GS-401-11 fire management officer, the other for the GS-025-9 Gros Ventre subdistrict ranger. If you think you might be interested, call Assistant Chief Ranger Ed Christian or Chief Ranger Doug Barnard (307-733-2880 [commercial], 700-328-4205 [FTS]) for more information.

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.

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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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