

CLEAR TEXT:
WASO Ranger Activities'
Electronic Newsletter

March 23, 1994

CLEAR TEXT is the bi-weekly electronic newsletter of the Ranger Activities Division in WASO. It is distributed via cc:Mail to all ranger training and operations centers (FLETC, HOAL, STMA, NIFC), regional office ranger divisions, park chief rangers, and other interested parties. Short submissions for the last four sections of the report - Field Notes; Park Exchange; Vacancies, Register Openings and Details; and Calendar - are welcome and encouraged.

Next issue: April 8, 1994
Submission deadline: April 6, 1994

1993 GOALS AND ACCOMPLISHMENTS

The Servicewide long-term plan for improving NPS ranger resource protection and public use management programs which was developed by our staff and the regional chief rangers in Spokane in 1992 identified priority work actions and objectives that formed the basis for our national Ranger Activities Division work plan. A summary of our accomplishments in 1993 in our efforts to implement that plan follows in a separate message; hard copies were also mailed to all ten regional chief rangers this afternoon.

We have had an outstanding year in our efforts to attain these and other ends, due largely to a virtually unique and highly successful cooperative effort by regions, parks, ANPR, FOP, the National Park Foundation, the division's staff both here and in Boise, and many dedicated individual rangers and managers from throughout the Service. We have seized and capitalized on opportunities to professionalize our occupation. In my view, this has improved our collective resource protection and visitor service capabilities, while also dealing with the changing career needs of the ranger work force.

Many of our projects, issues and objectives require multi-year commitments. Our goals will remain the same in 1994, but we have updated and will soon communicate our priority actions for the coming year.

Thanks to all of you for your continuing, outstanding support in our shared efforts to obtain common objectives.

Jim Brady
Chief Ranger

AIRCRAFT OVERFLIGHTS

An advanced notice of proposed rulemaking on overflights was published in the Federal Register on March 17th. Copies have been sent to all ten regional directors for transmission to any parks with serious overflight problems. Here's some background on the notice.

On December 22nd, Interior Secretary Bruce Babbitt and Transportation Secretary Federico Pena announced the formation of an interagency working

group to explore ways to limit or reduce impacts from overflights on national parks. They concurred on the fact that increased flight operations at the Grand Canyon and other national parks have significantly diminished the natural park experience for park visitors, and that measures can and should be taken to preserve a quality park experience for visitors. The secretaries saw the formation of the working group and their mutual commitment to addressing the impacts of park overflights as the initial steps in a new spirit of cooperation between the two agencies.

Through the interagency working group, the NPS and FAA will cooperate in developing measures to resolve current noise impacts and prevent potential future impacts from overflights at national parks. The purpose of the proposed rulemaking is two fold - first, to address overflights of Grand Canyon and Hawaiian parks, with particular emphasis on overflights by commercial tour operators; second, to solicit policy views and recommendations on more general issues as part of an effort to form a comprehensive policy on preventing, minimizing, or eliminating impacts of aircraft overflights.

The agencies are soliciting comments on a number of questions pertaining to air tour sightseeing operations in and adjacent to park areas:

* Should commercial sightseeing flights be prohibited over certain national parks? If so, what criteria should be used in determining which parks should not have such tours?

* Should action pertaining to aircraft overflights in national parks be considered only for air tour/sightseeing operations? What circumstances should include other categories of overflights?

* What factors should be considered by NPS and FAA in evaluating recommendations for addressing aircraft overflight issues?

* Is the use of quiet technology aircraft a viable alternative for reducing noise from commercial air tour/sightseeing operations in national parks?

* Should all commercial air tour/sightseeing operations be conducted under air carrier rules of FAR Part 135 and/or 121?

* Should air carrier operators be required to have special operations specifications for conducting sightseeing flights?

* Should the measures developed for Grand Canyon and Hawaii become models for more general use at parks with actual or potential overflight impacts?

If you're interested in a copy of the proposed rulemaking, contact your regional office. Additional questions should be addressed to Wes Henry via cc:Mail (he is listed by name).

INTERAGENCY COMPUTER SYSTEM

A partnership has been formed by BLM, Fish and Wildlife, BIA, and the NPS to create a shared applications computer system. Joint software development and a hardware platform will be share among the four agencies.

