



UNITED STATES DEPARTMENT OF THE INTERIOR

Office of the Secretary
Firefighter/Law Enforcement Retirement Team
300 E. Mallard Drive, Suite 170
Boise, ID 83706

Memorandum

December 1, 2008

To: LaShauna Jones, Human Resources Specialist
U. S. Fish & Wildlife Service

From: Toni Orth, Human Resources Specialist *Toni Orth*
DOI Services for OWCP, Accountability, and Retirement

Subject: DOI Special Retirement Position Description Coverage

The following position has been approved for special retirement coverage. Attached are copies of the position description and DOI certification of approval.

S0000A3/S0000B3/S000003 Park Ranger (LE/Refuge) GL-0025-05/07/09

The entire annotated PD (with the annotated OF-8 and DOI approval sheet) should be distributed as the official position description. Since service in this position affects benefit entitlements, the PD and the DOI approval sheet must be filed on the RIGHT SIDE of the employee's Official Personnel Folder (OPF).

Note: If this PD is amended, e.g., statement of differences at the next lower grade, etc., the PD amendment and the original PD **must** be submitted to our office for review. If this PD is rewritten or if the duties, title, series, grade, position number, or classification date change, the PD must be submitted to our office for a new DOI decision.

This position description is covered as **Primary/Rigorous**; therefore, the maximum entry age (MEA) applies when filling with appointment subject to retirement, and the vacancy announcement must contain this restrictions. In addition, if the appointment will place the incumbent under FERS/CSRS retirement, the retirement code **must** be the FF/LEO retirement code ("6," "E," or "M") and the employee and the employing office **must** pay the extra retirement contributions.

The servicing personnel office is responsible for determining whether the incumbent is eligible for Law Enforcement pay.

If you have any questions, please contact me at (208) 334-1554.

Attachment(s)



U.S. DEPARTMENT OF THE INTERIOR
Certification of Position Approval
for Retirement
Under 5 USC § 8336(c) and § 8412(d)

Approved under the Civil Service Retirement System, 5 USC § 8336(c)

Approved under the Federal Employees Retirement System, 5 USC § 8412(d)

Category of Coverage: Primary/Rigorous (Law Enforcement)

Bureau: U.S. Fish and Wildlife Service - Bureau-wide

Classification Title: Park Ranger (LE/Refuge)

Organization Title: _____

Position Number: S000003 / S0000A3 / S0000B3 Series and Grade: GS-0025-05/07/09

RECOMMENDATION FOR COVERAGE: Primary/Rigorous Law Enforcement coverage is recommended under both CSRS and FERS.

The primary purpose of this position is the enforcement of Federal laws and regulations relating to criminal activities and misdemeanors such as arson, illegal hunting and fishing, disturbance of fish and wildlife, firearms violations, timber theft, hazardous material violations or dumping, vandalism, theft or disturbance of archaeological resources, illegal take or attempt to take plants and animals, traffic violations, marijuana cultivation, possession or sale of illegal drugs, crimes against persons or property, and trespassing on Service lands. The duties of this position are so rigorous that employment is limited to young and physically vigorous individuals who must meet established age and physical qualification requirements.

Toni Orth

TONI ORTH, DOI/FLERT Human Resources Specialist

11/6/08
Date

James W. Kurrus

GEOFF HASKETT, Chief, National Wildlife Refuge System, FWS

11/11/08
Date

James Kurtz Adm

Michael Gillmore

MICHAEL GILLMORE, DOI/FLERT Supervisory Program Analyst

11/10/08
Date

APPROVAL: The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement retroactive to classification date. Approval is by DOI Secretary's Designee:

Nancy Rute

Deputy Assistant Secretary, Human Capital, Performance, and Partnerships

11/20/08
Date

POSITION DESCRIPTION <i>(Please Read Instructions on the Back)</i>							1. Agency Position No. S000003		
2. Reason for Submission <input type="checkbox"/> Redescription <input type="checkbox"/> Reestablishment Explanation <i>(Show any positions replaced)</i> Updated SPD Approved for Servicewide use		3. Service <input type="checkbox"/> New <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field <input type="checkbox"/> Other		4. Employing Office Location		5. Duty Station various		6. OPM Certification No.	
7. Fair Labor Standards Act <input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Nonexempt				8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input checked="" type="checkbox"/> Employment and Financial Interest		9. Subject to IA Action <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted <i>(Specify in Remarks)</i> <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)				11. Position Is <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither		12. Sensitivity <input type="checkbox"/> 1--Non-Sensitive <input checked="" type="checkbox"/> 3--Critical <input type="checkbox"/> 2--Noncritical Sensitive <input type="checkbox"/> 4--Special Sensitive		13. Competitive Level Code	
15. Classified/Graded by		Official Title of Position			Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management									
b. Department, Agency or Establishment									
c. Second Level Review		Park Ranger (LE/Refuge)			GL	0025	09		
d. First Level Review									
e. Recommended by Supervisor or Initiating Office									
16. Organizational Title of Position <i>(if different from official title)</i>					17. Name of Employee <i>(if vacant, specify)</i>				
18. Department, Agency, or Establishment Department of Interior					c. Third Subdivision				
a. First Subdivision U.S. Fish and Wildlife Service					d. Fourth Subdivision				
b. Second Subdivision Region: _____					e. Fifth Subdivision				
19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.					Signature of Employee <i>(optional)</i>				
20. Supervisory Certification. <i>I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that</i>					<i>this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.</i>				
a. Typed Name and Title of Immediate Supervisor					b. Typed Name and Title of Higher-Level Supervisor or Manager <i>(optional)</i>				
Signature _____ Date _____					Signature _____ Date _____				
21. Classification/Job Grading Certification. <i>I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.</i>					22. Position Classification Standards Used in Classifying/Grading Position PCS for Park Ranger Srs, GS-0025, TS-75, 11/85; GEG for Police and Sec Guard Pos in Srs, GS-0083/GS-0085, TS-87, 4/88 Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.				
Typed Name and Title of Official Taking Action S/LaShauna Jones/ HR Specialist									
Signature _____ Date 10/2/08									
23. Position Review		Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee <i>(optional)</i>									
b. Supervisor									
c. Classifier		ck	7/20/10						
24. Remarks 7/20/10: Block 14 corrected to reflect appropriate BUS code. Using FPL: GS-09; Ref SODs S0000A3, GS-5 and S0000B3, GS-7									
25. Description of Major Duties and Responsibilities <i>(See Attached)</i>									

OK
BUS: 8888-7777

Department of the Interior, FLERT Specialist
This PD has been approved as follows under 5 USC 8336(c) and 8412(d)
 Firefighter Law Enforcement
 Primary Secondary/Administrative
 Approval Date November 20, 2008 Sec/Supvy

Park Ranger (LE/Refuge)
GL-0025-09

Introduction

The incumbent is a commissioned Federal law enforcement officer on a U.S. Fish and Wildlife Service (FWS or the Service) field station. The primary purpose of the position is to perform law enforcement duties that are integral to the protection of natural, cultural, and human resources through the investigation, apprehension, and detention of individuals suspected or convicted of offenses against the criminal laws of the United States. The duties and responsibilities include refuge law enforcement (55-75%), and refuge law enforcement work planning (25-40%). It may also involve the performance of work that takes a lesser proportion of the time of the position than the above major duties. The employee must integrate an understanding of the conservation mission of the Refuge System into all activities, and educate and inform visitors about the significance of refuge resources and about the laws, rules, and regulations relating to their protection, thereby enhancing public understanding, compliance, and cooperation. The position involves Federal laws and regulations relating to criminal activities and misdemeanors such as arson, illegal hunting and fishing, disturbance of fish and wildlife, firearms violations, timber theft, hazardous material violations or dumping, vandalism, theft or disturbance of archaeological resources, illegal take or attempt to take plants and animals, traffic violations, marijuana cultivation, possession or sale of illegal drugs, crimes against persons or property, and trespassing on Service lands.

