

**Resources Careers**  
Briefing for the National Leadership Council  
January 22-24, 1997  
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Current Status

- The NLC was briefed at November 1996 meeting, resulting in a request for more information about the cost to implement Resources Careers
- Review package sent to the field (Associate and Field Directors and Superintendents) electronically on December 4, 1996. It was subsequently posted on several cc:Mail bulletin boards. The package contained:
  - + Cover memo from Deputy Director
  - + 24 benchmark position descriptions for 20 natural or cultural series (phase I). The benchmark Pds reflect full performance level work at the GS-11 level<sup>1</sup>.
  - + *Professional Development Program* conceptual document
  - + Draft implementation instructions and worksheets to return by January 17, 1997 for each position to be converted into a career ladder/benchmark position under phase I of the initiative
- Worksheets have been received and compiled from 207 parks as of January 20, 1997
- Comments are being received -- they are not due until February 14, 1997

What Were Parks Asked?

- Each NPS office was asked to identify each *professional* natural or cultural resource management position in their organization that appears eligible for conversion to one of the career ladders and benchmark positions. Grade, step, benefits, and locality pay information were requested so accurate estimates of cost could be calculated.
- Since upgrades of staff positions could have an effect on supervisory grades, offices were asked to indicate where they anticipated a supervisory upgrade as a result of subordinate upgrades. These costs were calculated separately. This was done to avoid some of the frustrations of the Ranger Careers implementation, where supervisory upgrades were not funded.

Limitations

- The electronic distribution and holiday timing resulted in many parks not receiving the complete package or receiving it very late, allowing little time for response.
- Phase I includes most, but not all, professional natural and cultural resource series. Some uncommon jobs were not included, although the rationale for career ladders is equally valid for these series.
- Many respondents did not understand how to determine when a supervisory upgrade is appropriate. There were also problems in how parks reported locality pay. Responses have been edited to correct apparent errors, but these have not been verified in all cases.
- Phase II is promised to address both technicians and those working above the full performance level. Since guidance is not yet available for phase II, comments indicate that some positions have been "squeezed" into phase I "just in case" phase II never happens.
- Some parks have not responded by the deadline and therefore their numbers could not be included in time for this briefing.

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<sup>1</sup> With one exception at the GS-9 level

What Does the Data Show?

- The cost to implement Phase I of the Resources Careers initiative will cost approximately \$1.5 million, including the expected supervisory upgrades. This is an annual cost.
- Almost half the positions converted into new career ladders do not require upgrades, therefore can be converted into the program at no cost.

What Do the Early Comments Indicate?

- There is very strong support from those that responded early, including many superintendents. There is great concern, however, about the effect of upgrades on park budgets, especially in small parks. One superintendent said *"without supplemental funding for the initiative, we will compensate our employees appropriately, but there will be fewer of them."* Another said *"Implementation of a natural and cultural resources professional development program is timely and needed. An initiative to provide parks the funds required to meet the resulting increased personnel costs should be an NLC priority."*

Decisions Requested

- Do we proceed with implementation of Phase I, including supervisory upgrades?  
*Recommendation: Approve the plan now. Allow parks to optionally implement conversions beginning October 1, 1997. Include funds for full implementation in FY99 budget. Make implementation mandatory when budget is passed.*
- Should Phase II (technicians, less popular job series, and specialized positions above GS-11) be implemented at the same time? If so, it will mean the whole initiative is implemented at once, leaving no one in resource management positions out.  
*Recommendation: Yes*

Consideration

- Rangers and administration careers have already been implemented. Ranger careers was partially funded and mandatory; administrative careers was unfunded and optional.
- Mandatory implementation (regardless of funding availability) ensures equity in the workforce - equal pay for equal work. Optional implementation will likely result in large parks implementing the program and small parks being left behind with underpaid and (ultimately) less ability to protect and manage their resources.