Over the past ten years, the NPS has developed a suite of fire management automated information applications which are hosted on a simple system accessible to all field stations. the BIA has shared in this development effort and utilizes much of the same group of applications on its own

hardware platform, which is co-managed with ours. For the past two years, FWS has also joined in this development effort, with the end result of having several of the applications running versions which are common to two or more of the participating agencies. The areas of development and use have been:

- * fire occurrence, statistical reporting and record management;
- * incident qualifications and certification analysis and record management;
- * budget analysis and management;
- * fire weather analysis;
- * fire training scheduling;
- * situation reporting;
- * fire behavior modeling;
- * smoke and emissions predictions;
- * aviation contract management; and
- * other administrative applications.

BLM has recently adopted the incident qualification and certification program that we developed, and has also tested the new fire occurrence record keeping system developed by FWS.

Both the FWS and NPS hardware platforms are aging, outmoded units. Both agencies are considering alternatives for replacements. BLM is presently in the midst of an IRM modernization project, and has not designated a host for these fire-related applications. BIA hardware was replaced in 1992. The agencies have shared fire information needs; in order to promote economy in government and facilitate the common interagency goals of the Department's wildland fire agencies, the four agencies intend to combine agreed-upon fire information needs into a single hardware platform capable of running a set of common software applications which address agency specific requirements for all agencies simultaneously. Unique agency applications are also possible. The common system will be known as the Shared Applications Computer System (SACS).

Operational management of the SACS will be provided by an interagency staff which will be known as the interagency technical implementation group (ITIG). ITIG will be made up of detached personnel from the partner agencies and will be supported by contracted system analysts and programmers through the NPS. Management oversight and direction will be provided by a working team from the Interior fire coordination committee that will interface with ITIG on a daily basis. Administrative supervision of ITIG personnel will continue to be provided by the employing agencies.

FIELD NOTES

No notes.

PARK EXCHANGE

No entries.

VACANCIES, REGISTER OPENINGS AND DETAILS

Great Falls

The park has advertised for a GS-9 supervisory park ranger. The announcement number is NCR-94-24; the closing date is March 30th. For more info, contact Gary Pollock via cc:Mail (listed by name).

DIVISIONAL TRAVEL

MARCH

3/28-4/1 Brady, Sanders,
Martin Ranger Futures implementation teams training,
Albuquerque, NM
3/28-4/1 Broyles AL
3/28-3/29 Henry Wilderness conference planning meeting,
Santa Fe, NM
3/29-3/31 Gale S-520/620 steering committee, Phoenix,
AZ

APRIL

4/5-4/7 Erskine Demonstrating interagency fire planning
methods to managers in North Cascades region, Bellingham, WA
4/5-4/8 Dickerhoof Emergency law and order funding training
course, Lake Mead, NV
4/7-4/8 Henry Aircraft overflight studies contract
meeting, Los Angeles, CA
4/8-4/15 Gale Type II general staff position task book
development meeting, Denver, CO; dedication of Alpine IHC facilities, Rocky
Mountain NP, CO; Fire Management for Agency Administrators, NARTC, Marana, AZ
4/10-4/15 Broyles Fire Management for Agency Administrators,
NARTC, Marana, AZ
4/11-15 Halainen AL
4/20-4/21 Dickerhoof Midwest Region chief rangers' conference,
Kansas City, MO
4/20-22 Martin Midwest Region chief rangers' conference,
Kansas City, MO

MAY

5/9-5/13 Marriott CISD training, Tucson, AZ
5/23-5/27 Broyles NWCG safety and health working team, Salt
Lake City, UT

JUNE

6/20-6/23 Broyles Southeast Region FMO meeting, Knoxville,
TN

If you would like to get CLEAR TEXT 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

Telephone: Branch of R&VP - 202-208-4874
Branch of F&A (WASO) - 202-208-5572
Telefax: Branch of R&VP - 202-208-6756
Branch of F&A (WASO) - 202-208-5977
cc:Mail: Branch of R&VP - WASO Ranger Activities
Branch of F&A (WASO) - WASO Fire and Aviation
SkyPager: Emergencies ONLY - 1-800-759-7243, PIN 2404843

**RANGER ACTIVITIES DIVISION:
ISSUES AND ACTIONS, 1993**

The meeting of regional chief rangers and staff from FLETC and WASO Ranger Activities in Spokane, Washington, in the fall of 1992 culminated with the development of a long-term plan to improve our resource protection and public use management programs and a priority list of 20 issues and actions to be dealt with in 1993. That list, annotated with actual 1993 accomplishments, appears below, and is followed by other annual accomplishments.

