

APPENDICES

**ASSOCIATION OF NATIONAL PARK RANGERS
(ANPR)**

SURVEY OF NATIONAL PARK SERVICE EMPLOYEES

2007

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APPENDIX A

ANPR Survey--Carry-over Responses to Question: "The importance of a variety of work issues...OTHER"

- The ability to hire necessary personnel within a reasonable amount of time and the ability to obtain a contract within a reasonable amount of time when a project is finally funded.
- Decreasing the amount of tip down data management systems that are resulting in lower productivity and morale in the field
- Professional recognition, especially by other employees within other career tracts
- Acknowledge "ALL" employees, not just the big shots
- When a bonus is paid out, pay the lower GS ratings who helped too, not just the big wigs
- Strength of voice from research within the scientific community and NPS as viable information on managing our public lands
- The ability to obtain a full time position or at least my parks ability to keep the positions we have already
- Natural Resource Education & Interpretation
- Have a policy where Division Chief are required to move on after a specific amount of time has passed
- Good Leadership, Good Management practices
- Real commitment of NPS senior management to genuine resource protection even when it means saying no to vocal user groups and activities demanding there "right" to engage in destructive, inappropriate activities
- I would like to reemphasize professional development, mention the need to maintain collateral qualification and the need to maintain a diverse skill set
- Awards for job performance in the technical fields are non existent. I busted my ass for 24 years and never got a QSI and I gave 'em just to prove it could be done.
- There is no trust of upper management staff. The morale is very low in the (area deleted) Region, and everyone is looking for better opportunities. The management does not support diversity, even though it states it does; their actions are different then their words. Management that we can trust would allow some employee commitment to begin. They actual blew the trust in the environment, wondered why morale was so low, then created a "morale" group called (group name deleted). (group name deleted) now has potlucks (which they charge for) to increase morale. Most employees feel that it is an insult to even believe a potluck will make up for trust issues. Many employees no longer attend "All Employee" meetings because they believe that management no longer represents all employee views
- Job security for seasonal employees, non-hostile work environments
- Management and leadership training
- Downgrading of pay grades within the NPS in response to budget constraints
- Lack of middle management 5/7/9 positions in interpretation-the career path seems to stop at GS5 grade now
- Good business and working relationship with the Concessionaires and CUA permit tees, don't nickel and dime them to death
- Continued collaboration with Native American and Native Hawaiian entities
- Stay true to the original mission of the NPS, return to the emphasis of taking care of Parks and not all the systems and programs that are consuming valuable time and resources
- Diversity with regards to race and age, Not so much family working together especially in the same department especially as supervisors
- IT, property, fleet, housing
- Offer an early out so I can leave
- Better working relationships between field units and central offices/WASO with more respect for the field.
- People with no field experience should not occupy the highest management positions in the agency. It's a recipe for disaster
- Most employees operate with insufficient training. Training gets put on the back burner most of the time, which is not a good thing
- Coworker relationships, respect, superintendent leadership
- Good supervision-employees getting what they need from supervisor, dealing with poor performance
- More women in management positions
- As stated we need staffing to do the job properly and safely
- Better understanding of methods of accountability and stewardship
- Time and support to do outreach outside of park boundaries, getting kids outside to experience the natural world

- Resource protection is paramount
- In view of the budget shortfall, I would advise NPS not to add any more sites--we can't take care of the units we have now!!
- I strongly believe that the protection of park resources and visitors along with education are the critical challenges we face
- Accountability of park management and some questionable dealings with park concession. No over site appears that decision are generally self serving
- Consistency across regions
- CLASSES FOR MY JOB WITHIN THE NATIONAL PARK SERVICE
- Provide for good leadership-not good ole boy leadership
- Transparent decision making, excellent communication, stop dumping problem staff onto parks or regional offices--get rid of them. Training for all in realistic/real time programs needed for job knowledge, safety, and supervisory development. The average GS-12 can not supervise/manage a bucket of water! There is no real life supervisory training for NPS employees
- Realignment of upper management to a much more efficient team
- Protecting park natural resources and allowing natural processes (fire) to fulfill their ecological role in the ecosystem
- Core does is putting too much extra work and stress on employees. Taking away from the Customer Service the NPS is know for.
- It is important to have enough people and resources to do your job or project. If you are missing something, visitors miss out on a full experience
- Better funding for employee development opportunities
- Teamwork building within and outside NPS
- Opportunity to conduct research, which then is shared with the public, outreach to schools
- Supervisory training
- Increasing the budget in order to be able to purchase supplies needed form people in the field to do their jobs adequately
- Increase budget to provide more training opportunities. Increase budget to be able to hire enough staff to achieve our goals
- Protecting NPS from political influence, adequate funding to perform mission of NPS, helping people realize value of National Parks
- Encourage diversity of OPINION in NPS, embrace motorized user groups, hunting/trapping user groups-show that there is room for everyone in our parks. Not all activities are appropriate for all units, but increase access where we can reasonably do so
- I don't get retirement of health benefits in my current position, though I would like to have them (especially health). I am not clear as to whether I should rank them as very important (because I want them) or not at all important (because I don't get them and therefore they don't relate to my job)?
- Eliminating private sector funding for maintaining NPS mission and function
- Having the supplies, equipment and staff to professionally accomplish mandated activities is very important
- Diversity of science research
- History
- Public Education is the most important thing that the Park Service can do. In schools, in Parks, anywhere. That's where we get our public support and have kept it for so long. The hot topics that we deal with as parks and the park service need to be talked about with the public. If they know what the problems we have they can try to fix them with their votes
- Environmental education, outreach beyond park boundaries
- Gender/pay parity in promotions
- Domestic partnership rights and benefits
- Accredited education provided by the park service
- Leadership
- I am a temporary full-time. I think there needs to be more delegation of responsibilities. Also, the NPS timeframe for getting work done is SLOW compared to the for-profit world. If we are going to bring more partners we need to quicken our pace for decision making so we in the field can get the job done.
- Honest capable superintendents
- Money for staffing is the biggest issue. I have 15% of my authorized FTE lapsed due to budget shortfalls. - I have to budget for supplies, materials or employee development
- Scheduling, Housing, Office Space, Visitor Ctrs., Division Budgets, NPS Growth

- NPS needs to get a handle on not bury employees in work so they can be effective and do at least some things well, lose the emphasis on law enforcement we don't need a ranger behind every tree
- Lack of funding and time to do the job are so common in the NPS that it makes me wonder why I'm still here
- It is important that the leadership be trustworthy and truthful. At this time many of the leaders have an agenda that is prohibitive to the other employees that are not a part of the plan. I feel that there are too many employees at the national/regional level and too few at the park level. This funding should be at the park level then work its way back up.
- I believe that the parks are understaffed and we can not complete our duties in our 80 hour work week
- Taking steps to prevent global warming. Climate change will have detrimental impacts to both cultural and natural resources. If not prevented. This is true in both our parks, our country and around the world. Think of Amsterdam or the Everglades with a rise in sea level
- Maintaining a full complement of full time Administrative staff to take care of the needs
- Condition of government (equipment--actual items deleted) and the appropriate replacement of them.. IE (park deleted) had to get rid of a GSA leased vehicle with less than 10,000 miles on it. It was a waste of time and money. I am operating a (actual equipment deleted) on a daily basis that shouldn't even be in service. I am risking my life every day (conditions deleted). I am an on duty death waiting to happen
- 1) Articulating conservation as an American value
- 2) Re-engaging the American public in the preservation and protection of their parks
- 3) Parks as biological repositories
- The NPS really does not offer very clear career path planning. For instance, Division chiefs often have far greater responsibilities than Supt. Of smaller parks, yet they do not compete well for "leadership" positions
- Well maintained equipment
- Opportunities to become a leader within NPS
- ADA compliance
- I resources are continuously cut from resources management, no matter how good we look in the public, the resources for which the parks are "protected" in the first place will cease to exist
- Comparable industry wage scale
- It is very important that we NPT outsource and/or commercialize
- Streamlining Overhead, More emphasis on field positions, Accountability for personnel maintaining position descriptions. Follow-up by AUSA and LES on resource cases
- I'm sure there are but I'm too busy to think about them
- Benefits for seasonal, some state positions have it for their employees. More permanent biological science technician jobs
- People should be hired based on their abilities and accomplishments. NOT because they happen to belong to a minority group
- Diversity outreach should not be among the park priorities. If someone wants to work for the NPS, they should put forth the effort like everyone else
- People's pride in "ownership" of their park. Getting to work and getting the job done right. Quit this "stupid" division" thing that most all parks seem to have concerning what who is going to do or is willing to do. Pitch in and do the work. We are a service organization and our jobs rely on the general public's favorable opinion of the job we do. Second realistic costs and cost savings. We (the NPS) is not doing a good job of that due to not allowing Contracting Officers time to handle projects right...to many projects...not rewarding parks that actually save money and/or get more bang for the buck. Not enough Contracting Officers. Paying outrageous prices for goods, services or construction projects. Need to revamp the entire government purchasing process. It is extremely wasteful. Those are my top ones. Not enough time or space to go into any thing else (position deleted)
- Filling positions!
- Advancement, staffing with permanent full time employees
- Community relations, partnerships, and workplace health conditions
- Need to hire personnel qualified to do the work. This is no place for training on many technical jobs. They need to be qualified when they hire on the NPS
- Garnering public support through education, reducing entrance fees to bring in underserved audiences
- Realistic regulations to accomplish my job. I work in (position deleted) and Congress and OMB are continually making an already rule heavy job practically impossible to accomplish
- Ability to retain seasonal and permanent employee's through career development opportunities. Ability to increase funds to provide a living wage to meet the housing demands of the open housing market as the available government housing being offered is being reduced