Duties and Responsibilities

1. Refuge Law Enforcement (55-75%)
 - a. Serves as a commissioned law officer performing duties which include:
 - i. Apprehending, detaining, arresting, and/or issuing citations to violators of Federal, State, and local laws, rules, and regulations;
 - ii. Detecting and investigating criminal activity pertaining to Service lands and responsibilities, including arson, theft, breaking and entering, vandalism, air and water pollution, and destruction of property;
 - iii. Investigates violations of Federal and state fish and wildlife laws including poaching illegal hunting, and illegal use of aircraft for hunting or other illegal commercial activities;
 - iv. Enforces laws and regulations concerning the possession, use, distribution, trafficking, cultivation, and manufacture of controlled substances on FWS lands;
 - v. Investigates incidents occurring on Service lands involving the search and removal of objects of antiquity; and
 - vi. Developing information through fact finding by collecting evidence, observing suspicious activity, and compiling information from informants, witnesses, concerned

citizens, and Federal, state, and local officials. Seizes evidence; tags, catalogs, and controls access to evidence, ensures evidence remains free of contamination, maintains the chain of custody; and either contacts the owner for evidence pick-up after the case is completed or properly disposes of it, based on the nature of the evidence.

- b. Issues citations, files criminal complaints, and prepares U.S. District Court Violation Notices for submission to the Central Violations Bureau. Checks the records of suspects and offenders for prior violations through Federal and State databases.
- c. Prepares and submits requests for warrants for defendants who fail to appear in court.
- d. Prepares investigative case files by documenting findings and facts, obtaining witness statements and copies of official records, and including pertinent evidence, correspondence, maps, historical information, exhibits, and photographs.
- e. Assists the U.S. Attorney's office in trial preparation by maintaining the case files and ensuring sufficient copies have been made and are filed according to the predetermined organizational manner. Meets with prosecuting attorneys to prepare and present testimony, and deliver evidence. In cooperation with the U.S. Attorney, recommends fines or monetary restitution, probation, administrative action, and/or reclamation of damage to the court. Represents the National Wildlife Refuge System and FWS in court.
- f. Deters illegal or potentially harmful activities by educating visitors on the repercussions of their actions, being present throughout the Refuge, and developing and providing training to colleagues and/or non-law enforcement Refuge personnel on how to handle and address illegal or potentially harmful activities that are observed.
- g. Meet with visitors or users of the Refuge, including cooperative farmers and oil and gas producers, to educate them on the Service's mission and policies, and the laws and regulations applicable to natural resource conservation and preservation.
- h. Maintains liaison, exchanges information, and coordinates on-going law enforcement activities with Federal, State, Tribal, and local law enforcement officials, and other Refuge law enforcement staff and Special Agents. In cooperation with other law enforcement officers:
 - i. Participates in ground and air surveillance, which may involve flying as a passenger in an aircraft, to identify suspects and/or illegal activity;
 - ii. Cooperates in the investigation and disposition of cases with overlapping jurisdiction;
 - iii. Participates on special details and investigations related to controlled substances, commercial exploitation of wildlife, and the execution of warrants;

- iv. Provides emergency assistance, assisting Federal, State, Tribal, or local law enforcement agencies; and
 - v. Enforces State fish and game laws.
2. Refuge Law Enforcement Work Planning (25-40%)
- a. Formulates, develops, executes, and evaluates the Refuge law enforcement program's operational plans, practices, and procedures, incorporating resource management objectives. Coordinates the implementation of on-going, new, or revised Regional or National policies and plans.
 - b. Analyzes and assess the existing level and type of resources devoted to the Refuge law enforcement program, including developing evaluative reports outlining recommendations for improved methods to accomplish organizational goals and propose integrated solutions addressing the various aspects that impact Refuge law enforcement.
 - c. Provides advice and guidance to the Refuge Manager/Project Leader and to other Refuge managers and employees on law enforcement issues, including how to assess the potential impact of proposed Refuge activities on law enforcement efforts and resource requirements.
 - d. Reviews and comments on proposed changes to FWS and DOI policy, and Federal regulations that impacts Refuge visitor programs to provide a balanced perspective addressing law enforcement concerns.
 - e. Reviews completed investigation or incident reports to ensure compliance with policy and tracks activity trends to identify systemic problems and recommend corrective action and initiate approved recommendations.
 - f. Develops and maintains effective working relationships with internal and external partners to promote and enhance the Refuge law enforcement program goals and objectives. Participates in the development and review of educational campaigns and assists in the development of media such as brochures, publications, and custom signs. Meets with Federal, State, Tribal, or local law enforcement agencies to plan and arrange for resource sharing and support for large scale investigations or cross-jurisdictional cases.
 - g. Develops and presents educational briefings to the public explaining the complexities, interdependence, and significance of the Refuge's fish, wildlife, and plants; their habitats; and cultural resources. Provides a general overview of laws and regulations impacting the Refuge.
3. Combined Adjunct and Miscellaneous Duties (5-20%)