GOALS

1. **IMPROVE THE LEADERSHIP AND MANAGEMENT CAPABILITIES OF RESOURCE PROTECTION AND PUBLIC USE MANAGEMENT WORK UNITS IN PARKS, REGIONS AND WASO.**
2. **IMPROVE THE PROFESSIONAL CAREER STRUCTURE OF THE RANGER OCCUPATION.**
3. **DEVELOP AND IMPLEMENT STRATEGIES TO INCREASE FINANCIAL AND HUMAN RESOURCES.**
4. **MAXIMIZE RESOURCE PROTECTION ACTIONS IN PARKS, REGIONS AND WASO.**
5. **PROMOTE BETTER UNDERSTANDING AND SUPPORT OF RESOURCE PROTECTION AND PUBLIC-USE MANAGEMENT PROGRAMS.**

ACTION PLAN ACCOMPLISHMENTS

1. **Implement Ranger Futures pay/career management initiative, including generic position descriptions.**

* Formulated a comprehensive Ranger Futures initiative including funding and an implementation plan.

* Developed a Ranger Futures concept paper outlining the principles upon which the initiative is based and distributed it Servicewide to all key players and interested field personnel. Reviewed and incorporated extensive field comments and issued paper summarizing comments and either clarifying misunderstandings or indicating resultant revisions.

* Conducted a work management study in which contracted position classifiers and organization analysts gathered detailed information on the ranger occupation and the jobs within it through extensive field interviews with rangers and managers.

* Developed new benchmark positions descriptions for GS-5/7/9 non-supervisory ranger work in interpretation, protection and a combination of interpretation and protection.

* Successfully pilot-tested the new position descriptions in a number of parks of various sizes and types throughout the National Park System.

* Prepared, transmitted and successfully shepherded an \$18 million Ranger Futures funding package through the NPS, Department and OMB. Also arranged \$2.5 million in funding to cover FY 94 costs.

* Developed instructions to the field for conversion of personnel and organizations to Ranger Future model positions.

* Hired a ranger career management specialist and began development of an overall ranger career management program.

2. Develop and implement a modernized, Servicewide ONPS protection budget program.

* Convened a small group of Service employees, including chief rangers, a park superintendent, and regional and Washington staff, to develop an effective protection needs assessment program comparable to FIREPRO. The group was also charged with the development of a program which will link protection needs with the Service budget system through the identification and justification of prioritized staffing and support needs.

* Developed VRAP (Visitor Management - Resource Protection Assessment Program), the main objectives of which are to develop an objective process to evaluate park protection operations; provide a process which can be used to compare levels and staffing between parks of similar size and complexity; and establish a process that is easily understood and accepted by the parks, regions, and WASO; by budget officials in the Department and OMB; and by Congress.

* Largely completed development of software and conducted field tests in three parks. System to go on-line in 1994.

3. Develop a protection standards of care and needs assessment process that is linked to improved budget proposals.

* Initiated and largely completed a comprehensive law enforcement needs assessment program based on the FIREPRO model and known as VRAP - the Visitor Management - Resource Protection Assessment Program. Among other things, VRAP will identify law enforcement and resource protection work loads and provide systems for determining staffing needs, staffing costs and support costs.

4. Expand fee management program capabilities.

* Drafted language amending the Land and Water Conservation Fund Act which was eventually included in the Omnibus Budget Reconciliation Act of 1993. The bill's passage resulted in authorization for the Service to retain funds equivalent to the cost of collection of recreation fees, not to exceed 15%.

* Developed the FARMCON (Fee and Revenue Management Concept) plan, which ties allocation of funds for recreation fee collection to park work loads and levels of revenue collection.

* Drafted proposed legislation for 1995 which will give the NPS general broad authorities for the management of the recreation fee program.

5. Implement the resource protection initiative on the national level and overall program marketability.

* See item number 2 (VRAP) above.

6. Develop, market and implement an NPS proposal for enhanced retirement.

* Developed a positive NPS position supporting 6(c) for firefighters and law enforcement employees. Clarified the importance of law enforcement operations in the NPS through a law enforcement policy statement, subsequently signed by Director Ridenour, which defines the mission and goals of the Service's law enforcement program in contemporary terms, emphasizes the primacy of prevention and resource education, reconfirms the agency's fundamental mission of resource conservation, specifies that NPS law enforcement is an essential tool for accomplishing the objectives of park resource and visitor protection, and articulates the Service's support for park staff members who are assigned to law enforcement duties.