## Resources Careers Phase I Conversions and Upgrades (Summary)

21-Jan-97

Post-Conversion Job Classification	Phase I Conversions	Number of Upgrades	Conversion Cost	Supervisory Upgrades	Additional Supervisory Upgrade Cost
Anthropologist	2	0	\$0		
Archeologist	24	10	\$63,418		
Architect (Historical)	3	1	\$4,996		
Archivist	9	6	\$33,912	2	\$3,587
Biologist	127	68	\$382,946	13	\$69,411
Botanist	16	9	\$46,619	1	\$4,089
Cartographer	5	2	\$8,934		
Ecologist	23	12	\$68,190	3	\$24,696
Fishery Biologist	9	4	\$26,334		
Geographer	8	4	\$27,365		
Geologist	15	4	\$26,384	2	\$13,116
Historian	44	24	\$126,221	5	\$20,642
Hydrologist	3	1	\$7,156		
Landscape Architect (Historical)	2	1	\$3,148		
Museum Curator	49	31	\$177,361	7	\$50,009
Physical Scientist	6	4	\$31,824		
Rangeland Conservationist	2	2	\$15,256		
Wildlife Biologist	29	14	\$66,364		

Grand Total:

376	197	\$1,116,429	33	\$185,549
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## Resources Careers Phase I Implementation (Summary By Field Area)

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Field Area	Phase I Conversions	Conversion Cost	Supervisory Upgrades	Additional Supervisory Upgrade Cost
AK	8	\$6,885		
IM	73	\$224,198	5	\$24,916
MW	40	\$74,203		
NC	20	\$86,674	2	\$11,494
NE	48	\$124,888	6	\$41,578
PW	144	\$449,210	19	\$99,451
SE	43	\$150,371	1	\$8,111

Grand Total:

376	\$1,116,429	33	\$185,549
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# Resources Careers Phase I Implementation (Summary By Park/Field Area)

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Field Area	Park	Phase I Conversions	Conversion Cost	Supervisory Upgrades	Additional Supervisory Upgrade Cost
<b>AK</b>					
	KEFJ	2	\$0		
	KLGO	3	\$0		
	LACL	2	\$0		
	SITK	1	\$6,885		
	<b>AK</b>	<b>8</b>	<b>\$6,885</b>		
<b>IM</b>					
	BRCA	2	\$9,111		
	CACH	2	\$13,937		
	CAVO	1	\$0		
	CHIR	3	\$4,037	1	\$4,633
	CORO	1	\$6,217		
	ELMA	1	\$0		
	FODA	1	\$5,949		
	GLAC	1	\$7,029		
	GLCA	1	\$7,156		
	GRBA	3	\$18,356	1	\$0
	GRCA	11	\$19,695		
	GRKO	3	\$19,275		
	GRSA	1	\$5,684		
	HAFO	1	\$0		
	LAMR	1	\$6,549		
	MEVE	6	\$11,800	2	\$12,600
	ORPI	5	\$6,889		
	PAIS	1	\$7,430		
	PEFO	3	\$18,221	1	\$7,682
	PETR	1	\$5,707		
	SAAN	1	\$3,148		
	SAGU	2	\$0		
	TICA	1	\$8,289		
	WACA	2	\$0		
	WHSA	1	\$0		
	YELL	11	\$30,607		
	ZION	6	\$9,111		
	<b>IM</b>	<b>73</b>	<b>\$224,198</b>	<b>6</b>	<b>\$24,916</b>

Field Area	Park	Phase I Conversions	Conversion Cost	Supervisory Upgrades	Additional Supervisory Upgrade Cost
<b>MW</b>					
	APIS	2	\$6,991		
	BADL	3	\$6,951		
	BUFF	5	\$0		
	CUVA	5	\$0		
	EFMO	1	\$4,396		
	FOLS	1	\$7,289		
	FOSC	1	\$3,817		
	HEHO	1	\$2,589		
	HOCU	1	\$0		
	HOSP	1	\$0		
	HSTR	2	\$6,854		
	ISRO	1	\$0		
	MISS	1	\$0		
	OZAR	4	\$0		
	PIPE	1	\$4,592		
	PIRO	1	\$0		
	SACN	2	\$1,307		
	SCBL	2	\$15,873		
	THRO	3	\$15,545		
	WICA	1	\$0		
	WICR	1	\$0		
	<b>MW</b>	<b>40</b>	<b>\$74,203</b>		
<b>NC</b>					
	ANTI	5	\$18,192	2	\$11,494
	CATO	1	\$0		
	CHOH	1	\$4,493		
	HAFF	2	\$18,621		
	MANA	2	\$11,569		
	MONO	2	\$9,511		
	NACC	3	\$16,785		
	NACE	2	\$4,318		
	PRPK	1	\$3,185		
	PRWI	1	\$0		
	<b>NC</b>	<b>20</b>	<b>\$86,674</b>	<b>2</b>	<b>\$11,494</b>

