

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

**May 21, 1993**

CHIEF RANGERS' COMMENTS

The Ranger Futures concept proposal is now out for field review. Copies have been mailed to each region and park; comments are due by July 16th. We are seeking broad distribution throughout the NPS work force. To that end, we are asking each park to make this proposal available for personal comment by all interested employees. Copies are also available from this office via cc:Mail. It's very important that you not only review this proposal, but that you also communicate your comments on the core issues and your endorsement or suggestions.

Our work plan schedule is to evaluate all comments received, make any necessary changes, then present this proposal to the Directorate for adoption this August. After the final form of the Ranger Futures initiative is approved, our goal is to begin implementation as soon as possible - our target is early FY 94. We are on track and moving.

On a parallel track, we have developed preliminary benchmark positions descriptions for GS-5/7/9 non-supervisory ranger work assignments in interpretation, protection and a combination of interpretation and protection. This package also includes a classification justification and instructions for using benchmark PD's. These are now undergoing internal review here in WASO in anticipation of the adoption of Ranger Futures.

Please keep in mind that the first and most critical part of this initiative is to define and/or reaffirm - in contemporary terms - the qualifications, duties and responsibilities of the park ranger occupation. You now have a personal opportunity to do just that!

SEASONAL DRUG TESTING

Some time ago, the Service sent a request to the Department asking that seasonal applicants be exempted from drug testing. The Department's drug program staff has since advised the Service that DOI has obtained approval from the Department of Health and Human Services to test no more than 20 to 25% of seasonal applicants in testing designated positions (TDP).

The chief of the Service's Branch of Labor and Employee Relations has since advised all regional personnel officers (May 10th memorandum) that all requests for testing for seasonal TDP positions will be subject to the reduced testing rate, effective immediately. Through a prearranged method established by the Department, a determination will be made as to which applicants will have to be tested. Designated representatives in the regions will be notified if an applicant has or has not been selected for testing within 24 hours of a request to WASO for such information. All applicants not selected for testing may be hired immediately.

Those who are conducting in-house collections will continue to call the drug program staff for DOI numbers and will be notified at that time whether or not the person is selected for testing. As before, all TDP applicants at in-house collection sites must be called in to the Department with follow-up

drug testing forms submitted to WASO Labor and Employee Relations.

These procedures apply only to seasonal applicant testing. All permanent TDP applicants must still be tested.

#### SAR PRESENTATION

Jim Brady and Butch Farabee will be participating in the NASAR conference, which will be held in Tampa, Florida, from June 3rd to the 5th. Their program on charging for SAR will focus on fact-finding, i.e. gathering information to place more responsibility on some park users, particularly those engaged in "high risk" activities. Increased user responsibility might entail such things as insurance requirements, direct financial accountability for some forms and/or levels of rescue, and the utilization of more backup rescue teams.

Although it's possible to distinctly separate the borders of the SAR spectrum - from the kid who wanders from a Yellowstone campground at one end to the experienced solo winter climber who requires rescuing from the Grand Teton at the other - there's a lot of gray in between. Butch and Jim would be very interested in hearing from any of you who might have a position and/or thoughts on any aspect of the subject, whether pro or con. Your comments can be very informal, and will not be interpreted as representing a park's official position unless you so specify. Please contact one of them by June 1st. Butch is at Padre Island (phone 512-937-2621/fax 512-937-9240); Jim can be reached at this office (numbers below).

#### GROUND SENSOR TRAINING

We have tentatively scheduled specialized Eagle-Telonex ground sensor training for the week of August 16, 1993 at College Station, Texas. The training session will be conducted by Eagle-Telonex. All associated costs, including tuition (approximately \$250) and all travel and per diem must be born by the benefiting account. Only a limited number of spaces will be available. Those interested in attending this special session should contact special agent Paul Berkowitz in this office as soon as possible (call 703-787-1921 or leave a message). This session has been scheduled specifically at the request of the many NPS investigators who have in the past expressed an interest in such training. If you're among them, this is your chance.

#### ENVIRONMENTAL CRIMES INITIATIVE

The Service is considering embarking upon an environmental crimes initiative within the resource protection program. We are seeking your input on the value of this type of initiative, which would implement several Vail Agenda goals concerning resource protection, and the discussion which follows. If pursued, we will build upon the efforts of individual parks, regions and WASO Mining and Minerals. Development of such an initiative will also require extensive coordination with other federal, state and local agencies.

The Service's protection function has traditionally focused on the protection of visitors and personal property. Wildlife has received the most attention in the area of resource protection, with increased attention in recent years to archeological, paleontological and plant resources.

A significant gap in the resources protection program which has yet to receive national or programmatic attention in the Service is the threat to park resources from environmental crimes. Only a few parks have become fully involved in addressing these threats, which include discharges of pollutants

into waterways from active and inactive oil, gas, mining and other industrial operations; discharges of used motor oil; dumping of used tires and batteries; illegal taking of migratory birds due to cyanide use in mining operations; improper transportation and disposal of hazardous wastes and other solid wastes; illegal landfill operations; ocean dumping of garbage and medical wastes; and emission of air pollutants which exceed permit limitations.

The enforcement of federal and state environmental statutes is a relatively new concept. Government agencies did not begin to dedicate financial resources to such enforcement activities until the early 1980s. Until that time, emphasis was placed upon the promulgation of regulations to implement statutes. There was also a misconception abroad that regulations alone would result in automatic compliance.