* Drafted a letter from Secretary Babbitt to the head of OPM supporting enhanced annuity retirement benefits for those who have submitted claims for past service and for future designation of covered positions.

* Included provisions for special retirement benefits in the law enforcement position descriptions developed as part of the Ranger Futures initiative.

* Educated personnelists and OPM staff regarding the complex responsibilities of NPS firefighters and law enforcement employees.

* Assisted rangers engaged in Merit System Protection Board appeals of OPM denials of 6(c) claims for past service. Effectively reversed OPM's defective case against such claims.

* Negotiated an expedited DOI review and decision process for 6(c) claims.

* Completed the development and classification of 025 benchmark position descriptions which include criteria for 6(c) certification.

7. Implement project SHARP; develop medical standards.

* Launched the health and fitness program Servicewide, providing necessary information and guidance to all regions, parks, and centers.

* Reviewed, revised and issued a new version of NPS-57, the Service's health and fitness guideline. Requisitioned 1,000 additional copies and transmitted to field to insure that all employees participating in the mandatory and volunteer programs received a copy.

* Shared the guideline with all other Department of Interior agencies and with outside agencies upon request.

* Scheduled two training classes for 80 trainers with FLETC and Dr. Paul Davis of ARA in order to provide qualified people to manage and coordinate the health and fitness program Servicewide. Training was not conducted in 1993 due to funding constraints, but is being rescheduled for 1994.

8. Continue structural fire initiative.

* Completed site visits for structural fire program review and review of NPS structure conditions at nine facilities. Recommendations to the site managers was made for fire protection improvements.

* Began revision of NPS-58, the Service's structural fire guideline.

* Evaluated a process developed by the International Association of Fire Chiefs in consideration of adopting it for identifying protection needs for NPS and for evaluating the adequacy of structure fire programs at the park, regional and national levels.

* Completed the evaluation of the national wildland/urban interface fire protection program and compiled a report. The plan of work for 1994 includes completion of the fire-wise landscaping project, awareness programs, national information exchange, fire analysis and information coordination.

9. Finish development of a Servicewide long-term plan for resource and visitor protection and develop a format for an annual statement of protection.

* Completed a long-term plan and this report on accomplishments. This document serves as an interim "state of protection" report, listing objectives and results. Further refinement will include Servicewide RM&VP statistics and a discussion of issues, trends, and long-term needs.

10. Expand the all-risk management program. Design a system to identify and define standards of care and improve budget proposals.

* Recruited, developed and trained a second national Type I all-risk incident management team and almost a dozen regional Type II teams.

* Conducted Management Grid training for Type I and Type II all-risk teams.

* Instituted all-risk modifications to the qualifications system at the Service's fire center, thereby making it possible for the NPS to identify, track and train employees with specialized knowledge and skills needed for responses to floods, earthquakes, hurricanes and tornadoes, search and rescue incidents, law enforcement incidents and special events.

* Began work on developing a similar system for oil spills.

* Vigorously encouraged the Department to adopt NPS all-risk management program for management of all major incidents.

* Participated in the development of an incident business management handbook.

* Conducted all-risk incident commander training for all law enforcement commissioned rangers in the Alaska Region.

* Assisted Region 4 of the US Fish and Wildlife Service in development of a regional all-risk emergency response plan.

* Reviewed and tested (via an exercise) the revised hurricane preparation and response plan for Everglades, and provided an ICS advisor for Bridge Day at New River Gorge.

* Made presentations on the NPS response to Hurricane Andrew at the National Association for Search and Rescue and Incident Management Systems consortium annual meetings.

11. Expand ranger leadership/management training and development program opportunities.

* Participated in the development and presentation of the highly successful management and leadership classroom and on-the-job training course currently being offered at Albright EDC.

* Worked on the development of Management Grid II, the second level of the Management Grid course, which will provide advanced leadership training to NPS employees.

12. Continue efforts to implement a new weapons program.

* Guided a Servicewide semi-automatic weapon procurement through a formal protest, prepared and issued a new RFP, and successfully concluded the procurement process with the acquisition of 1,600 Sig-Sauer weapons. Prepared and issued detailed guidance on the transition process, including instructions on weapons issuance, training and qualifications.