- a. Directs and/or participates as a member of search and rescue teams.
- b. Provides and/or obtains first aid or emergency medical assistance.
- c. Operates motor vehicles or special purpose law enforcement vehicles of various types including small watercraft.
- d. Provide technical guidance and direction to other commissioned Refuge law enforcement staff or other staff temporarily assigned to assist in law enforcement activities and/or special investigations.
- e. The incumbent may perform the following collateral duties:
 - i. Develop course materials and present refresher instructional sessions during Regional in-service law enforcement training. Topics may include patrol techniques, case preparation, regulation/statute review, and firearms training.
 - ii. Perform various resource management support duties such as: collecting fish and wildlife population and habitat information according to established protocols in and around the Refuge; issue special use permits in accordance with Refuge plans and policies; oversee fee collection activities; inspect concessions facilities; conduct fire, safety, and health inspections of on-site facilities; provide security or otherwise participate in wildland firefighting efforts; or assist in law enforcement activities at other internal or partner locations.

Factor 1 – Knowledge Required by the Position

Knowledge of Federal, State, Tribal, and local laws and regulations pertaining to the principles and practices of natural resource management, jurisdiction, and the relationship between natural resource management and Refuge law enforcement to administratively manage the Refuge law enforcement program while incorporating resource management objectives and concerns. Pertinent laws and regulations include: National Wildlife Refuge System Administration Act, Migratory Bird Treaty Act, Migratory Bird Hunting and Conservation Stamp Act, Bald Eagle Protection Act, and the Lacey Act.

Ability to detect, prevent, and/or curtail illegal and prohibited activities of a potentially destructive nature to protect Refuges and their resources.

Ability to observe, interpret, evaluate, and draw accurate conclusions to evaluate the effectiveness and impact of Service law enforcement policies and practices on natural resource management and fish and wildlife recover efforts.

Knowledge of individual and collective natural resources within the Refuge ecosystem to appropriately recognize criminal activity.

Ability to successfully complete the Land Management Law Enforcement Course at the Federal Law Enforcement Training Center (FLETC) or equivalent training, Refuge Officer Basic School, and ability to obtain a commission as a Service law enforcement officer.

Skill in the use of firearms, self-defense techniques, prisoner control methods, electronic surveillance and intrusion detection devices, and two-way radios.

Thorough understanding of investigative methods, including obtaining and maintaining a chain of custody, interviewing and interrogation techniques, and methods and patterns of criminal operations.

Ability to meet and deal to develop and maintain partnerships and garner program support.

Ability to communicate orally to present training and provide clear direction and guidance.

Ability to communicate in writing to develop and refine Refuge law enforcement plans and reports.

Ability to operate a computer to prepare text reports, enter and retrieve data from a database, communicate via e-mail, and research items on the internet.

Skill in operating motorized vehicles and specialized craft.

Knowledge of and skill in using defense weapons and protective equipment.

Knowledge of and ability to obtain and maintain certification in first aid and cardiopulmonary resuscitation.

Factor 2 – Supervisory Controls

Program Management Duties:

The supervisor outlines major objectives, critical deadlines, and the overall nature of expected results. The employee independently plans the detailed steps necessary to complete assignments, including recommending changes in operating plans when necessary. The employee discusses proposed actions for unexpected or unusual conditions or work situations, or those situations which might cause significant controversy with the supervisor before implementation. Completed work is reviewed for overall adequacy, consistency, and correlation with related Refuge activities, program, and objectives.

