

Position Classification Evaluation Statement

References: GS-0025 Park Ranger Series, GS-025, November 1985
Series Definition for GS-0099

Classification Park Ranger, GS-0099-3
Park Ranger, GS-0099-4
Park Ranger, GS-0099-5

Introduction and Background: This evaluation covers standardized "Visitor Services Intern" positions at grades GS-3 through GS-5. These position descriptions were prepared to describe a standardized set of duties, typical of employees who serve at the operating level in a visitor services program on a national wildlife refuge, refuge complex, or wetland management district. (When the term "refuge" is used in this evaluation statement, it encompasses all three types of resource lands.) It is expected that only in rare circumstances would an employee performing this work not be covered by one of these PDs. Position descriptions covered by this evaluation were developed to recognize an expansion in refuge recreational programs and to implement a portion of the National Wildlife Refuge System report "Fulfilling the Promise."

The work covered by these PDs implements laws mandating a greater emphasis on the recreational use of refuge lands (primarily in the Refuge Improvement Act of 1997). The employee provides a quality visitor experience through six types of priority refuge recreation activities — hunting, fishing, wildlife observation, wildlife photography, environmental education, and interpretation. The work includes both on-refuge activities and outreach activities performed on- and off-refuge. To conduct this work the incumbent works closely with other refuge programs and cooperating individuals and organizations outside of the Service.

Series Determination The GS-0025 series includes positions the duties of which are to supervise, manage, and/or perform work in the conservation and use of Federal park resources. (For the purpose of this classification standard the term "park" is not restricted to national parks, but also includes other resource lands managed by the Department of the Interior, such as wildlife refuges.) Functions typical of the series include the development and operation of interpretive and recreational programs and the duties include dissemination of general, historical, and scientific information to visitors.

Title Determination: OPM advises that the basic title for positions in the GS-0025 series is "Park Ranger," which is assigned to all subject positions in the GS-0025 series. OPM advises that the title for positions in the GS-0099, General Student Trainee Series, is "Student Trainee" followed by a parenthetical title consistent with the occupational field involved. Subject positions in the GS-0099 series are titled "Student Trainee (Park Ranger)."

The organizational title designated for positions performing work of this regard relating to the Visitor Service Program is Visitor Services Intern, GS-0099.

Grade Determination:

At the GS-0099-3 level Park Rangers, are assigned varied, frequently recurring tasks to perform in well defined situations. At this level may be in seasonal positions. Work may include assignments that are designed to develop knowledge of an organization's functions and operating policies/procedures, skill in the effective use and protection of resources, and knowledge of specific programs and operations.

Routine, recurring tasks are spot checked or observed infrequently, the less routine tasks are observed and checked in progress; the technical adequacy of completed work and adherence to instructions are closely reviewed upon completion and discussed in detail.

At the GS-0099- 4 level, Park Rangers, use some specialized skill and judgment in applying knowledge, gained through training or experience, of the methods and techniques used in functional areas such as interpretation. GS-4 rangers must also have some subject matter knowledge such as natural or cultural history, fish or wildlife habitat characteristics, techniques of resource protection and use, recreational use of Federal lands, enforcement of Federal regulations, or fire prevention techniques and fire suppression methods. Application of such knowledge in well defined work situations; communicating effectively with visitors to obtain their cooperation, identifying and reporting problems or apparent violations of regulations concerning the use of protected or public land areas, and carrying out overall agency policies and procedures for the program area assigned.

At the GS-0099-5 level, Park Ranger positions perform work that requires a general knowledge of program areas such as enforcement or natural and historical information interpretation and development. Assignments are performed within well established guidelines or procedures, requiring limited exercise of independent judgment. Work at this level is also developmental in nature where some positions are assigned responsibility for initiating, developing, or modifying work methods, selecting and adapting procedures to carry out the work performed. Work performed at this level of work includes assignments such as (a) administer operations, such as day-to-day operation of a recreation site, s; (b) make surveys to locate or collect various types of information, (c) carry out resource management or protection work, such as suppression of fires, evaluation of resource conditions, or enforcement of use requirements, that requires skills and judgment to obtain desired results; and (d) make group and individual contacts to provide information or answer questions about their assigned area of work such as recreational activities or historical, cultural, or natural site information.

The GS-5 Park Ranger performs work assignments that require initiative in selecting and applying methods, techniques, and procedures. Assignments are made in terms of program objectives and general instructions for special assignments. The Park Ranger typically resolves technical or personal contact problems that are similar to those encountered in the course of carrying out day to day assignments. Assignments of difficult or non-routine regard are referred to the supervisor for assistance. The supervisor reviews completed work for adequacy of presentation or handling of visitor problems, logic in the application/selection of appropriate techniques, and conformity with policy. Review of completed work is more intense for assignments involving work that the ranger had not previously performed.

The work of the positions is consistent with the GS-0025-5, as the employee is responsible for the development and operation of refuge recreational and interpretive programs.

Summary and Classification Findings

This is a career ladder position classifiable within the GS-0025 and GS-0099 series, with grades from GS-3 through GS-5, as identified on the individual OF-8s. The official title is Park Ranger for all positions in the GS-0025 series and Student Trainee (Park Ranger) for positions in the GS-0099 series. All positions are FLSA non-exempt as none of exemptions to the FLSA apply. The position sensitivity will typically be non-sensitive/low risk. However, as some positions may include duties such as those requiring access to Service standard IT systems, the position sensitivity should be decided on a case-by-case basis.

Name



Date

7/1/08