13. Implement climbing management regulations.

* Published an Advance Notice of Proposed Rulemaking stating the NPS management history and philosophy on rock climbing, and solicited public response on future climbing management. Received approximately 900 comments, and prepared draft proposed regulations currently undergoing review in the Solicitor's office. Continue to work on this issue as an interagency response with Forest Service, BLM, and FWS.

14. Expand and implement a ranger award program.

* Developed the Yount Award, which will recognize outstanding rangers at both the regional and national level, and arranged for funding. Award to be implemented this year.

15. Continue the incident overhead development program.

* Incorporated the NPS wildland fire management Overhead Development Program (ODP) into the national wildland fire management computer system qualifications subsystem, where individual development plans for each selected employee will be tracked. The program also ties into the FIREPRO training budget program, and the connection allows managers to identify and track accomplishments and specific dollars spent in training to meet organizational needs.

* Required all participants to update their qualifications files so that the needs analysis could be run and targeted positions identified. Of the approximately 300 initial ODP candidates, roughly 200 made the effort to update their records and remain in the program.

16. Continue program audits of field activities.

* Conducted site visits for the purpose of program review and assistance, and operational fire reviews for MORA, HAVO, Pu'uhoonau O Honaunau, Puukohola Heiau, Kaloko-Honokohau, GUMO, ELMA and CUIS. FIREPRO program audits were conducted at HAVO, SWRO, GLAC YELL and ACAD.

17. Improve aviation management capabilities in regions and parks.

* Supported Big Bend and Death Valley in compiling a needs analysis and made arrangements through the Office of Aircraft Services for acquiring fleet aircraft for these parks.

* Participated in Department accident review boards and aviation management evaluations to insure that recommendations from the department are meaningful to the parks.

* Conducted field visits to Alaska, Hawaii and Southeast Region to assist parks in improving their aviation safety and operations procedures.

* Initiated rewrite of NPS-60, the Service's aviation management guideline.

* Represented the NPS on the DOI Aviation Management Council and assisted in the production of qualifications and a video on animal capture, tagging and eradication procedures utilizing aircraft.

18. Continue an aggressive hazard fuel management program.

* Continued hazard fuel reduction projects; authorized \$921,000 and 23.5 FTE to fund 128 approved projects out of the requested \$1,057,815.

19. Continue development of prescribed burn and prescribed natural fire programs.

* Conducted 64 prescribed natural fires, which burned 2,964.2 acres. There are now 17 parks with prescribed natural fire components in their fire plans.

20. Improve the computer development and management aspects of FIREPRO.

* Continued evolving the computer system contract through enhancements and program developments improving the output products and increasing the ease of field use.

* Established a shared applications computer system with the Interior interagency cooperators which resulted from a growing interest in the NPS qualifications/certification computer program, the current Administration's thrust to "reinvent government", and NPS plans for procurement of a new platform recognizing this interagency opportunity. This effort brings together common programs, most of them developed by NPS and adopted by other bureaus, into a common, efficiently managed system. A new platform will be jointly procured and installed in 1994 and will result in a direct savings of \$100,000 annually to NPS. Users will see a new menu system that will merge elements from BIA, USFWS and NPS into a single menu application capable of handling all Interior wildland fire bureaus.

* Redesigned the situation reporting and fire reporting programs.

* Joined many other agencies in the transition from the Automated Forest Fire Information and Retrieval Management System (AFFIRMS) to the Weather Information Management System (WIMS). Purchased 77 copies of communications software (SIMPC) and made them available to primary parks and regions. Other parks purchased copies of the software to ensure that the new system was available to those who depend on it for fire management planning and operations.

ADDITIONAL ACCOMPLISHMENTS

Wilderness Management

* Coordinated and managed Servicewide wilderness task force meeting, attended by two dozen representatives from the NPS, Congress, conservation groups and DOI. Developed comprehensive wilderness management action plan for the NPS for review, revision and implementation in 1994.

* Prepared cost-sharing funding proposal for low-impact use video and began work on its development.

* Prepared interagency MOU on implementation of the "Leave No Trace" program which was signed by the Director; implementation currently under review by wilderness task force.

Aircraft Overflights

* Completed or approached completion on contract work orders pertaining to aircraft overflights, including acoustic modeling, wildlife impacts studies, visitor impact surveys, an air tour passenger study, aircraft management guidelines, a managers study, and acoustic samplings. Also raised \$50,000 in private funding for research and a problem-solving workshop.