Refuge Law Enforcement Responsibilities and Other Duties:

The employee performs assignments within the scope of program plans and objectives, priorities, instructions for new or unusual assignments, and annual Refuge management plans. The employee organizes, plans, and carries out work on the basis of personal judgment, accomplishing work with minimal supervision. By its nature, the work is typically performed independently and without immediate supervisory guidance.

The employee keeps the supervisor generally informed about the work performed and about significant problems and issues which arise. The employee also provides information and suggests solutions to law enforcement matters of a sensitive nature, potentially controversial situations, and conditions warranting departure from established policies.

Factor 3 – Guidelines

Program Management Duties:

The employee uses guides that are generally applicable but that may not be specific to on-site conditions or problems. S/he selects from alternative methods or approaches that appear to be appropriate to the situation at hand, and makes or recommends compromises required to meet objectives.

Refuge Law Enforcement Responsibilities and Other Duties:

Guidelines include FWS and DOI policies and manuals on established law enforcement concepts and practices as applied to conservation lands, and basic legislation concerning conservation of fish and wildlife and their habitat. Detailed guidelines are available from Refuge policies, Regional releases, the Law Enforcement Handbook, biology and wildlife management texts, and local Refuge publications. The employee frequently adapts guidelines and exercises judgment when encountering field situations, i.e. confrontation with violators or suspects. The nature of law enforcement work does not allow the employee to rapidly refer to guidelines when a situation occurs. The employee must use judgment in interpreting guidelines and in adapting and applying them, and, as may be necessary, deviating from them to meet unusual or emergency situations.

Factor 4 – Complexity

The employee uses a variety of established law enforcement procedures and methods (i.e. patrol, surveillance, interviews, interrogations, vehicle searches, record checks, issuance of citations, preparation of written reports, and court testimony) in the course of observing, investigating, apprehending, and aiding in the prosecution governing public use of Refuge lands and resources. Work contributes to the overall fish and wildlife conservation mission of the Refuge System and is complicated by the wide variety of law enforcement situations encountered and the need to enforce diverse Federal and State laws and regulations and FWS policies in situations which may involve emotionally unstable, agitated, or alcohol/drug influenced persons. Each situation must be carefully assessed before an appropriate course of action is selected and carried out.

Complexity is reflected in the balance of conserving natural and cultural resources while providing for their use and enjoyment by the public. This applies to the various methods of interpreting and educating the public about the significance of the Refuge's resources and undertaking law enforcement measures as necessary. The employee interprets, explains, and motivates an interest in the Refuge's resources; provides emergency medical services; leads and carries out search and rescue operations, may perform resource conservation work; may participate in firefighting operations; and perform other assignments relating to various aspects of Refuge operations and the public use management program.

The employee must choose the appropriate course of action in particular situations based on independent analysis of the situation and the numerous variables which define the situation. In many situations, the employee defends Refuge policies and regulations in an atmosphere of physical and psychological challenge, confrontation, and hostility.

The employee must independently assess the conditions and variables quickly and make on-the-spot decisions in selecting the best course of action from among the various alternative approaches, methods, and techniques available for achieving the objectives of resource management, resource education, and effective public use management. Work is complicated by such factors as conflicting criminal, civil, and administrative rulings; complexity of natural resource laws; the nature and extent of the violators' methods of operation; the nature and extent of impacted activities; difficulty in establishing interrelationships of facts or evidence; and sometimes poorly identified or understood Service land boundaries.

Factor 5 - Scope and Effect

The primary purpose of the position is to perform law enforcement work at a Refuge or field location through preventive, reactive, and investigative law enforcement activities. Interpretive activities add to the public's understanding of the resources as well as to help prevent the deterioration, destruction, loss, and theft of the resource. In addition, the work includes preparing for and carrying out activities involved in responding to various types of emergency situations in cases of illness or accident, and leading or participating in teams involved in situations such as search and rescue operations, wildland and structural fires, special law enforcement operations, and natural disasters. The employee's activities assist in the management of Refuge resources, and contribute to the public's understanding and informed use of Refuge resources and facilities. In many cases, the work requires charging or arresting persons who have violated laws, rules, and regulations relating to resources and public safety. In such cases, the employee's activities have an impact on the economic well-being and freedom of individuals.