- Emphasis on talent, on skills when hiring and less on trying to balance diversity
- Protection of the resource more of a priority than visitor enjoyment/access
- Parks as protected laboratories to understand the alterations and impacts to the environment, parks as places to set examples for conservation and ecologically sound human activities
- Stop the advancement of selected people -(name deleted)-and stop moving people around or causing them to retire because selected people want their way. STOP FAVORITISM
- Fee Demo Projects Continuation
- Protection of biodiversity, protection of wilderness as wilderness, protection of rare species
- Support from other park units, regional offices, and national offices. Less new mandated work and more support for the current workload.
- Job security
- I completed the NPS Intake Trainee Program and understand how it relates to the departmental goals but when that much money is spent on one employee (times 32 for one intake class) and then management doesn't utilize that person's skills and abilities and they end up back where they started from, where is the benefit? They are supposed to be training 'new leaders' for the Park Service to compensate for baby-boomers retiring and then don't utilize the people they train-where is the accountability?
- We have a large majority of our staff that does not work and they can't be fired since they are permanent employees. So they are tolerated and waste the taxpayers money
- Recruiting the best and brightest young people and college graduates with promising career path and training programs. Much of the park staff is retiring, and there seems to be very few young workers to fill their shoes. There are not enough permanent jobs
- The mission of the national park service is the most important priority for me at the workplace
- Protecting park from surrounding development (urban/industrial)
- Staffing appropriate level of commitment by NPS to resources
- Morale sucks. We've done so much, with so little, for so long, that we could do anything with nothing. -- Throwing money into the NPS isn't going to fix things. A distinction needs to be made between conservation/protection and simply trying to maintain the current ecological status quo (better management of the resource).
- We need better retirement benefits. California State Park Rangers just received a 25% pay raise and get 90% retirement after 30 years. How is the NPS going to compete with that?
- Not losing the general ranger aspect in our law enforcement staff
- Job security vs. outsourcing
- Flexible hours and schedule
- Training opportunities
- It is very important that 5CFR be complied with in regards to payroll. It is not at my unit. It is also important that court cases be properly adjudicated and that evidence be properly managed and disposed of. Again, this is not the case at my unit. It is important that law enforcement staff that no longer meet the conditions of their employment to be removed from their positions for the efficiency of the service and to stop paying them the enhanced law enforcement pay that they no longer deserve. This is not happening at my unit. It is important that the law be followed and that people are ethical. Sadly to say, there are many issues in this regard that is not happening at my unit.
- Employee oriented Superintendents, managers, and supervisors vs. ones who flip flop to accommodate their superiors. This in the above categories that know how to do the jobs and hold people accountable for their actions or lack of. Too many people become pre-occupied with their job titles vs. knowing how to do their jobs. Leadership and morale start from the top and the (park name deleted) hasn't had any in my 4 years here. A more objective appraisal system vs. the current subjective appraisal system.
- Continuity of mission & policies in long range planning
- MORALE
- Management is informed by scientific knowledge and scientific thinking
- The hiring process needs to give supervisors the opportunity to get applicants they know are well-qualified. The scoring system is not effective and sometimes leads to less qualified people being hired
- Preservation and acquisition of historic assets and lands
- Communication between the different levels of the work force. Strong commitment to the protection of natural resources. Stronger emphasis on education
- Ability to attend trainings, conferences, symposia, etc. related to my position
- Resource stewardship as the primary goal of all NPS employees
- Publicity-getting information out to the public
- Work environment-actual office space. Computer connectivity and programs/data bases that produce value

to the field

- The possibility of moving up to a better job, not being locked in the one you are in just because you are good at it and management knows they can not get anyone to do your job as good as you do
- Being able to work collaboratively across divisional lines to accomplish the park service mission
- Support from the Regional and Washington offices to trust that we are doing what it takes to protect the parks and resources
- Politicalization of NPS leadership
- Outsourcing
- Privatization
- Job satisfaction, Family friendly workplace
- Cooperation with neighboring land management agencies
- Training for the trades
- Treat everyone the same
- Job promotions based on experience and qualifications not family and friends
- Access to computer workstations and software
- 1. Following the NPS mission, not the direction or whims of each individual superintendent
- 2. Preserving our cultural and historic history, the past and the now which will be the past in 50 years
- I've been a seasonal for 37 years. To not be eligible for a health care program is pretty outrageous!
- I am now routinely used in excess of 1039 hours per year, I have to keep changing positions so as not to max. Out my seasonal time. This is outrageous use of the system to avoid paying health & retirement benefits. It's exactly like Was Mart....
- Support from supervisors/management
- Promoting balance between life and work
- Fairness between divisions
- Efficiency
- Intra-department or intra-division team building, more centralization to decrease redundant reporting or conflicting accountability requirements
- Too much regulation/procedural crap
- Less rule by committee, more personal responsibility and ability to act
- 2 million dollars and 5 years to decide where dogs can use the park? Ridiculous
- More efficient use of federal tax dollars. Reducing waste through more realistic perspectives and achievable goals. Less intrusion into public use of resource. Fewer heavy handed government regulations
- Park Service housing and infrastructure need of more attention. Many buildings and facilities, including the ones that park staff live in, seems to be limited and have fallen in disarray
- Inequity of advancement, individuals are not allowed to compete for jobs, jobs are filled by appointments, uncaring upper management, decisions are influenced by office politics rather than by reason and logic, leadership appears to have little knowledge or respect for hard-working staff, leaders are grade-conscious
- Budget for adequate natural and cultural resource staff, at least on a par with law enforcement and maintenance gains
- Supervisory training
- Sense of teamwork
- Subject matter training and research time, better formal training when entering new position....I hate having to reinvent the wheel in addition to picking up where someone left off months ago when positions are finally filled
- Living conditions/housing
- More money
- Health and wellness programs. Mental and physical fitness should be a priority for all employees. - Equipment should be provided to all employees to maintain healthy lifestyle. A happier/healthier employee will =boost morale and will be more effective employee for the NPS
- 1. Working together with fellow worker
- 2. Helping one another
- Funding and support for mission critical functions as defined in the Organic Act
- Hey, all this is important to me! That does not mean-in any instance- that it is important to "my" park and "my" leadership. This is the ideal-not the way it has been or probably will be in the future
- To provide a 100% positive experience for the public
- To not have politics or Senior Management staff direct park staff for their personal goals that take funding away from the public enjoyment of the park
- Truth to the public on dollars spent

- Wilderness preservation, flexible schedule, support from management
- Public receives a 100% positive experience
- Politics and self advancement of Senior GS staff policies does not reduce the funds for public enjoyment
- SUFFICIENT FUNDING to maintain and protect park resources and for the personnel needed to ensure protection, maintenance, and education of park resources
- Partnerships only in the case that the NPSs integrity or mission is not challenged
- Public awareness of the deterioration of park integrity due to lack of funding
- Having enough funding to staff and operate the way it should be staffed
- Accountability! There are a lot of NPS employees out there that don't do their jobs. They are either uninterested in supporting their fellow employees or are actively involved in screwing over others for their own benefit. And even when supervisors know this, they either fail to act to correct the problem or are unable to correct it due to the fact that employee conduct issues must be documented for years before anything is done about it. It's very frustrating for dedicated employees to do what is necessary when they are forced to do the work of other divisions to accomplish their own tasks
- Effective leadership from supervisors, most I have worked with are very poor at either employee relations/supervising or management. Few are effective and efficient in both roles
- Better way to pick managers
- Require "desk audits" to correct all of the damage and inequities that resulted from "Ranger Careers" downgrade and replace Superintendents playing to retirement careers and/or politics
- Quit the culture at the top of the politically appointed food chain that sees that only those who can pay for the benefits of the Park Service will get the benefits of the Parks-"Pay to play with your snowmobile, stick your company logo on anything round here, just be sure to send a check..."
- AUO-Administratively Uncontrollable Overtime for all Protection Rangers needs to be implemented
- Converting STEP employees to SCEP positions so they can become permanent. Recruiting people who DESIRE to be recruited no matter if they are minority or not. Recruitment programs need to cover ALL races and ALL genders
- Good hiring rules that enable park managers to hire very qualified people
- Centralized Law Enforcement office. Stovepipe LE operation
- Lack of upward mobility
- Upward mobility in administrative fire program assistants positions
- Lack of job postings that are open all sources for LE. If I joined the Army for two years as a cook, I would have a better chance of getting a job in NPS then. Then if I worked 4 back-to-back seasons and gained great experience in the career field I want to work in. Okay enough complaining from me.
- Career advancement is important to me. As an interpretive ranger I believe upward opportunity as very limited. Currently I am working on a doctoral degree in the hopes that I will be more attractive for a position in planning. The skill sets I am gaining in conducting research, evaluating proposal, and the rubrics of leadership in planning I would have never gained with the NPS. I think it is possible to for the service to make more of its people happy and improve the achievement of park goals. Listening to what employees want to do and providing them to support and opportunity to accomplish there career goals will be a great improvement to the NPS
- There is too much crime and corruption at (park name deleted), and it has never been competently addressed. We are too top heavy with too many 13s and 14s who do nothing all day and we don't have enough money for lower ranked employees that actually do the work
- Consistency in approach to preservation-that is that emphasis does not change every time management does
- Skilled training for maintenance entry level employees to assist in career upper mobility...(ex. gardening training)
- Do not hire friends or family very unprofessional
- Someone should check on how the parks are spending their funding. Year end spending on a large scale is not the way to do it. The service needs more managers that know about working together within the parks.
- Stop micromanaging, let trained employees do their job!! Give us what we need and then let management step back. In other works do their job.
- More full time permanent employees
- Promote from within and give people the skills and chance they need to do so. More base funding to hire permanent staff and to retain permanent staff in all fields not just low enforcement, offer a program to help staff go back to college in their fields or jobs and help pay the bill for the school not just new hires
- Training
- Sensitivity to family/life issues