* Revised, updated and strengthened a 1984 interagency agreement with FAA, FWS, and BLM on aircraft overflights of public lands.

* Worked with parks, FAA and military on issues pertaining to overflights of Grand Canyon, Hawaii Volcanoes, and other areas.

Regulations

* Participated, along with Rocky Mountain and Alaska Regional Offices, in a BLM-led task force which developed a report on the history, status and impacts of RS-2477 rights-of-ways on public lands. Developed draft regulations for the management of valid RS2477 rights-of-way on NPS lands, to be published in conjunction with NPS 36 CFR Part 14, rights-of-way revision, and DOI general regulations on RS2477.

* Entered into discussions with Secretary Babbitt and Assistant Secretary Frampton on possible legislative options to regulatory actions regarding Glacier Bay commercial fishing and traditional fisheries. Meetings are ongoing between the Alaska delegation, the Assistant Secretary, the Alaska Region, legislative affairs, and this office to develop a possible legislative package.

* Completed proposed rulemaking on a total revision to 36 CFR Part 14, rights-of-way. This section will also incorporate management regulations for valid RS2477 rights-of-way.

* Began work on revising 36 CFR Part 2. Field representatives from the Midwest, Rocky Mountain, Western, and Alaska Regional Offices are currently developing proposed revisions based upon comments received earlier from park areas. The task force is being assisted by the Midwest Regional Office, with Bruce McKeeman, chief ranger at Voyageurs, as team leader.

* Worked with Ranger Activities, Alaska Regional Office, on developing proposed revisions to 36 CFR 1.2, applicability and scope. This section is confusing in wording and has lead to the loss in court of several law enforcement cases because of faulty wording.

Law Enforcement

* Continued development of the fully automated Servicewide criminal incident reporting system, including issuance of new Servicewide incident codes, extensive field testing in a dozen parks, and selective implementation.

* Continued work on revisions to NPS-9, the Service's law enforcement guideline, including a complete restructuring and incorporation of policy changes brought about by revisions of the Departmental law enforcement manual, Ranger Futures, and enhanced annuity retirement.

* Developed and designed a new law enforcement credentialing system which will compliment Ranger Futures and the new criminal incident reporting and law enforcement data tracking system.

* Developed and trained a cadre of rangers who will begin Servicewide instruction on the victim witness protection program.

* Employed commercial software to develop and bring on line systems to track law enforcement equipment issues, credentials, and suitability background investigations.

* Researched and purchased a commercial package for tracking law enforcement training which will be adopted by all NPS areas.

* Supported the development of an environmental crimes initiative.

* Completed the annual Servicewide law enforcement statistical report.

ARPA/Drugs

- * Provided funding, guidance and planning support for advanced law enforcement training, Army Ranger training, joint DOI-NPS law enforcement operations mountain and desert survival training, advanced major crime unit training, and law enforcement supervision training.
- * Provided investigator support and funding to support long-term paleontological "T-Rex" investigation which resulted in a 37-count indictment and seizure of a significant dinosaur fossil.
- * Provided staff support for the National Biological Survey's effort to move Senator Baucus' paleontological resource protection bill, which would provide ARPA-type protection to paleo resources, through Congressional committees.
- * Generated budget language and garnered NPS and Congressional support to steer the Service's ARPA funding increase bill through Congress, thereby realizing a \$650,000 increase for the NPS program.
- * Provided guidance, steering and statistical facts for staffers working on Senator Biden's crime bill, ensuring that NPS needs were addressed and that park rangers were identified as protectors of the nation's resources and national park visitors.
- * Provided statistical facts and anecdotal information for staffers working on a bill sponsored by Senator Biden which identified \$10 million to enhance NPS efforts to make parks safer for women.
- * Continued to enhance multi-agency cooperation for an ARPA task force operating in the Southeastern United States.
- * Prepared documents supporting Southwestern parks' position on anti-drug smuggling issue and arranged in-person appearances and assistance from NPS agent at El Paso; the combined efforts resulted in the awarding of an \$180,000 grant to border parks in FY 94.
- * Located funding for an Alaska ARPA task force operation.
- * Began development of a management controls review type of report to identify management weaknesses in the Service's drug program.
- * Completed the annual Servicewide drug and ARPA statistical reports.