Factor 6 - Personal Contacts

The employee has daily contact with visitors, co-workers, private landowners neighboring the Refuge, and other members of the public. The officer is often the first line of contact with the public and must be able to present the purpose of the Refuge System from both a biological and law enforcement perspective. Contacts also frequently include attorneys, judges, representatives of special interest groups, the media, and personnel from Federal, State, Tribal, and local law enforcement agencies and emergency services organizations. With respect to visitors to and neighbors of the Refuge, the employee's contacts include people who represent a cross section of the nation and of many other countries. Visitors are of all ages and are from all social, ethnic, and economic groupings. Most visitors and Refuge neighbors can be expected to be law abiding citizens; however, visitors also include individuals who violate the laws, rules, and regulations of the Refuge and some individuals may have a history of previous convictions for serious criminal offenses. Officers will provide security and personal protection for visiting dignitaries and special guests of key importance.

Factor 7 - Purpose of Contacts

Assignments require collaboration with Service resource managers and a variety of Federal, State, Tribal, and local law enforcement agencies, whose goals are generally compatible but occasionally require special efforts to reconcile differing viewpoints or demands. Contacts with Service land users and visitors are to enforce law and regulations governing the use of Service lands, inform them of the cultural and natural resources on service lands, and ensure regulatory compliance. Contacts with private organizations, groups, and individuals are to exchange information and stimulate active support of law enforcement efforts, investigate criminal activity and violations, and apprehend suspects and violators. Contacts to deter and curtail criminal activity are often dangerous and people encountered are sometimes verbally and/or physically hostile.

Factor 8 – Physical Demands

The employee's work regularly includes long periods of standing, hiking, and/or climbing, and in many cases on uneven, steep, rough, slippery, and/or rugged terrain. Operation of a variety of land and water craft over extended periods of time is required. The duties require frequent or immediate strenuous exertion in law enforcement, firefighting, search and rescue, and related emergency activities. Lifting or carrying equipment weighing over 50 pounds may be required.

Duties involve performing physically rigorous assignments, usually in isolated outdoor environments on land, water, and in the air. The employee is frequently exposed to sudden severe weather conditions. Dangerous persons must be physically confronted, subdued, and apprehended, many of whom are known to carry weapons. Prisoners must be kept under physical restraint during transport and processing. Criminal investigations are subject to the need to be carried out without regard to fixed work schedules, scheduled off-duty days, or opportunities for proper rest or nutrition. There is a high-stress component to much of the employees' work assignment.

Factor 9 – Work Environment

While a portion of the work is performed in an office setting, most of the work is performed outdoors in all kinds of weather and climatic conditions on land and/or water. The work is performed at various hours of the day and night and for prolonged periods during emergency situations. The employee is subject to frequent exposure to high-risk and potentially dangerous situations in law enforcement and emergency types of situations requiring use of a wide-range of personal protective gear (some of which may be uncomfortable, hot, or inconvenient to wear), and adherence to specific safety procedures and other precautions.

Long periods of surveillance work may be required in cramped or unpleasant locations and under less than ideal conditions. The employee is subject to the possibility of being frequently assigned variable work schedules, including shift work.

The employee is exposed to potentially dangerous situations, such as accidents while operating motor vehicles of various types; flying as a passenger in a small fixed wing or rotary wing aircraft; and/or operating and/or riding in small watercraft.

Emergency law enforcement operations require entry into hazardous environments, exposure to dangerous persons, animals, and substances, and potential exposure to infectious diseases. The

employee follows FWS and DOI safety policies, wearing protective clothing and using appropriate protective and/or safety devices to reduce or eliminate exposure to dangerous situations.

As a condition of employment, the employee must successfully meet or pass the following:

- Screening and testing:
 - FLETC's Physical Efficiency Battery
 - Background Investigation
 - Qualification Inquiry
 - Drug Testing
 - Psychological Screening
 - Medical Standards
- Land Management Police Training (FLETC)
- Refuge Officer Basic School
- Cardiopulmonary Resuscitation Certification
- First Aid Certification
- Maximum entry age and retirement requirements
- Must wear the Service uniform according to policy
- Must have and maintain a valid motor vehicle operator's license for the required vehicles
- Must qualify and carry a firearm