-JOB SECURITY

- Stopping constant Reorganizations, Worthy Management, Upward mobility Positions for Administrative employees, better communication between management and employees, honesty, stopping of schoolhouse mentality
- Time to do the jobs and money to do the jobs right
- Training is critical
- Having more work than can possibly handle in a day or a week. When there is so much work, proper attention can not be given. Things that should be done are left to be done later and later never arrives
- Financial and or other help to pursue education/training/growth opportunities outside the NPS training opportunities (which seem fewer in number and weaker in content than the training employees benefited from in years past). For example, I'm in maintenance, and I'd like to pursue a certificate in historic preservation through a local college. But, I can't afford it, so I probably won't do it, and the NPS doesn't offer any training that comes close to this. An employee who wants to learn and grow can't expect to do so through NPS training. Maybe they could have years ago.
- Maintenance needs more administrative support. A great deal of time is spent doing FMSS, paperwork, and meetings. This is keeping us from doing preventive maintenance. Small projects are becoming large ones before being started
- Management's ability to provide equal opportunity and positive feedback to all employees
- Leadership-too many superintendents are selected not for leadership skills but for cronyism or political connections
- Promotion is very important
- Interpretive media, publications, audiovisual programs, wayside exhibits, exhibits
- Upgrading old outdated equipment/mechanical, heating/air conditioning, controls, air handling equipment, up date training in related fields to trade to keep mechanics informed of the up to date techniques, repair and replace unserviceable restrooms bath rooms, sinks, toilets plumbing fixtures, etc. And electrical panels, create better preventive maintenance schedules
- Treating employees like human beings and not dirt under the feet of management
- Effective leadership
- Training
- Management should listen more to career employees who have been there and done many of the jobs before. Wake up and listen to your employees before they all retire without passing on their expert knowledge
- Morale seems to play the biggest park in our (area deleted) office. No money for basic supplies, replacement of broken equipment, or any type of recognition of outstanding employees who are creating miracles on a weekly basis with very little to work with
- Timely budget, Truthfulness. Swift personnel actions including termination of problem employees. - Compensation for actual work accomplished not judge on budget
- Need to have more permanent employees. Employee's need a feeling of ownership witch only comes with full time employment
- The ability to keep up with maintenance positions, abilities and skills. Still graded from old, out dated greading material.
- TRAINING OPPORTUNITES (AND NOT THOSE OFFERED VIA A TELEVISION) THAT PERMITS PERSONAL INTERACTION WITH TRAINERS AND OTHER ATTENDEES!
- We need to be able to reach higher graded jobs in the Administrative Office. Our AO is a GS-12. Our highest admin. Staff under her is a GS-8.
- DISCRIMINATION
- Friends groups
- Awards and employee compensation is important
- Flexible time, compressed time. Time off
- Getting rid of the Bush administration
- Good leadership within the organization
- Flexible, family friendly work environment
- Stop furloughs of permanent employees
- Operational funding. Too many regional and Washington office requests for information. Too many incompatible software systems, too much time spent feeding the beast
- Realistic project timeframes from WASO. Incorporate development of WORKING software interfaces- don't set deadlines before working web ware product is in the field
- Giving employees the opportunity to be hired in and retained in the community of their choice, without

forcing them to move to other areas of the country in order to move ahead in the NPS. People involved in and committed to their communities will serve the NPS better than a series of ‘temporary’ Superintendents who stay a few years and then move on. Ditto all other park employees who are trying to move forward in their careers. This is a major failing of the NPS-to realize that community involvement and establishment of lasting relations in communities is critical to garnering public support for parks

-Support from management

-I spent 20 years in a different government agency before coming to work for the DOI/NPS. DOI and NPS are terrible. Managers who have been promoted to leadership positions are petty, lack leadership and communication skills. The NPS proudly abuses their workforce and places lowering personnel costs above all priorities of management. It is no wonder the NPS is losing ground in budget and other resource area. I have worked for NPS for 5 years now and have been stunned by the outdated thinking and practices. I would not hesitate to advocate this agency be discontinued or placed under some other department.

-Staff should be able to evaluate their supervisors and the upper management staff at the park. Where is the accountability of whether they are doing a good job?

-Separation of NPS management from political pressures

-Thank God Fran is gone!

-I do not like us being a pawn to promote the 2008 Budget

-Respect as an employee, trust in management, regional office playing a better role in defining programs (such as security, etc.)

-Reducing workers compensation cost, returning employees to work after receiving workers compensation benefits for an extended period of time

-Its important that we have enough funding to support our mission, which is getting more complex each day

-Superintendents evaluations need to be less dependent on partner’s opinions, freeing them to work for the best interests of the park, not the partners. Private industry and lobbyists have way too much say in park operations. We need replacement staff in all divisions for our own to work properly. Protections needs to be supported by park managers, not viewed as an embarrassment

Support from superiors and upper management. Support from the Regional Offices

More upgrades in positions

Superintendent personnel (people) management skills. Oversight of self reporting information provided by parks relating to visitation numbers and interpretive program related data

-Removal of politically motivated decisions. Reinstatement of the “most qualified individual” for the job. -

Removal of individuals that don’t or can’t do their jobs (not just placing them in another useless position). -

Abuse of seasonal/temporary employees. Reduction of top heavy positions, accountability that runs all the way to the top. Confidential surveys of managements effectiveness. A secure system of whistle blowing without any possibility of retribution. A non-political or punishment related placement of employees in key positions that are best qualified for the job-individual punished by being promoted to regional key positions they know nothing about which is damaging to park missions. Improvement of park branches working together for the benefit of the resources and not just focusing on their specific interests. Accountability for making personnel decisions that effect resources and ecosystems, and last but not least, equal representation by union for supervisory positions

-Integrity, employee awards based on performance, adequate cost of living increases

-Giving me sufficient funding for materials to do my work properly

-Clear and consistent policies and procedures rather than constant change and revision, funding unfunded mandates, improved internal communications (we have the material but not the content)

-Too many 40-hr week positions wherein employee doesn’t have 40 hours worth of work and sits on hind-end reading news and taking extremely extended breaks/lunches which is very demoralizing to producing employees, in connection with this lack of good allocation of human resources and extremely poor supervisory oversight

-I have been working for the NPS for almost 15 years. I regularly complete assignments above my grade level and have received positive evaluations. My college degree directly supports the work I’m doing for the NPS. It is very important to be officially recognized as a “professional” in my field which is a GS-7.

I’m not

-Full time job for myself

-Respect of professional staff, integrity of scientific data

-Stop the commercialization of the nation parks in order to get funding. Use time and funds spent searching for funding through private sources to educate Congress to the real needs of the park service. Remove the top heavy layer of management and administration and place the funds into maintaining park resources,

stop the ridiculous mandated programs that do not come with funding that waste the resources of parks trying to protect what the American public expects of the park system. Stop politicizing the NPS

- Ability to purge problem or unproductive employees
- Job security
- Good supervisors who have worked their way up to their position and not just entered in at the 11 level! - You see lots of people getting in at the top right off the bat and they are not good leaders, are not qualified to be leaders and bring the mission down
- Overly interested researchers who are Park Service employees...by this I mean that some people become less focused on management and more on research in the mean time resource degradation continues because it is just being studied to death instead of just getting fenced and protected
- Many dollars go down the drain in long useless research projects
- Compliance. Many people are able to do their research projects without having truthfully completing compliance. Rules are bent, animals die and no one finds out about it. There should be more checkups on compliance
- Exotic species proliferation in parks is VERY IMPORTANT
- Go back to Human Resources (generalist) get rid of the Service Centers. We are overwhelmed at the Unit level. Need more people in Human Resources and Resources Management, Law Enforcement....
- A definite lack of quality leadership at the regional level. A loss of focus on the mission. Negative impact of politics on this agency.
- Face-to-face training, no more on-line training. It's a waste of time.
- That there isn't a reliance on volunteers to do the work that paid employees should do, volunteers should be utilized to assist employees accomplish more-not expected to do the job altogether
- Cross training, supervisors that know their jobs, diversity
- Employees should learn appropriate ways of saying certain things to employees of another race. Some people just don't know what to say, so it is best not to say them at all.
- Adequate Human Resources to protect the natural and cultural environment. At present this is not adequate.
- Taking care of employees that you have already. Don't try to recruit more when you can't hire the ones you have for the entire year. There is plenty of work for the subject to furlough employees to work year-round when they are laid off each year due to "lack of funding" and "terms of employment."
- Not having the union so involved in the day-to-day operations of the park.
- Being permitted to carry out the full scope of the duties for which I was hired. "This situation is not currently applicable."
- I would like to see a benefit package available to seasonals. I would also like to see more ranger led interpretive programs available to the visitor.
- Job security.
- ONPS funding increases and fill vacant staff positions - both VERY IMPORTANT.
- Communication
- Matching NPS resources with the curriculum needs of schools and teachers.
- Building an NPS constituency within the local community by meeting their needs. The need for personnel to man an NPS unit. Employees should not have to work alone, especially when there is money involved. A reasonably priced health care plan. We have a health care program but I cannot afford it. The need for management to realize employee's participation in some of the training programs offered. Why bother offering training when you can't go? The park's need for adequate funding to enable employees to do their job. I work in the (area deleted) and thank heaven we have not had any snow because we have no money for gas to run the equipment. Snow and ice could become a major safety problem.
- Stove piping the law enforcement program so that non-LE managers do not create dangerous situations for rangers. This should include USPP and NPS agents.
- Recruitment of young staff for future NPS leadership career advancement.
- Three highest priorities in NPS today should be. 1) enough annual NPS funding to do the job without constantly losing ground 2) leadership training to fill the gap of the retirements and 3)employee morale is at an all time low.
- Basic approach to funding/staff. NPS is very focused on funding "projects" rather than routine operations so the park infrastructure continues to deteriorate such as roads, trails and structures.
- Better working relationship between park units and regional offices.
- Competence of field level supervision.
- Ability to accomplish workload.
- I'm tired of people being promoted because of their gender and race as opposed to actual qualifications.