Field Area	Park	Phase I Conversions	Conversion Cost	Supervisory Upgrades	Additional Supervisory Upgrade Cost
NE					
	ACAD	3	\$14,618		
	ASIS	4	\$6,739		
	COLO	6	\$5,923	1	\$4,124
	EDIS	8	\$35,082	3	\$27,829
	FRSP	2	\$0		
	GATE	1	\$7,726		
	GETT	1	\$6,217		
	INDE	3	\$0		
	MASI	1	\$0		
	MORR	1	\$4,782		
	NERI	2	\$2,967		
	NESO	1	\$7,186		
	RICH	1	\$4,064		
	ROVA	3	\$3,948	1	\$5,543
	SAMA	2	\$2,769		
	SHEN	6	\$9,830		
	SPAR	3	\$13,036	1	\$4,081
	NE	48	\$124,888	6	\$41,578

Field Area	Park	Phase I Conversions	Conversion Cost	Supervisory Upgrades	Additional Supervisory Upgrade Cost
PW					
	CCSO	2	\$0		
	CHIS	12	\$36,823	3	\$11,724
	CRLA	4	\$21,746		
	CRMO	1	\$0		
	FOCL	1	\$0		
	FOVA	2	\$0		
	GOGA	7	\$49,689		
	HALE	3	\$17,351	1	\$9,413
	HAVO	5	\$15,647		
	JODA	2	\$5,378		
	JOTR	7	\$29,020	3	\$22,112
	KAHO	1	\$0		
	KALA	2	\$0		
	LABE	1	\$4,068		
	LAME	7	\$25,108		
	LARO	3	\$4,069		
	LAVO	2	\$8,743		
	MORA	4	\$0		
	NEPE	2	\$0		
	NOCA	10	\$22,820	2	\$11,714
	NPSA	1	\$0		
	OLYM	5	\$7,744		
	ORCA	1	\$4,589		
	PINN	2	\$13,153		
	PORE	2	\$4,624		
	REDW	20	\$50,156	5	\$32,082
	SAFR	12	\$35,121	4	\$8,679
	SAJH	2	\$2,573		
	SAMO	5	\$3,289		
	SEKI	7	\$39,360		
	USAR	3	\$25,253		
	WAPA	1	\$0		
	WHIS	4	\$16,591	1	\$3,726
	WHMI	1	\$6,295		
PW		144	\$449,210	19	\$99,451



Field Area	Park	Phase I Conversions	Conversion Cost	Supervisory Upgrades	Additional Supervisory Upgrade Cost
SE					
	BISO	1	\$5,773		
	BLRI	1	\$6,900		
	CAHA	2	\$0		
	CALO	2	\$6,684		
	CANA	1	\$0		
	CARL	2	\$6,286		
	CHAT	1	\$4,663		
	COSW	1	\$0		
	CUGA	2	\$3,965		
	EVER	2	\$7,448		
	GRSM	10	\$26,103		
	GUIS	3	\$13,640		
	MACA	4	\$18,221		
	SEAC	6	\$24,502		
	STRI	1	\$9,111		
	TIMU	1	\$0		
	VIIS	3	\$17,075	1	\$8,111
	SE	43	\$150,371	1	\$8,111
Grand Total:					
		376	\$1,116,429	33	\$186,549

