Department of the Interior
U.S. Fish and Wildlife Service
Regional Offices

References:

a. PCS for Park Ranger Series, GS-0025, TS-75, November 1995
b. Grade Evaluation Guide for Police and Security Guard Positions in Series, GS-0083/GS-0085, TS-87, April 1988

Background:
This position is a standard PD (SPD) that is used Service-wide. The position was originally classified on August 29, 2000.

Series and Title Determination:
The position is responsible for a wide range of law enforcement responsibilities. The primary role of the incumbent is to prevent and deter, detect, and investigate crimes committed on or against Refuges; apprehend, detain, arrest, and/or issue citations to violators of laws, regulations, and rules; and partner with other law enforcement agencies to cooperatively enforce laws, investigate cases, and conduct surveillance. The position does perform some investigative work; however, the full scope of the work extends beyond the General Investigating Series, GS-1810, and some of the aspects of the work are addressed in the series exclusions.

The work is very similar to that that is described in the Police Series, GS-0083; however, the primary mission of Federal police officers is to maintain law and order. This position does maintain law and order and in addition, is also responsible for protecting natural and cultural resources on the Refuge. Police services are provided in Federal parks and reservations; Police Officers are commissioned law enforcement officers and are authorized to carry firearms. Police Officers conduct a variety of duties including patrolling, "control desk" activities, and detective work to investigate crimes. Some Federal Police Officers enforce State and Federal fish and game laws on Federal property.

Park Rangers (GS-0025) are responsible for the conservation and use of Federal park resources. This includes conserving natural, historical, and cultural resources; developing and presenting interpretive programs to the general public; and other responsibilities such as investigating violations, complains, trespass or encroachment, and accidents; conducting search and rescue missions; and enforcing laws and regulations.

The position is a mix of the two series, with duties overlapping both classification standards. Per organizational precedent, the position will be classified as a GS-0025, using both standards for classification. The title will be Park Ranger (LE/Refuge).

Grade Determination:
Nature of Assignment:
The position is responsible for commissioned law enforcement duties, Refuge law enforcement planning, and other administrative or miscellaneous duties. Due to the range of responsibilities, the incumbent is responsible for developing, implementing and evaluating Refuge law enforcement operational plans; analyzing and assessing resource allocations to the program; assessing the potential impact of Refuge activities on law enforcement efforts; and serving as a commissioned law enforcement officer, including detecting and investigating criminal activity; apprehending, detaining, arresting, and/or issuing citations to violators; and cooperative coordinate law enforcement activities with Federal, State, Tribal, and local law enforcement agencies.

At a GS-7, assignments are highly varied and established precedents are not always directly applicable. GS-7 Park Rangers use judgment to select the appropriate guidelines to resolve operational problems or implement work plans. A GS-7 Ranger may revise standard operating procedures or methods. In addition, at this level Park Rangers act as a liaison with the community to provide information about services offered, generate interest in programs and services, and identify ways to increase visitation. The nature of the assignment of the position exceeds the GS-7 narrative statement.

At a GS-9, Park Rangers formulate and execute plans, such as the Refuge law enforcement plan and providing input to Refuge short and long-term plans; plan and conduct management analyses, such as assessing the impact of Refuge activities on law enforcement efforts; identify problems and recommend corrective actions, for example recommending improved methods to accomplish organizational goals with limited resources; and coordinate activities with Federal, State, Tribal, and local agencies. The nature of the assignment best matches the GS-9 description.

Level of Responsibility:
In performing program management duties, the incumbent has general guidelines available but they lack specificity in particular problems which may be encountered. The incumbent uses judgment to select the most appropriate approach to the situation and adapts the guidelines, as required, to meet the established objectives. The supervisor defines the objectives, major deadlines, and the overall expectation for results. The incumbent independently plans and carries out work, discussing unexpected or potentially controversial situations with the supervisor. Work is reviewed for adequacy in meeting set objectives and the expectations established.

Law enforcement duties have a wider range of guidelines available and they also have gaps in specificity, particularly when faced with a field situation. The incumbent uses a high level of judgment in adapting the appropriate action and using the correct level of force. Furthermore, the incumbent is required to have a

thorough knowledge of Federal, State, Tribal, and local laws. When facing a possible violation, the incumbent does not have the time to research the action to determine if it is a violation and must make a decision on the spot. The nature of law enforcement work has limited aspects for review and the incumbent frequently works without immediate supervisory guidance.

At the GS-7, Park Rangers plan and carry out each activity on a day to day basis. They may be involved in the development of weekly or seasonal work plans. Park Rangers select the most appropriate guideline from several alternatives and recommend changes when deviations are necessary. Supervisors outline general objectives and deadlines and completed work is reviewed for technical soundness and accomplishment of objectives. The position's level of responsibility exceeds a GS-7.

Park Rangers at a GS-9 independently plan and carry out work, recommending changes to operating plans when necessary. Supervisors outline objectives, major deadlines, and expected results. The incumbent discusses unusual or unexpected work conditions or potentially controversial situations with the supervisor. Guidelines are generally applicable but not necessarily for on-site problems. Work is generally reviewed for adequacy, consistency, and connection with related programs. The position best matches a GS-9 Park Ranger.

Final Determination: Park Ranger (LE/Refuge), GS-0025-09

Other position details:
FLSA: Non-Exempt
Drug Testing: Yes
Full Performance Level: GS-09
Position Sensitivity: Critical Sensitive
BUS: ~~8888~~ 7777
7120110 CKing
Required Licenses:
A current, valid driver's license
Current First Aid Certification
Current CPR Certification

_____S/Megan Dreher/_____ __10/2/08_____
Megan Dreher, Supervisory HR Specialist Date