This is NOT helping the NPS achieve it's mission. This is actually hurting the quality of management and leadership within the NPS. I have given up on trying to move up. I'm a white male, over 50 and I do not stand a chance. It IS discrimination.

-THE NPS NEEDS TO HAVE EXCELLENT USER FRIENDLY IT SYSTEMS/PROGRAMS AVAILABLE TO EMPLOYEES.

-Among all government agencies the NPS, in particular, should NOT BE POLITICIZED. There should be a spirit of COOPERATION among the various divisions within the park instead of an adversarial, competitive or openly hostile atmosphere which currently exists. There are numerous instances in which Maintenance with their equipment and trained personnel could help Natural Resource Management, yet in our park, when we request their help, we usually get "we're too busy."

-Not losing institutional knowledge because moving away is the only way to improve job status or advance in career.

-Losing full time maintenance jobs to outsourcing is one of the dumbest things I have witnessed in the last 33 years. It has caused low morale and the money lost is extreme. We waste much to loss.

-Backlog in maintenance projects. Resource preservation, both cultural and natural history, needs to top priority.

-Taxpayers money being wasted (Uni-guide sign system).

-Management being honest and fair.

-There is tremendous need for increased funding for the National Park Service through ONPS and soft money sources - this is the biggest issue facing the Service. I feel like we know what needs to be done and how to do it, we just need the resources to get it done.

-All employees need to feel they are treated equal. "Favorites" shouldn't have privileges that others do not.

-Having the tools needed to do my job include information.

-Stop the smoke and mirrors approach to maintenance and put funding maintenance positions and projects ahead of interpretive programs!

-Superintendents SINCERE interest in morale competency of staff in (area deleted). Customers support from (area deleted). Clear information regarding information calls from (area deleted). Advance notice of reports to (area deleted).

-There should be greater emphasis on YEAR ROUND employment for interpreters. If our mission is valuable in the summertime, why isn't it in the fall, winter and spring?

-Streamlining hiring. It's hard to watch a very talented person who wants to work something other than term/temporary, but can't because of that status. I know of one person that has worked full-time for the NPS and keeps applying only to get an OPM generated "you are qualified" but there are many others more qualified so you were forwarded to the park letter.

-Specialized NPS knowledge regarding wayside exhibits not available in private sector.

-Human resources need to be addressed at (area deleted). They complain they are overworked, but the employee in the field gets overworked.

-After working for the NPS for almost 15 years, working in a program directly related to my college degree and constantly doing work above my grade level, it is important to be officially recognized as a professional by the NPS.

-Provide method of advancement without having to relocate.

-Working with elected officials within NPS policies, fundraising without having to step outside of authority, dealing with long term employees who are non-productive or unethical, but who have been passed on through the system rather than deal with them, so now it is nearly impossible to deal with them. Personnel not understanding that in addition to managing positions, we manage PEOPLE with personalities and skill sets that may not match their current settings.

-The importance of upward mobility and growth into management positions when a person is fully qualified and can provide resource of knowledge to meet the mission of the NPS.

-Merit promotion, employee integrity, providing services to taxpayers not just supervisors.

-The Park Service has led DOI in accidents and injuries for years, but I have not seen the funding for Safety Officers to help get this trend reversed. The collateral duty Safety Officer, with no safety officer in the parks, do not help this downward trend.

-We should be identifying Centennial projects and Congress should be putting \$\$ to that as we move toward 2016.

-Develop effective employee accountability through supervision.

-Funding to accomplish ecosystem restoration mission

-Retaining employees local to the nps area. A valuable resource that not only provides first hand knowledge of an area but also provides the visitor with a taste of the local flavor, remembering some of our visitors

travel not only across the country but around the world for the “big picture” of our parks and our country

- The NPS should remain separate from all partisan interests-we have a special mission to accomplish and cannot do so if we constantly have to play politics with whoever is in power-can't keep shifting our priorities and can't stop protecting our resources or they won't be here for future generations at all!
- Available housing for staff
- I believe that the preservation of our resources is still the most important part of our mission. However without good stewardship it can not continue. What I mean is we must reach out along lines of our youth because they will no doubt be our future stewards of our many treasures. We must reach into our inner cities and create a sense of ownership in our youth. Also we must continue to strive towards a Service which is reflective of our nation. We also have to do a better job at training, retaining and promoting within our service. It's good business when we can retain our experienced employees
- Communication skills with agencies, co-workers, field personnel, etc.
- I'm still trying to figure out how I can work full time for the government for almost two years and still not “qualify” for health insurance. Apparently, your survey falls short. In the case of STEP internships for students we are not eligible for health insurance. Also, we are hired as students and our job is conditional on us being enrolled in school but yet when I needed minor schedule accommodations to finish my degree I was told that my job could not be reconciled with my schedule
- Hiring the necessary (seasonal) rangers during peak seasons
- Superintendent needs to be a people person
- Employee involvement with major decisions when it concerns all employees
- Computer Security, IT Communications, Property Management, Planning
- Reducing the effects of political pressures on decision making
- Equality for all staff members...other than management. Open employment for all positions, not blocking positions with friends as opposed to qualified. Limited seasonals, make the permanent
- Interdivision awareness of team concept with regard to day-to-day ops. Upgrade and maintenance of park, monument, historic site infrastructure. Consistent application across all parks, monuments, etc. for regulations for visitors with regard to resource protection. Consistent agency-wide philosophy toward the application of criteria to approve bookstore literature
- Too many parks are busy trying to find ways to rent out the historic buildings through leasing programs and the park employee work areas are crumbling
- Ensure that employees have frequent training to run new programs that are within the realm of job duties
- NPS being a leader in environmental issues
- The ability to successfully fight management incompetence
- I have two primary concerns. The first involves the numerous employees that I work with who are one grade below their qualifications, including myself. When a resource manager is only a GS-9 and all of the employees below that person are GS-7 the result is low morale and decreased productivity. Second, there is more of a focus on facility management than management of the cultural and natural resources. As a result, the resources that should be the priority for management and protection suffer, which is direct contrast to the NPS mission statement
- Converting more seasonal positions to permanent positions
- Protecting/funding seasonal jobs. Increasing the number of permanent and seasonal law enforcement rangers
- Ownership, balance of professional and personal life, incentives, awards for exceptional performance.
- Employees that have no business in the interpretation field that do not want to do the task that is assigned to them
- More financial support, more staff
- Hurricane Recovery Projects
- More permanent staff is needed
- Building teamwork among staff.
- Rehab and repair backlog, NPS engineers that that don't understand conditions of park, area weather, etc and don't listen to employees causing building to fall or deteriorate
- Annuals skills training, mandatory hours in professional field and mandatory hours in elective cross-discipline field of interest-...however, there need to be more professional skills courses available for educators!
- Offer more training for the Administration Division at a accredited institution (which we have fallen short of).
- Funding of replacement structures for dilapidated visitor centers and ranger stations, especially when they are deemed at health/safety risk.