Search and Rescue

- * Conducted a national meeting in February to review search and rescue policies and to develop strategies for the administration of search and rescue throughout the Service.
- * Provided the Department with a plan containing several options for recovering SAR costs in the parks.
- * Developed the first "fee-for-mountaineering" program in North America in cooperation with the Assistant Secretary, PMB, ARO, PNRO, and the superintendents of Denali and Mt. Rainier.
- * Developed a video on search and rescue and mountaineering in the NPS which explains NPS SAR management and reasons for SAR cost recovery initiative. The video will be transmitted to all ten regional offices and to other interested parties.

- * Developed a multi-agency initiative for use of ICS for the Interagency Committee on Search and Rescue.
- * Initiated an interagency evaluation of personal locator beacon (PLB) systems.
- * Completed the annual Servicewide SAR statistical report.
- * Coordinated NPS SAR matters and information on large-scale incidents with NASAR, MRA, CNSAR, ICSAR, NOAA, FEMA and AFRCC.
- * Worked to improve SAR skill levels Servicewide through an instructor training program.
- * Participated in several National Institute for Urban Search and Rescue workshops on national disaster crises management.

Emergency Medical Services

- * Completed revisions to NPS-51, the Service's EMS guideline.
- * Coordinated and managed a Servicewide EMS workshop which was attended by all regional EMS coordinators.
- * Completed the annual Servicewide EMS statistical report.
- * Helped develop guidelines on management of bloodborne pathogens to control exposure to such pathogens. Final guidelines incorporated in NPS-50, the Service's safety guideline.
- * Worked with Personnel to develop career physical/medical standards to coincide with future hiring practices and position management.

SCUBA Diving

- * Represented the Department and the Service at the annual diving control board conference, which was attended by all the regional dive officers and members of DEMA, the Diving Equipment Manufacturing Association.
- * Completed the revision of NPS-4, the SCUBA diving guideline, dealing with agency mission requirements.
- * Established a Servicewide annual statistical reporting system for all NPS divers to help locate personnel for emergency operations and special projects.

Critical Incident Stress

- * Recruited, developed and trained members for two national critical incident stress debriefing teams to be deployed on major incidents affecting NPS areas.
- * Provided funding and guidance for CISD peer debriefer training.

Communications

- * Prepared about 250 editions of the Morning Report, a compendium of recent incidents, fire reports, resource management reports, calendar items, and operational notes and disseminated them Servicewide to virtually every NPS area and office. Also distributed them throughout the Department of Interior and transmitted them through collateral networks to the Forest Service, Fish and Wildlife Service, Bureau of Land Management, and other agencies.

* Prepared and transmitted biweekly two- to ten-page updates on all Ranger Activities Division programs Servicewide to all regional and park chief rangers and interested parties - a total mailing list of approximately 600 offices and individuals.

Incident Reporting

* Represented the agency on DOI's emergency notification system council. Drafted incident reporting criteria for the White House situation room and worked on upgraded, around-the-clock Departmental incident notification system.

* Developed and transmitted revised incident reporting procedures which established Servicewide criteria for Level I and II incident report preparation and transmission.

* Received almost 900 new or follow-up significant incident reports from all areas of the NPS. Approximately 20 required off-duty response by the division's incident reporting duty officer; all were forwarded to the DOI duty officer, and most of those were in turn transmitted to the White House situation room.

Uniforms

* Completed a comprehensive revision of NPS-43, the Servicewide uniform program guideline, thereby resolving many of the problems that had arisen in the program in recent years.

* Conducted Servicewide or specialized needs assessments, field wear tests, and technical evaluations of numerous new or revised uniform components, and added the following items to the uniform program - backcountry hiking boots, field work boots, four types of socks, brush pants, one- and two-piece women's lifeguard suits, lifeguard rain coat and rain pants, lifeguard pullover windshell, lifeguard sweatshirt and sweatpants, and lifeguard sport shorts. Introduced new patterns for women's pants based on extensive field wear tests.

* Drafted and issued the 700-page request for proposals (RFP) for the \$33 million uniform contract, which is to be awarded for FY 95.

* Surveyed extensive inventory of discontinued uniform components to ranger organizations in Bulgaria and Costa Rica.

Fire Equipment

* Allocated approximately \$1.2 million to parks to purchase over 100 pieces of capital equipment. Since this program began in 1988, parks have been able to purchase 400 pieces of capital fire equipment, including 49 wildland fire engines, 58 slip-on pumper units, 10 trailer mounted pumper units, 27 automated weather stations and one wildland fire boat.