A full range of federal and state authorities are available which should be utilized to address threats such as those mentioned above. These authorities provide for a full range of administrative, civil and criminal penalties for noncompliance. Within the past five years, the criminal penalties have been upgraded from misdemeanor to felony status to promote greater compliance. A full range of financial penalties is also available for use. At the federal level, EPA and the FBI have primary responsibility for their enforcement.

In order to address these problems, the Service needs to establish an environmental crimes initiative within this office. Such a program should address the following issues:

- \* Survey the parks to determine actual or potential threats.
- \* Train field rangers and resource management specialists in the utilization of environmental authorities to mitigate threats.
- \* Prepare field guidance documents to assist parks in carrying out an environmental crimes initiative.
- \* Coordinate activities with other agencies and establish task forces.
- \* Exchange information among agencies and WASO, regional offices and parks.
- \* Arrange legal, investigative and technical consultation services.
- \* Determine park needs and program funding.

Please send your thoughts and comments to Dick Martin in this office.

#### SEASONAL PARK RANGER APPLICANT DEMOGRAPHICS

The following information was prepared by WASO Personnel and is being passed on to you for your information. The statistics are based on applicants who applied under the 1993 summer program. They reflect the number of records in the system (11,103), not the number of applications processed; applicants who apply to two parks submit two applications.

#### Age of Applicants

|             |       |       |
|-------------|-------|-------|
| Under 20    | 1,237 | 11.1% |
| 20 - 29     | 5,960 | 53.7% |
| 30 - 39     | 1,972 | 17.8% |
| 40 - 49     | 1,029 | 9.3%  |
| 50 - 59     | 574   | 5.2%  |
| 60 and over | 326   | 2.9%  |

#### Highest Eligible Grade\*

The system determines the highest grade for which the applicant qualifies.

|               |       |       |
|---------------|-------|-------|
| Not qualified | 116   | 1.0%  |
| GS-2          | 639   | 5.8%  |
| GS-3          | 1,416 | 12.8% |
| GS-4          | 3,496 | 31.5% |
| GS-5          | 4,341 | 39.1% |
| GS-6          | 975   | 8.8%  |
| GS-7          | 76    | 0.7%  |

#### Veteran Status

|                              |       |       |
|------------------------------|-------|-------|
| Non-veterans                 | 9,860 | 88.8% |
| Five point                   | 701   | 6.3%  |
| Ten point                    | 68    | 0.6%  |
| Ten point (30%+ compensable) | 26    | 0.2%  |
| Five point (other)           | 22    | 0.2%  |
| Did not indicate             | 426   | 3.8%  |

#### Park Choice

While the system allows applicants to select two parks, 30.7% selected only one park. Less than one percent of applicants (34) applied to more than two parks; their applications were rejected by the computer.

#### Education Level

|                        |       |       |
|------------------------|-------|-------|
| High school graduate   | 970   | 8.8%  |
| One year of college    | 757   | 6.8%  |
| Two years of college   | 1,240 | 11.2% |
| Three years of college | 1,047 | 9.4%  |
| Four years of college  | 639   | 5.8%  |
| Bachelor's degree      | 4,022 | 36.2% |
| Master's degree        | 855   | 7.7%  |
| Doctorate              | 86    | .8%   |
| Erroneous entry        | 1,420 | -     |

#### Permanent State Residence

The statistics break down the number of applicants by all 50 states and the District of Columbia. Rather than list them all, here are the top 10:

|               |       |       |
|---------------|-------|-------|
| California    | 1,371 | 12.4% |
| New York      | 692   | 6.2%  |
| Colorado      | 537   | 4.8%  |
| Pennsylvania  | 482   | 4.3%  |
| Virginia      | 471   | 4.2%  |
| Washington    | 421   | 3.8%  |
| Ohio          | 392   | 3.5%  |
| Massachusetts | 336   | 3.0%  |
| Arizona       | 321   | 2.9%  |
| Texas         | 308   | 2.8%  |

#### Information Source

Applicants indicated how they learned about seasonal employment opportunities.

|                   |       |       |
|-------------------|-------|-------|
| Recruiter         | 646   | 5.8%  |
| Friend            | 4,637 | 41.8% |
| Park area         | 4,535 | 40.8% |
| Other publication | 516   | 4.9%  |

|                           |       |       |
|---------------------------|-------|-------|
| School                    | 2,156 | 19.4% |
| Newspapers                | 689   | 6.2%  |
| Radio                     | 69    | 0.6%  |
| Television                | 49    | 0.4%  |
| Magazine                  | 193   | 1.7%  |
| State employment office   | 357   | 3.2%  |
| Local employment office   | 173   | 1.6%  |
| Federal employment office | 765   | 6.9%  |
| Other                     | 1,748 | 15.7% |

Position Option Selected

Applicants can select interpreter, law enforcement or general; they can select one, two or all three options.

|                 |       |   |
|-----------------|-------|---|
| Interpretation  | 6,895 | - |
| Law enforcement | 2,211 | - |
| General         | 9,143 | - |

NOTES FROM THE PARKS

**Valley Forge**

On May 18th, the first DARE program sponsored by Valley Forge graduated 90 fifth grade students from the Phoenixville Area School District. The program, which began in February, was conducted by rangers Dan Jenner and Randy Justice and involved three classes of students in two different elementary schools. Plans have already been made to continue the program during the 1993-1994 school year. [Scott Kalbach, CR, VAFO]

VACANCIES AND OPM REGISTER OPENINGS

No submissions this week.

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-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. 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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