- Micromanagement by Central Offices through database management requirements. All that the too few NPS staff end up doing is being tethered to a computer; NOT DOING our jobs!
- Work w/communities
- Becoming familiar with what others in the park are doing; orientation or field trips
- The main think I see a problem with my job is not having enough time to do the job right, also it seems every new fiscal year we are already broke and can't spend any money because we don't have any, very short of staff, morale is down due to increase workload and not hiring replacements.
- Clear Communication to reduce rumors before and after changes in management.
- Ability to convey problems within a division to upper management without (very negative!) recourse from first and second line supervisors.
- Decent housing
- More NPS permanent positions.
- At (area deleted) morale is the lowest I've seen in 20 years. Leadership is a joke.
- Respect to others, love your job, defend land, environment and the calors of the National Park Service
- Providing the Protection staff with all the tools needed to carry our resource protection duties.
- Invasive species are some of the greatest threats to our natural areas in National Parks. More people need to be hired to control this massive infestation.
- Better management.
- In just wish it wasn't so hard to get a permanent job.
- All employees need to be treated the same. "Favorites" shouldn't get privileges others don't and should be reprimanded the same as others for the same offense.
- CLEAR direction on new policies that directly effect my job from upper management.
- THIS IS NOT REAL NEED FOR INTERNS AND CLERICAL HELP. BACKBONE WORKING EMPLOYEES BEING REWARDED MORE SO THAN SUPERVISOR WHO OVERSEE OPERATIONS.
- Sufficient funding to ensure the continuation of education programming, additional seasonal staff.
- The Park Services seems to have adopted a "do more with less" mentality. While this is admirable, we need to realize that this may lead to increased safety risks, as well as taking unfair advantage of our employees, especially seasonal employees. Some of our housing is substandard and extremely expensive for the lower GS employees. Also, what happens when an intermittent employee is injured and cannot use sick leave? The are charged for housing and yet have no income, and it ends up costing them money to work for the Park Service. This is not right. We talk about being a "family" and yet I do not see it.
- Ability to attend as much training as need for assorted job duties.
- Employee appreciation
- Training and team building.
- Competent senior management (Superintendent level)
- It is very important that all employees are treated equally as far as training, rules, etc.
- Reduction of other than resource protection requirements. In the way of an explanation it seems that increasingly we are overburdened with administrative minutia and a requirement to staff? Headquarters and the field operations continually get cut. Common questions are "You have a brand new building but we never see anybody in the park." "How come when we call the park we do not get a real human being to answer the phone." "Why don't we have the facilities open that we did a few years ago like restrooms, water fountains or trails?"
- Supervisors need to listen to concerns and ACTUALLY DO SOMETHING ABOUT THE PROBLEM. When a co-worker is relating inappropriately to another employee, it creates morale problems. A GS-7 in this park does NOTHING, but man the front desk and do the world's shortest guided tour when he HAS to. This situation is due to a law suit many years ago. It seems to me, that he should have a detailed job description. That would go a long way towards raising the morale of a GS-5 with a master's degree, 30 years education experience, 10 years curatorial experience and 12 years interpretive experience and yet cannot get a even GS-7. This is not to mention people who yell "you are racist" every time they don't get their way - they need to confront this behavior instead of pretending all is well. This GS-5 is now actively looking for another federal position in other federal agencies.
- Incentive awards, Unfunded Mandates, Idiotic Reporting Requirements, Too Many Chiefs
- Interested in living in current location.
- I run a laboratory within my park and have not had a budget for the past four years. I need to be able to manage my own budget.
- Reduction of overhead staff. NPS seems to be very heavy on region and WASO. Need to return to field levels.

- Clear policies.
- Not enough Law Enforcement/Emergency Services budget to get the job done. We always seem to be “just getting by.”
- Conversion of seasonal positions to permanent to ensure staffing continuity and encourage people to make the NPS a career.
- Preservation of the NS collection of historical artifacts and cultural materials.
- Value of employees.
- Honesty and integrity.
- Focus on parks and protecting the resources while promoting education and public enjoyment of these places. Stop being involved in so many special events. Provide the best visitor experiences and resources protection EVERYDAY in every park.
- BUDGET!! When you run a very important program in the park that deals with public health, and your budget gets cut almost in half, you can't run a program like that.
- Mission based decision making. Leadership selection based on demonstrated ability. Developing good leaders. Credible Superintendents.
- Term position not treated with respect no professional developed treated like a year round seasonal. Constantly told that funding is running out which makes a person very nervous and leads to poor morale.
- Lack of commitment to the term employee negatively affects the employee's ability to develop their volunteer program to its full potential.
- Contracting - a lot of new things coming along. Need budget for all the training that is required. Changes are not being adequately explained. We keep hearing and FAC-C certification that we have but no one is going into detail as to what it is. For those in the field who do not come from DOD, we don't really know what WASO is talking about.
- FUNDS we need more money to operate.
- Gaining Permanent status.
- Better morale. In 25+ years I have never seen it so bad.
- A realistic training program for Law Enforcement in respect to the time in FLETC.
- Treatment of all employees with dignity.
- Training, training, recognition of ability and advancement based on that ability without waiting for a higher grade position to open up and compete for same job location but higher grade. Nor should the employee have to ask for a desk audit, is an able leader, and cares about the resources in their care (human and otherwise).
- If the park service does not recruit skilled workers from outside the park service it will die. It is completely insular.
- Adequate funding in base budgets to fulfill the functional needs of the park.
- Making sure campgrounds are secure and well maintained.
- We have been cut by 1/2 in the interp staff from 2002-7! If we add our maintenance chief not filled and the historians job filled by not re hiring a body to replace her for the losses are as of today.
- We could do with less seasonals but a few more permanents replacing the CUTS in the staff.
- Funding the parks adequately enough to ensure that all the resources and protected and interpreted, ensuring that the parks have enough field staff to do the actual work in the park instead of too many manage by no one to implement the plans.
- Stop Micro-management, proper use of protocol, trust of position professional ability.
- Ethics - and the lack of leadership and support for ethics.
- Outreach and partnering with neighboring organizations - particularly tourism organizations such as chambers of commerce, education/school partners, and friends groups.
- Have cooperating associations with missions directly suited to park resource types, eg, Civil War, ancestral Pueblo, volcanism, montane, and etc. (Instead of blanket associations like Eastern or Western that sometimes overlook areas that don't suit their interests in say natural areas vs. cultural areas)
- Under morale, more acknowledgement from supervisors and park superintendents to employees for their dedication and hard work/work performance-not just lip service
- Budget is important because we are now being asked to do more with less. So much so that many historic sites and buildings are deteriorating at an astonishing rate. Volunteers are important in some ways but to expect the majority of the programs to be run by volunteers or partners is degrading the programs. Most Partnerships are in it not for the resource but for the money they can make from it.
- Job placement in NPS sites for career seasonals or those striving for permanent status
- Enough fiscal resources to complete priorities
- Good park supervisory staff, time management, less meetings, more work, working together in different

- divisions not against each other
- Training and education of supervisors
- Training and education for superintendents
- Training and education for administration staff
- Accountability is needed and also maybe some oversight!
- More officers are needed to protect resources. One field officer cannot protect a park area over 5,000 acres!
- Maybe a radio system that actually work would be important
- Accessibility funding
- Employee development funding
- Management must realize tht budget cut-backs have had already devastating effects on employee morale. -
- Managers need to open vacancy announcements to all qualified, not limiting vacancies to cronyism. -----
- Managers not being in “touch” with what is happening to the resources that they’ve become responsible for. Management must be held accountable to the Taxpayer for their mismanagement abilities and shortcomings.
- Sufficient support from park, region, and national administrative officers for expanded and standardized interpretive training opportunities for seasonal employees
- Getting rid of your spamming website and finding out by giving this address to the FMI/CIA/NSA and Osama bin Laden for investigation
- Need better way to develop specialized subject matter expertise among staff
- I think that people are given an over load of work due to lack of hiring sufficient help
- Respect from Supervisors and EQUITY in the way all employees are treated and the implementing of rules, not one rule for some and another for others!!
- HIRING OF NEW EMPLOYEES TO HELP CARRY OUT THE MISSION OF THE NATIONAL PARK SERVICE!!!!!!
- Respect in the work place
- Feedback from supervisor, team building activities, equality in the workplace (ie, no blatant favoritism)
- Adequate funding to manage a LE program, including appropriate/timely procurement of equipment and equipment replacement, staffing, support, and personal services
- Fair treatment of all employees
- Accountability of management, the adverse effects of political influence on park management, leadership or the lack thereof, many others
- Having at least one seasonal biotech to help me
- Morale is at an all time low because supervision is at an all time low.
- Control of Superintendent’s personal priorities/needs taking precedence over park/community needs
- Competence, initiative, tenacity, money
- Cooperation between divisions, commitment to professionalism
- Training, available funds for employee recognition
- Honest well trained fair supervision
- Communications to me is the most important issue in the Park Service
- We should be informed and not have to hear things from outside the Park. We should be informed about progress of Core Evaluations, and retirement issues and funding. I have not been able to attend training in quite a few years due to budget restrictions and the fact that certain positions are required training. All of us need training and cross training in other positions
- Funding for preservation and restoration of existing assets at the local levels. This should include sufficient qualified staff
- 1. Support from Administration and Congress
- 2. Local community involvement
- Preserving natural park resources unimpaired, increasing public funding of National Parks, decreasing reliance upon corporations and foundations and philanthropists for funding NPS operations
- I believe the public and private partnerships are very important, but they must be healthy partnerships. That is to say the full reason for the partnership existing is for the betterment of the national park and the NPS overall. Partnerships are necessary, but they must also be healthy.
- I am Very concerned with the lack of upward movement available in the NPS. It is important to me that permanent openings increase. I am only a term employee. Most job openings right now are either seasonal or term.. This is a scary trend because I really want to make a career out of the National Park Service.
- Accountability by all staff
- Supervisory training