* Acquired 17 surplus wildland fire engines from the USFS through the efforts of Bill Oswald, FMO at GOGA, then rehabilitated, outfitted and delivered them to parks at a total cost of \$200,000 - a savings of more than \$1 million for the same number of new engines.

Fire Prevention

* Worked closely with other Interior bureaus in the development of a prevention workload analysis system - a computer software application that will define historic, planned and minimum levels of prevention activity which will tie into the FIREPRO analysis to generate funds and position needs products. This will be available to the parks at no cost early in 1994. A

"train the trainer" course for using the software will be sponsored in 1994.

NPS Fire Management Compendium

* Developed a compendium and distributed it Servicewide to fire management staff in April. The compendium was developed to serve as a ready reference for wildland fire management related directives, memoranda and guidelines on various associated issues.

NWCG Representation and Products

* Provided substantial NPS representation on NWCG and its working teams, thereby assuring policies and products reflected NPS needs. Products included:

- o entrapment investigation guidelines;
- o use of live fire training for shelter training;
- o a wildland fire orientation program for federal OSHA compliance officers;
- o establishment of an air quality working committee; and
- o procedures for all agencies to address NWCG qualifications, training and ICS issues.

Qualifications System

* Continued modernization of qualification system programs and switched from a training-based system to a fully functional performance-based system.

* Implemented an organizational needs system by which the overhead development program will be managed. Program will track career paths for any ICS position and provide managers information on who is one, two or more positions away from a specified target job; it will also identify any training requirements and the order in which the required courses should be taken.

Fire Facilities

* Conducted a Servicewide fire facilities construction needs survey that identified a total of 210 projects for a total estimated cost of \$34.3 million. These proposals will be prioritized along with those from the three other DOI bureaus, and some portion of them will be incorporated into an initiative in the FY '96 budget call.

Fire Rehabilitation Guide

* Developed criteria for appropriate emergency fire rehabilitation projects to mitigate damage to cultural resources due to wildfire. Cultural resource specialists participated and supported the criteria.

Fire Training

* Installed a new training budget request program in the FIREPRO computer system, thereby establishing Servicewide training needs analyses and budget formulation, tracking and expenditure control reporting capabilities at the park, regional and national levels.

* Arranged for NPS participation in interagency training courses including:

- o national park and wilderness fire management;
- o introduction to fire effects; and
- o fire management for agency administrators (28 superintendents participated in this session).

* Advanced the interagency development of national training courses, including:

- o the development and revision of RX-340;
- o the development of a prescribed fire qualifications and training curriculum;
- o the development (continued for the second year) of a scheduled suppression curriculum revision project approved by the National Wildfire Coordinating Group; and
- o the development of NPS extreme fire behavior tactical responses.

* Presented two one-week training sessions on the Wildland Fire Management Computer System (WFMCS) which prepared 28 new instructors from parks and regions to support their users.

* Published the multi-agency training schedule and sent it to over 500 NPS users via cc:Mail.

Other Training

* Performed a wide-ranging update and strengthening of law enforcement for land management agencies at FLETC and expanded the curriculum from nine to eleven weeks. Cooperated in broad improvements to NPS management at FLETC. Coordinated seasonal law enforcement training needs with FLETC staff.

* Participated in development of Service's new management and leadership training course, now offered annually at Albright EDC.

* Instructed at courses on management and leadership, managing the protection function, fire management for agency administrators, and a host of other courses.

* Prepared and submitted training requests for a wilderness management correspondence course and courses on resource protection, advanced position management for protection managers, managing the protection function, special park uses instruction, wilderness management for managers, and health and fitness coordinators.

Servicewide/Regional Meetings

* Sent representatives to all meetings of chief rangers in all ten regions to speak on topics of interest and consequence to the field.

* Coordinated semi-annual WASO/regional ranger operational planning meetings attended by all ten regional chief rangers, staff from WASO Ranger Activities, and representatives from the Branch of Fire and Aviation Management in Boise, FLETC and Albright EDC.

Work Force Diversity

* Provided on-the-job training for District of Columbia intern students.

* Provided leadership for seasonal law enforcement training programs through FLETC.

* Provided leadership skills for the Student Conservation Association.

* Participated in the National Outdoor Leadership School (NOLS) workshop to establish an agreement and working relationship between the NPS and NOLS.

* Attended high school and college career day workshops, and worked with EO staff on divisional affirmative action commitments.