

Association of National Park Rangers

Board of Directors Meeting

MINUTES

April 27, 2021

Time of BOD Meeting – 5:30PT/8:30ET

Attendance (Secretary)

- Members Present: Paul, Tom, Bill, Jonathan, Tim, Jeanette, Lauren D., Lauren K., Reghan, Rebecca, Jan
- Members Absent: Elsa (excused)
- Others: Chris, Melissa

Approval of Minutes from the previous BoD meeting(s) (President):

- Motion to approve by Rebecca, Second by Tim - passes unanimously

Treasurer's Report:

- Financials for March, FY2021 and the budget for FY2022 were distributed earlier in the month. Budget outlook for FY2022 looks very positive, if everything goes as planned.
- Current balances:
 - Wells Fargo Checking = \$11,168
 - First Internet Savings = \$37,666
 - Vanguard = \$192,145.84
- Net Income FY2021 \$6,708

Old Business (President):

- (Chris) Followup to American Income Life offer for supplemental insurance benefits
 - Tabled from last meeting
 - Emails have addressed questions, very positive feedback received
 - Motion to approve ANPR agreement with AIL by Jonathan, Second by Reghan
 - Discussion: want to make messaging clear not a sponsorship and merely an informational on an available resource; not so much insurance but a discount available for healthcare costs
 - Passes Unanimously

New Business (President):

- (Paul) Discussion and Decision: We need to establish an Election Committee. We need three members, minimum, including someone from the Board. Volunteers? Ideas for members? Candidates to contact about running for the Board? Positions for this year include - President Elect, Fundraising and Membership.
 - Tim will participate on committee

- Committee candidates? - Mark Herberger, Kristine Brunzman, Marin Karraker, Kendall Thompson, Ahmad Toure, Jamie Richards - send names to Paul
- (Bill) ANPR needs to establish a “street address” in addition to our current PO Box. Twice recently we have been asked for a street address. BOD action will make this official, in case there is ever a question.
 - Motion: Until further notice, the ANPR street address will be 5625 N Wilmot Road, Tucson, AZ 85750.
 - Second by Rebecca
 - Passes unanimously
- (Chris) Should ANPR offer to submit reviews of the NPS Uniform?
 - Jan had mentioned in passing that there’s no place to review the NPS uniform.
 - As we’re all well aware that opinions on the uniform are numerous and it’s a central component of Rendezvous even amongst the attendees that no longer wear it.
 - Therefore does ANPR want to host this?
 - I’ve built a test page here: anpr.org/nps/uniform
 - If desired, what questions should the review contain?

Submit A Review

Overall Product Rating

1 ●●●●● 5

Product Fit

Just Right ▾

Comment

Comment

Submit

- Discussion: Not something currently available through NPS or VF but ANPR’s submissions could be available to either; don’t want to tarnish any positive current relationship ANPR has with VF; Jan on Uniform Committee - next meeting 5/13
- Tabled until next meeting after Uniform Committee feedback? VF plans for RR and possible usage of information? (Jan will send Chris VF contact info)
- (Chris) Can I continue to work with Interior FCU on a proposal to offer ANPR members that don’t have access to the TSP employer match some sort of financial benefit.
 - I have nothing substantive to report at the moment. I’ve spoken with Interior a few times this month about advertising in Ranger which they’re agreed to for the next two issues, as well as attending Rendezvous.

- Asked in passing if there was any way we could work with them to offer seasonals an incentive for opening a retirement account and there may be something there but I don't know what at present.
- Will continue discussions.

Reports:

- President:
 - Attended the second quarterly meeting of the North American Ranger Forum, a group of the IRF organizations in North America.
 - Contacted Deputy Director Shawn Bengel to learn more about what ANPR needs to do to gain NPS approval for NPS employees attending our Ranger Rendezvous (with their supervisor's approval) to be reimbursed for Rendezvous related expenses, similar to what NPS allows for NAI and a few other national conferences. Deputy Director Bengel has asked the Comptroller to explore the issue.
- Secretary: Nothing additional to minutes.
- Treasurer:
 - Independent contractor agreements for FY22 have been signed by the Business Manager and the Publisher of Ranger Magazine.
 - As reported earlier, we continue to work with Dr. Will Moreto at the University of Central Florida and one of his PhD candidates on a survey of ANPR members (and perhaps other NPS employees) pertaining to the evolution of law enforcement attitudes, leadership, training and other aspects among NPS protection rangers. They plan to work with us to design the survey and distribute it. Once the draft survey is provided to us, we will get input from others. They will plan to report on preliminary findings at the RR in Jacksonville.
- Past President: Nothing to report, will tie in with Melissa.
- Business Manager:
 - Worked with Jeanette to launch the Spring Campaign. Thank you to many of you have already donated! If you haven't check it out at anpr.org/spring.
 - Worked with parkhousingreviews.com to get our ad placed on their site. Hope to have more contact with them going forward.
 - USA Hire Updates
 - 5 of new members and at least 2 donations that came in recently specifically recognized our involvement as the reason for joining.
 - As of 4/24:
 - We've received 91 comments
 - The page has been viewed 1,700 times
 - Comprises 21.4% of our total non-homepage web traffic since 2/23
 - Recommend we post more content to this page to benefit from the traction
- RR44 Manager:

- RR44 management team has been meeting and plans are progressing well. Article for the next edition of Ranger will be submitted to Melissa by the April 30 deadline. Website will be regularly updated with current information, and information will be distributed in the upcoming newsletters.
 - Ranger holding about 3 pages of space
 - Melissa recommends “sidebar” about facilities
- Planning invites to RR:
 - Secretary Haaland
 - Asst Secy Estenoz
 - NPS Director
 - AD Flynn
 - AD Medema
 - Chief Leonard
 - RD Stan Austin (for welcoming)
 - Supts of TIMU and CASA (for welcoming)
 - Issue presenters (e.g., housing, hiring, uniforms, ??)
- Education and Training:
 - Working with committee member Demmy Vigil to poll NPS areas in Florida to determine which level of Operational Leadership training may be most needed during RR44. The instructor I’ve recruited suggested we go with a 4-hour refresher (of the 16 hour class).
 - Responded to mentor requests and related questions that came in through our website.
 - [Discussion] What suggestions do Board members have on whom to contact to deliver training at RR? Instructors for retirement and ACE? - send names to Tom
 - Ann Vanderslice
 - ACE - Barbara
- Fundraising:
 - Led fundraising committee call on 4/13 and finalized our goals for the spring fundraiser
 - Fundraiser going well so far, runs through end of May (5/31)
 - Drafted and sent letter to Paul & Chris announcing the spring fundraiser to ANPR membership
 - Organized spreadsheets on shared drive to include 2021 contacts made and donations received (for RR)
- Internal Communications: Nothing reported.
- Membership Services:
 - Connected 4 members to prodeals
 - Attended the fundraising committee call on 4/13
 - Secured bison stained glass piece for super raffle
 - Reached out to prolink folks about potential super raffle prize

- Currently working on letter to be sent to members at time of renewal/joining
- Professional Issues:
 - Reviewed Housing Policies, specifically rent setting standards
 - Met with a prospective employee regarding strategies to improve her candidacy (contacted after watching RR 43.0 presentation)
 - Reviewed USAHire Article for *Ranger*
- Seasonal Perspectives:
 - Directed more applicants to our USAHire letter - all were in agreement that it is an unfair assessment. It is time intensive and difficult to complete in remote locations without reliable wifi.
 - Spoke with seasonals interested in RR45 - promoted Supernauth Scholarship, professional development, and networking opportunities.
- Government Affairs:
 - Attended webinar on “Assessment in 2021: An Overview of Evaluating Candidates for Federal Vacancies” hosted by DOI Human Resources. There have been some changes in policy and guidance regarding implementation of E.O. 13932 & Personnel Bulletin 20-21 as of March 22, 2021. The main change of importance to ANPR regarding our letter of Feb. 17, 2021 is that temporary or term positions (including seasonals) will not be required to take the USA HIRE testing secondary assessment. It was “determined that USA HIRE is not a good assessment tool for seasonal employment”. Because of the high volume of seasonal applications, DOI is still looking for guidance from OPM on what would be a better secondary assessment, but for now USA HIRE is not it. I’m still trying to “ground truth” verification from NPS, but if true, this is great news for our seasonal applicants.
 - Still using for permanent hires.
 - Active employees please keep Rebecca up to date with on the ground happenings
 - Attended virtual quarterly North American IRF Ranger Forum meeting. ANPR was well represented.
- Strategic Planning:
 - Assisted with Rendezvous 44 planning
 - Drafted article for Ranger magazine regarding Rendezvous 44
- IRF Liaison: Nothing reported.
- Editor:
 - Still working on HR issue
 - Would love to see something on Dual Career, Uniforms, etc. - sidebar with Melissa

Executive Session Meeting of the BOD [Wade]:

- Motion by Bill to honor contract incentive to raise Ranger Editor's salary to \$3500/issue -
Second by Tim - Passes Unanimously

Adjourn: 8pm MT

Next meeting: May 25, 2021