- Fiscal management training
- Addressing and fixing problem personnel issues quickly and appropriately
- Equal Employment Opportunity
- Not being made fun of for being different, like being obese or balding
- High quality supervision; management/supervisor support
- Opportunities to provide/present required/needed training to staff
- Stop calling the law enforcement division the “protection division”. We protect the resources through law enforcement and that’s what we are, law enforcement rangers. Until management of the NPS stops treating us like bastard children that are “tolerated” we will not have the fortitude to accomplish the mission and “protect” the people that come to the units and then the resources....last time I checked, the PEOPLE are more important than the trees.
- Ability to take vacation time at a time that benefits my family
- Need to have the ability and means to work meaningfully with Congress and congressional staff, as well as across agency lines and with states to achieve common goals and purposes.
- Dual career opportunities, unfunded mandates, WASO micromanagement (down to park level), overhaul OPM regs. (make it easier to hire/dismiss people).
- Co-workers need a lot of training in administrative paperwork procedures, and an appreciation from other co-workers
- Making the NPS mission relevant and promoting Parks as American’s “Crown Jewels”
- Keeping NPS with traditional standards, not selling out to corporate sources as sponsorships. Why are we allowing motorized venues in parks on mass scale like snowmobiles? I don’t understand.
- Various forms of employee recognition.
- More permanent job opportunities
- More attention paid to details from top to bottom. There is need for management to inspect the workplace, the procedure manuals, the difficulties employees may have, etc. I realize management is busy but park of their responsibility is to personally examine all aspects of the employee’s job functions and conditions to assure adequate conditions, supplies, and needs are covered. This survey is a start from a general overview. Survey’s of other areas are always needed too, so input can come from other areas. There always is room for improvement in every area, every day, ongoing. Who decides when the building need painting, the workplace needs improvement to increase efficiency, etc? Individual’s attitudes and management knowing what they need to improve performance and productivity would help NPS, if someone would ask. Sufficient equipment and materials, sufficient staffing, adequate facilities (no holes in floor), forced retirement of useless/excess staff. Competent/qualified employees for each position.
- Adequate funding to accomplish mission, more staff members, extension of subject0to-furlough season from 13/13/ to 18/8.
- Proper equipment, career paths, mentoring
- Adequate and dependable IT resources
- The NPS websites need to have glitches worked out. Still cannot always get information that is posted due to program failures. This rolled out in August 2006, and should have the gremlins fixed by now. People cannot always bring up pages and links as they need. In this time of electronic communication, this is unacceptable.
- Equipment, salaries (pay)
- The lack of staffing due to erosion of pay to complete the amount of ever expanding reporting requirements and policies
- Quality of work life, employee morale, and advancement opportunities
- Promotion within your unit. I believe this to be very important
- Being from (area deleted) there is a lack of network and collaboration that promotes “lessons learned” in the parks. Working in isolation causes some mistakes to be repeated
- Lack of funds-lack of training-results in more costs in the long run to fix mistakes
- Promotion within unit is very important.

APPENDIX B

ANPR Survey--Open-ended responses to Question: "List as many non-profits as you believe are supportive of NPS employees".

NPS retirees

PEER, NPCA, Retirees

Recycling organizations, Boys and Girls Clubs, SCA, YCC, NCC

NPCA, Denali Foundation, ANHA, Retirees, NPS employees organization, "friends groups"

Sierra Club, Natural Resources Defense Council, The Nature Conservancy (TNC), Archaeological Conservancy, National Park Association

Many organizations are supportive of employees and NPS

Defenders of Wildlife, TNC, NPF

NPCA, Natural History Associations, PEER, NARFE, E&AA,

NPF, NPCA, ANPR

Employee Assistance Program

NPCA, NHA

TNC

NPF, NPCA, ANHA

HNHA

National Parks Conservation Fund, Sierra Club, YCC

NPCA, E&AA, Retirees

Know lots don't have time to list

Cooperating associations, NPF, Parks and Conservation Association

WNPA, Wilderness Society, Park Associations, Friends Groups

Sierra Club, Retirees, ANPR, NIA, NPCA, NPF

PEER, FLEOA, NPCA

NPF, ANHA

Sierra Club, most environmental groups, most educational groups

An anthropological association, Society for American Archaeology, Society for California Archaeology, Society for Historical Archaeology

NPF, Sierra Club, VIP's, SCA, SAGA

NPCA

NPCA, FOP, ANPR, NWF

George Wright Society, ANPR, Retirees

Sierra Club, Wilderness Society, Natural Resources Defense Council, TNC, Western National Park Association, Friends of the Island Fox

NPF, NPCA, Sierra Club, Various friends groups and associations

Friends groups, cooperating associations, NPCA, FEA

Golden Gate NPC, Point Reyes Bird Conservancy, TNC, NPCA, Earthjustice

Alliance for the Great Lakes, Save the Dunes Council, friends organizations, NPF, NSF

Crater Lake Trust, Friends of CRLA

Marine Mammal Center, Audubon Society, National Geographic, volunteer youth programs

Washington Park Fund, NWIA

Sierra Club, Friends groups, Eastern National, Blue Water, NPF

NPF, Western NPA

TNC, NHA, NOT NPCA!!!!

Sierra Club, Rincon Institute, Sonora Desert Institute, Grand Canyon National Park Foundation

NPF, ANPR

TNC

NPCA

NPCA, NHAs

Retirees, NPCA,

Cabrillo NM Foundation

NPF, Wilderness Society, Sierra Club, Defenders of Wildlife, AK Conservation Foundation, National Geographic, Smithsonian, Greenpeace, Alaska Sea life Center, NPF, Yellowstone Park Foundation,

Chesapeake Bay Foundation, The Conservation Fund, Mesa Verde Foundation, Alaska NHA

Western NPA, Retirees, SCA

NPCA, PEER, NPF, lots of environmental advocacy groups, environmental education groups and cultural protection groups
 NPCA, PEER, FOP
 ANPR, Sierra, NPCA
 Employees for Environmental Responsibility, Retirees, Sierra Club, National Speleological Society, Wilderness Society, League of Conservation Voters
 Too many to list
 TNC, State Heritage Programs, Sierra Club, Audubon Society, Friends of State Wilderness, Native Plant Society
 NPCA, Redwood Natural History Assoc., Various non-profits associated with specific parks
 TNC, the Audubon Society, Friends of the San Pedro River, Friends of Saguaro NP, Southern Arizona Birds
 The Audubon Society, National Wildfire Federation
 TNC, Sierra Club, Greenpeace, YCC
 Cooperating associations, Friends of, Retirees, some conservation groups
 NPF
 TNC, Smithsonian, Society of American Archivists, Save the Redwood League, Sierra Club, Quiet Rights Coalition, NPF, ANHA
 TNC, Various Universities, Rocky Mountain Elk, Ducks Unlimited, Trout Unlimited, Turkey Federation
 Smith River Alliance, NPCA, Save the Redwood League
 Golden Gate National Parks Conservancy, Merin Headlands Insititute, Marine Mammal Center, Cliff House, Louis' Restaurant
 All conservation groups such as the Sierra Club
 PEER, EarthJustice, Audubon, NAI, ANPR, TNC
 NPCA, NWIA, SNPA, NPF
 NPF, park associations, NPCA
 NPCA, Wilderness society, PEER (sometimes), National Geographic Society
 Grand Canyon Assoc., Grand Canyon Field Institute/park foundation
 NHA, NPF, National Speleological Society, various friends of , Wilderness Society, Audubon Society, Smithsonian, most universities, churches, youth organizations
 NPCA, Sierra Club, Wilderness Society
 ANPR, NPF
 PEER
 ANPR, NPCA, ALI, cooperating associations
 NPF, NA, NPR
 NPCA, NPF
 ANPR, NPCA, E&AA, Unilever
 Golden Gate National Parks Conservancy
 NCI, Sierra Club, Mountaineers, Skagit Alpine Club, Halfway House, many others
 NPCA, NPF, Sierra Club, communities and organizations, American Conservation Experience, various conservation groups, Retirees
 NHA, Sequoia Fund, NPCA
 Sierra Club, Trails Associations, TNC
 Local fire/rescue, local school
 NPF, friends group
 ANPR for employees, TNC, NPCA, all cooperating association bookstores for parks
 Local union, NHA
 Sierra Club, various bird observatories, National Speleological Society and related grotto 9caving clubs), SCA
 NPCA, FOP, ANPR
 Eastern National, Friends of Independence
 SCA
 Golden Gate Conservancy
 Eastern National
 NRA, National Shooting Sports Foundation, Safari Club International, Boone and Crocket Club
 TNC, Audubon Society, SeaLife Center, NPCA, Sierra Club, World Wildlife, there are too many to list
 Sierra Club, NPCA, PEER, TNC
 NPCA, NPF, Retirees, ANPR

Grand Teton NHA, E&AA
Rocky Mountain Nature Assoc.
NPF, WNPA and other cooperating associations
Natural History Associations, NPF, TNC
FEDW, EEK
Sequoia Fund, Yosemite Fund, NHAs
TPL, Sierra Club, National Trust for Historic Preservation
NPCA, National Trust, PEER
Ellis Foundation
Retirees, Denali Foundation, NPCA, Wilderness Society
ANPR
Support employees???, NPCA, Retirees
NPCA
FLEOA, FOP, NPCA, NPF
Retirees, there are others not enough time to thoroughly answer this now
REI, Friends groups, NPF, ANPR,
NPCA, Retirees, Smithsonian, National Trust
Eastern National, Sierra Club, Target Foundation,
NPF, NPCA, individual friends groups and foundations
Local school district, NPF, Retirees
USS Constitution Museum, NEMA
Friends of your park
Retirees, employee assistance program, Western and Eastern National, Sierra Club, World Wildlife Fund
NPCA, ANPR, FOP, PEER
NPCA, NPSEA
National Trust
Too many to list
Friends of NPS, Americorps
Foundations
Sierra Club
NPFNPCA, APPL
NPF, SCA
NPF, IMBA, TPL, Sierra Club
Friends of the National Parks
Armed Forces, various national foundations, Retirees
HGTV
ANPR, George Wright Society
NPF, PEER, Sierra Club, TPL, Chattahoochee River Keeper
If made aware of NPS mission to neighborhood, community, district region, ALL would be supportive
NPCA, Florida National Parks & Monuments Assoc., NRPA, SCA, cooperating associations, E&AA
Eastern National
NPCA, NPF
NPCA, National Trust
Too many to list
E&AA
SCA, Retirees, status of the parks
Maryland Coastal Bays, AMSA
NPF
NPCA, National Council on Public History, Organization of American Historians, Retirees, TNC
PEER
SCA, United Way, Red Cross, AARP, Americorps, Wilderness Society, Sierra Club
NPCA, friends groups
BSA, Sierra Club, TNC
NY Open Space Institute, American Farmland Trust, Agricultural Stewardship assoc.
TPL, Cuyahoga Valley National Park Assoc.
All environmental groups, Friends of the NP at Gettysburg
EN, NPF, Western Parks Assoc. friends groups
NPF

NPCA

Gettysburg Battlefield foundation, NPCA, CWPT, NTHP, SHPO's, volunteers of all kinds that are our margin of survival right now

CCNP, SR, PEER, ANPR, FOP, Sierra Club, NRDC

NPF, NPCA, EN, ANPR

E&AA, EN, NPCA

NPCA, NTHP, Gettysburg Foundation

NPF

NPCA, NHA's

Pew Charitable Trust, Lights of Liberty

Friends groups, NEA, EN, NPF, volunteers

TNC

Btneq, Americorps

NPF, friends groups, EN

Statue of Liberty/Ellis Island Foundation, Save Ellis Island

NPF, Sierra Club, Wilderness Society

ANPR, Retirees, NPCA

ANPR, Retirees, PEER, NPCA, NPF

NPF, friends of such and such park

Eppley Institute for Parks and Public Lands

ANPR

Isle Royale NHA, NPF ANPR

EN

Sandy Hook Foundation

BSA, GSA

Friends of the Smokies, Trout Unlimited, Tennessee Brookies, Federation of fly Fishers, Great Smoky Mountain Assoc.