## Existing Positions Affected By Resources Careers (Summary)

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Pre-Conversion Job Classification	Phase I Conversions	Conversion Cost	Supervisory Upgrades	Additional Supervisory Upgrade Cost
Anthropologist	1	\$0		
Archeologist	22	\$49,748		
Architect (Historical)	2	\$0		
Archives Technician	1	\$8,163		
Archivist	6	\$17,843	2	\$3,587
Arts and Information Specialist	2	\$6,410		
Biological Science Technician	12	\$53,211		
Biologist	125	\$346,542	11	\$62,803
Botanist	12	\$37,970	1	\$4,089
Cartographer	1	\$0		
Cartographic Technician	1	\$1,307		
Computer Assistant	1	\$7,627		
Computer Specialist	3	\$7,922		
Ecologist	15	\$34,074	2	\$15,283
Engineering Technician	1	\$4,996		
Fishery Biologist	9	\$26,334		
Forester	1	\$9,388		
Geographer	5	\$14,512		
Geologist	14	\$20,700	2	\$13,116
Historian	29	\$69,095	3	\$16,999
Horticulturalist	1	\$3,185		
Hydrologist	3	\$7,156		
Landscape Architect (Historical)	2	\$3,148		
Museum Curator	35	\$115,693	6	\$35,831
Museum Technician/Specialist	18	\$76,551	2	\$14,178
Park Ranger	21	\$85,205	3	\$11,452
Physical Scientist	5	\$23,778		
Rangeland Conservationist	2	\$15,256		
Social Science Aid/Technician	2	\$13,670		
Social Scientist	2	\$4,318		
Trainee (Biology)	1	\$8,643		
Wildlife Biologist	21	\$43,983	1	\$8,213

Grand Total:

376	\$1,116,429	33	\$185,549
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## Positions Converted By Resources Careers (Summary)

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Post-Conversion Job Classification	Phase I Conversions	Conversion Cost	Supervisory Upgrades	Additional Supervisory Upgrade Costs
Anthropologist	2	\$0		
Archeologist	24	\$63,418		
Architect (Historical)	3	\$4,996		
Archivist	9	\$33,912	2	\$3,587
Biologist	127	\$382,946	13	\$69,411
Botanist	16	\$46,619	1	\$4,089
Cartographer	5	\$8,934		
Ecologist	23	\$68,190	3	\$24,696
Fishery Biologist	9	\$26,334		
Geographer	8	\$27,365		
Geologist	15	\$26,384	2	\$13,116
Historian	44	\$126,221	5	\$20,642
Hydrologist	3	\$7,156		
Landscape Architect (Historical)	2	\$3,148		
Museum Curator	49	\$177,361	7	\$50,009
Physical Scientist	6	\$31,824		
Rangeland Conservationist	2	\$15,256		
Wildlife Biologist	29	\$66,364		

Grand Total:

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## OPM Job Series Affected By Resources Careers

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Series	Job Title
025	Park Ranger
028	Environmental Protection Specialist
101	Social Scientist
102	Social Science Aid/Technician
150	Geographer
170	Historian
190	Anthropologist
193	Archeologist
334	Computer Specialist
335	Computer Assistant
401	Biologist
404	Biological Science Technician
408	Ecologist
414	Entomologist
430	Botanist
437	Horticulturalist
454	Rangeland Conservationist
460	Forester
462	Forestry Technician
470	Soil Scientist
482	Fishery Biologist
486	Wildlife Biologist
499	Trainee (Biology)
802	Engineering Technician
807	Landscape Architect (Historical)
808	Architect (Historical)
1001	Arts and Information Specialist
1010	Exhibits Specialist
1015	Museum Curator
1016	Museum Technician/Specialist
1301	Physical Scientist
1310	Physicist
1311	Physical Science Technician
1315	Hydrologist
1316	Hydrologic Technician
1320	Chemist
1340	Meteorologist
1350	Geologist
1360	Oceanographer
1370	Cartographer
1371	Cartographic Technician
1410	Librarian
1411	Library Technician
1420	Archivist
1421	Archives Technician