TNC, EN, Maryland Coastal Bays Program

Wilderness Society, Sierra Club, TNC, TPL, friends groups, Civil War Roundtables, SCA

History assoc., sorry but not much else

NHAs

Friends groups, Open Space Institute, town historical society

EN

Retirees, NPCA

NPF, Potomac Conservancy, C&O Canal assoc.

NPF, ANPR, NAI, TNC, Audubon Society, universities

TNC, TWS, NPF

History assoc., friends groups, NPF

Potomac Appalachian Trail Club, Sierra Club

NPS associations, friends groups, NPF, NPCA

NPF

Friends of Gateway, TNC, NPF

NPF, Jefferson National Parks Assoc., NPCA, Cooperating assoc. across the country, (approx. 30 or more), friends groups

NPCA, Wilderness Society, Sierra Club, National Wildlife Federation, American Assoc. of State and Local Historians

Discover Life in America, Friends of Great Smoky Mountains, Great Smoky Mountains Assoc.,

Cornerstone Foundation

KEWE Advisory Commission, Isle Royale NHA, Weorge Wright Society, Society of American Archivists

Friends of the Parkway

Retirees

CWPT, CVBT, NTHP, NPCA, NPF

Retirees, NPCA, maybe Historic Preservation Assoc.

NPCA, Sierra Club, TNC

NPF, EN, Other history associations directly related to the individual parks

NPF, National Endowment for the Arts, National Endowment for the Humanities, Tauck Foundation, NE

Arts Council, NE Humanities Council, State Historical Society

Mount Rushmore Society, Mount Rushmore History Assoc.

ANPR
 NPF
 NPCA, PEER, all coop. assocs.
 National Wildlife Federation
 Friends of Gateway
 Civil War Preservation Trust, NPF, Retirees, friends groups
 EN
 EN, Wright-Patterson Air Force Base, Carillon Historical Park
 NPF, NPCA, National Trust, NAI
 BSA, GSA, local governments
 None, each has their own agenda
 Friends of the Everglades
 EN, NPF, NPCA
 NPF, South Florida National Parks Trust, NPCA, Retirees, NAI
 Sierra Club, Save the Dunes, Chicago Wilderness, Audubon society
 RMEF
 None
 NPF
 E&AA, Retirees
 TNC
 American Red Cross
 NPF
 Grand Canyon Assoc.
 NPF
 Island Alliance, Audubon Society, Trustees of Reservations, Nature Serve
 NPCA, Retirees
 NPF
 National Trust
 NPF, NPCA, TPL
 Sierra Club, Audubon Society, NPF, TNC
 Assateague Coastal Trust, Maryland Coastal Bays Program, Ducks Unlimited, ANPR
 NPCA, all partner associations
 Civil War Preservation Trust, EN, TNC, Grand Canyon Assoc. Traveller Riding Club (Fort Lee Assoc.)
 NPCA
 Glen Canyon NHA, John Wesley Powell Museum
 NPF, NPCA
 Big Thicket Assoc.
 NHA, Sierra Club
 NPF
 ANPR
 Center for Biological Diversity, Sky Island Alliance, NPCA
 TNC
 PIRG, Sierra Club
 Blue Ridge Parkway Foundation, Friends of the Blue Ridge Parkway, Company of Over mountain Men
 Sierra Club, Wilderness Society, Protect our Parks, Friends of (insert park here almost every park in the
 country has a local friends group)
 EN, City Parks Alliance, NAI, NPCA, NPF, SCA, Conservation Fund, Retirees
 EN, National Trust, Saugus River Watershed Council
 REI, Friends school, Beryn Heights Elementary
 SCA, friends of national parks
 NPF
 Retirees
 NPCA, Wilderness Society, Sierra Club
 EN, NPF, ANPR, NPCA
 NPF, NRPA, coop. assocs.
 Friends groups, chambers of commerce, park associations, environmental organizations
 ANPR, NAI, NPF, NPCA
 SCA, NPCA, George Wright Society, park specific friends groups and universities

NPF, NPCA, ANPR, Retirees
Civil War Preservation Trust, NPF, NAI
NPF, Sierra Club, TPL, TNC
NPF, Retirees
Shenandoah National Park Assoc. NPF, Potomac Appalachian Trail Club
Federal government
NPCA, Sierra Club, TNC
NPF, Friends of Rock Creek's Environment, Friends of Pierce Mill, Grand Canyon Assoc., EN
NPCA, SCA, Alice Ferguson Foundation, YCC, NPF
NPCA, SCA, DFW, Audubon Society, TNC, park friends groups, park bookstore assoc.
NPF, Retirees
NPCA
EE)
Sierra Club
Arbor Day Foundation
NPF, NPCA, Theodore Roosevelt Assoc., Boone and Crocket Club, Battery Conservancy, NPNH
Conservancy
PEER
NPCA, NPF, Sierra Club, TPL, National Geographic, historical societies, American Forests, American
Rivers
Concessions, SCA, Intake programs
Cooperating assoc. NPF, NPCA, NAI
NPCA, EN
Kansas Park Trust, NPCA, TNC
IMBA
TNC, NPCA, National Trust, park foundation, cooperating assoc.
Friends of PRWI, Wolf Trap org.
Rural/Volunteer fire depts. Salvation Army, American Legion. VFW
Retirees, NPCA
NAI, EN, SC Association of Museums, NPCA, friends groups, SCA, ANPR
NPF, Retirees,
DEWA Citizens Advisory Commission, FOP, Salvation Army while on disaster relief efforts
NPCA, National Trust
American Institute for Conservation of Historical and Artistic Works
Friends groups
NAI, NAAEE, NPCA, NPF, Sierra Club, TNC, Retirees, ANPR, Audubon society, American Littoral
Society
EN
NPF, Western National, Eastern National, Sierra Club, TNC, ANPR
Retirees
Individual park assoc.
NPCA, PEER, ANPR, Sierra Club, Wilderness Society
Western MD Interpretive Assoc.
NPCA, PEER, Retirees
Friends of Independence, Pew Charitable Trust Fund
Coop. assoc. In general, APPL, friends groups, NPF, NPCA
Friends groups, history assoc.
NP NHAs
Coop. assoc.
Unilever and its projects with the NPS
Greater Washington National Parks Fund, NPF, EN, Friends of Prince William Forest Park
NPF, TNC, NHAs
Florida National Parks Trust, Everglades Assoc, Friends of Big Cypress, NPCA, NPF, ANPR
NPF
Local assoc., Retirees
Unilever
National Registry of EMT's
EN, Civil War Roundtables, BSA, chamber of commerce

Friends groups in general
 Neighborhood organization put together to better the understanding of the park mission as it interacts with community interest
 NPCA, Retirees
 Los Compadres
 Cooperating assoc. ENPA, WNPA, NPCA, Retirees, NLC, Albright Grants, NPCA, Audubon society, SCA, World Wildlife Fund
 NPF, Sierra Club, NPCA, SCA
 None
 Cuyahoga National Park Assoc. Western Reserve Historical Society, EN, BSA, GSA, YMCA, Boys and Girls Clubs
 Wilderness Volunteers, Sierra Club, Friends groups to parks, WNPA, Landmark, southwest Conservation Corps, Western CO Conservation Corps, PEER, various universities
 National Trust
 Support protection of natural resources
 NPF, Tauck Foundation, Friends of Independence National Historical Park, Pew Charitable Trust, Historic Philadelphia
 Can't think of any that are supportive of the law enforcement program of the NPS
 Sequoia NHA, NPF
 NHA
 EN, E&AA, NPCA, ANPR
 NPF, NPCA, NSF, all relevant friends groups and NHAs
 None of your business
 NPCA, National Trust
 Don't trust non-profits, I think some have a hidden agenda
 NPCA, national park associations
 Tree's of Hawaii
 No time to think about this-sorry
 NPF, Potomac Conservancy, Nature Conservancy, C&O Canal Assoc., Friends of Historic Great Falls Tavern, C&O Canal Trust, ANPR
 APPL
 NPF, EN, Accokeek Foundation, Chesapeake Bay Foundation, Anacostia Watershed Society
 ANPR
 NPCA
 ANPR, George Wright Society, NPF, NPCA, Sierra Club
 NPCA, cooperating assoc.
 Cajun French Music Assoc.
 Sequoia For Youth, Naturecorps, Sequoia NHA, SCA, Wild-Link and others I can't think of or don't know the names of
 NHA
 NPF
 NPCA, NAI
 NPCA, TNC, NPF, Wilderness Society, Sierra Club, Retirees, NHAs
 NPCA, PEER, Retirees, Wilderness Society, Defenders of Wildlife
 NPCA, NPF, EN, Badlands NHA, Friends of the Smokys
 NPCA
 ANPR, FOP, NPF, SCA
 Other Federal agencies, State agencies, local agencies, non-profit watchdog groups, museums
 EN, Sierra Club
 NPF, NPCA, Retirees
 NPCA, NPF, TPL, Conservation Fund, Western Parks Assoc, various park friends groups, League of Women Voters, National Geographic
 NPCA, ANPR, NAI
 Outside Las Vegas Community Service, BSA, GSA, boat assoc.
 Save the Dunes, Sierra Club, Boy and Girls Clubs, local churches, local governments, BSA, SCA, NOVA, park volunteers and the military
 Sierra Club, parks conservancy

Friends groups, the average visitors
NPF
Hawaii NHA, private partners, TREE
Save the Redwoods League, Goldman Foundation, Golden Gate National Parks Conservancy
FOP, FLEOA, Audubon Society, National Geographic, Sierra Club
Denali Education Center
NPCA, FLIOA, IACP, Wilderness Watch
EN, NPCA, various friends organizations, other coop. assocs. ANPR
NAI
San Francisco Maritime Park Assoc.
Sierra Club, Wilderness Society, NPCA, Greater Yellowstone Coalition, Retirees
NPF
Manila Assoc. Kawerak Inc.
South Florida National Parks Trust Fund, NPF, Unilever
TNC, Volcano Art Center, Friends of Volcano National Park, NPCA

APPENDIX C

ANPR Survey--Carry-over responses to Question: "Which best describes the location of your position...OTHER."

Inventory and monitoring (I&M) network.
Don't know if I work for the park service or affiliated area (site name deleted).
Accounting operations center (AOC) in Herndon, VA.
I&M network headquarters.
An NPS administration office.
NPS administration office.
Harpers Ferry Center HFC).
Fire Program Management Center, Boise ID.
Washington office (WASO) employee, stationed outside of DC.
Regional program based at a park unit.
Denver Service Center (DSC).
(park name deleted).
We are a (site deleted) information center.
National Heritage Area.
HFC.
HFC.
DSC.
Training.
Supervisory Forestry Tech.
Park Ranger, outside, not in office.
Operation of supply for the (park name deleted).
WASO, in Northern Virginia.
Trail Crew Supervisor.
AOC.
HFC.
Term position at (park name deleted).
A Regional Office, but duty-stationed in a park unit.
Visitor use assistant.
Administrative Interpretive Design Center.
An affiliated site under the administration of a Park Unit.
Affiliated area (site name deleted).
A headquarters office about 100 miles from either of our resources.
Term Employee at (park name deleted).
Assistant/clerk.

Midwest Region Park.
Park.
Park.
Affiliated Site.
A park in the field.
A park.
Bb.
Field office.
The (park name deleted).

APPENDIX D

ANPR Survey--Carry-over Responses to Question: "Which best describes your position--OTHER".

IT.
(Specific function deleted).
Secretary with GIS.
Inventory and monitoring (I&M) of natural resources (science, not management).
IT specialist.
Concessions Division specifically a concession specialist.
LE Dispatcher.
I&M.
Combination, none dominant of the following: natural resources and cultural resource management, safety, tribal liaison, planning.
On Superintendent's staff.
Public Affairs.
Purchase agent.
Concessions.
Fees.
Planning and environmental compliance.
GIS specialist, supporting natural and cultural resources, planning, management.
A trainer.
IT.
Planning and Environmental Compliance.
Occupational Health and Safety and hazmat programs manager.
Public affairs.
Project management.
Planning, environmental compliance.
Office of special park uses, fees.
Concessions management specialist.
Professional services.
Planning and compliance fee.
Fee program manager.
Park planner.
Landscape architect.
Law enforcement.
GIS.
Visitor use assistant.
Fee management office.
Visitor use assistant.
Planning and compliance.
Park communications center.
Managing various programs and projects.
IT.
Dispatcher.
Maintenance duties and assist the curatorial staff on a regular basis.
Three way split between maintenance, administration (IT), and natural resource management.

Engineering and contract administration.
GIS.
Project manager/architect.
Museum technician.
Equal opportunity.
IT specialist.
Finance accounting/auditor.
Budget.
Business services (concessions, recreation fees, leasing).
Park fee manager, but recently assigned to concessions, also PMIS, SCC and GPRA.
Trail crew supervisor.
Trail crew supervisor.
Trail crew supervisor.
Landscape architect-technical.
IT.
Fee collection manager.
Concessions.
Ecosystem restoration.
Fee collector.
Fee Program.
Museum curator- both cultural and natural resource management.
Office administration assistant. Working with public, contractors, assist in different divisions.
Visitor use assistant.
Environmental compliance which includes all natural, cultural and human environments. Community assistance and partnerships.
Park safety officer and volunteer coordinator.
Land acquisitions.
Visitor use assistant.
Program assistant to chief ranger.
Museum technician cataloging and preserving archeological project information.
Property office.
Program assistant.
Concessions and planning.
Fees, visitor use assistant.
Environmental planning.
Business management (concessions, permits).
(Position deleted).
Park management assistant.
Facility management systems specialist.
Visitor use assistant fee collector.
Visitor center assistant.
Fee division.
Recreation fee program.
Member of the senior management team.
Management assistant.
Business management.
Public affairs.
Fees.
Property office.
Communications and legislation.
Planning-project management.
Visitor use assistant.
Public affairs specialist.

APPENDIX E

ANPR Survey--Carry-over Responses to Question: "In which region do you work...OTHER".

(Specific office deleted), Washington office (WASO)

WASO

WASO, duty stationed (location deleted)

Harpers Ferry Center (HFC)

National fire office, Boise, ID

WASO

Accounting operation center (AOC) is under WASO.

HFC.

Service center.

WASO.

WASO.

WASO.

AOC.

WASO.

AOC.

AOC.

APPENDIX F

ANPR-Survey--Carry-over responses to Question: "What is your single most important item?" Items below top 10 in rank order, and items receiving one vote each.

ITEMS IN RANK ORDER BELOW TOP 10:

11. Health care benefits
12. Retirement planning programs
13. Leadership training
14. Historic education programs (tied with FLERT)
15. FLERT (tied with historic education programs)
16. Short term job rotations
17. Collaboration with colleagues (tied with youth programs & recruitment)
18. Youth programs (tied with collaboration with colleagues & recruitment)
19. Recruitment (tied with collaboration with colleagues and youth programs)
20. Diversity of staff
21. Benefits other than direct compensation
22. Development of public/private partnerships to support NPS
23. Cultural education programs
24. Diversity outreach programs
25. Volunteer programs (tied with 2016 centennial celebration)
26. 2016 Centennial celebration (tied with volunteer programs)

ITEMS RECEIVING ONE VOTE EACH:

More opportunities for advancement to other sites.

Year around work.

Fairness in merit promotions.

Downgrading of pay grades within interpretation-making GS-5's do the work of GS-7s and 9s with no career advancement.

Cultural resource with Native American and Native Hawaiian as partners in research.

Integration of sound science with resource management.

Sufficient Federal funding.

Protecting the resource, both cultural and natural.

Law enforcement stove-piping.

Sufficient staff to protect resources.
Utilization of my skills and abilities.
Making better choices with what's already available to us.
Leadership in general.
That I personally make a maximum contribution to the health of the NPS system.
Protecting the resources while supporting the NPS mission.
Motivational leadership.
Lessening heavy-handed govt. intrusion into public uses of resources.
Subject matter training.
AUO (administratively uncontrolled overtime).
Re-assess "Ranger Career" appointments and do something, not just lip service.
Interesting and meaningful work.
Fund the LE operations to keep up with LE needs.
Crime and corruption.
Finding the right people is imperative not just people that appease supervisors but get along with everyone.
Training.
Time/employees to do preventive maintenance on historic buildings.
Decent management, not politically motivated.
In place career advancement opportunities-including hiring permanent staff locally, and retaining them locally.
Compensation for actual work performed.
Communication re: required training details.
Protecting the environment and history.
Employee development/help employees move up from GS 4/5 up ladder, and employ current employees year around.
Job security.
Integrity and honesty from upper management.
Incompetent supervision/management.
Promotion opportunities.
Training.
Respect, honesty, intelligence.
Accountability.
Curriculum based education programs for local community.
Counting the days until retirement.
Need to fill more perm. positions (not with term positions).
I cannot pick just one.
Educate/promote secretaries to mgmt. positions.
Preserve and protect the resource.
Training to meet expectations of job.
As for personal priorities, I would like to be a permanent employee.
Stop making rules that make your job harder to complete. Listen to those in the field before making arbitrary decisions that affect field staff.
What is my job?
Improve leadership and management within NPS.
Inventory/mgt. of park property.
Opportunities to learn in diverse areas.
Competent ethical leadership in middle management-lack thereof.
Permanent employment availability.
Front line staffing.
Destroying phisers.
I would like to see an opportunity for advancement/promotion. This job ends at GS-06.
Enough money to do a good job.
Job satisfaction and feeling of accomplishment.
Vehicle maintenance.
Professional accountability.
Xyz.
Efficiency of internet programs.
Training.