



# United States Department of the Interior

FISH AND WILDLIFE SERVICE  
Washington, D.C. 20240

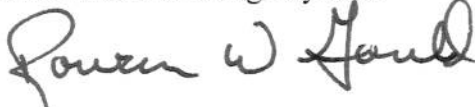


In Reply Refer To:  
FWS/ANRS/DRLE/049930

NOV 18 2011

## Memorandum

To: Regional Directors, Regions 1-8  
Chief, National Wildlife Refuge System

From: Deputy Director 

Subject: Implementation of Refuge Law Enforcement Officer Transition to  
GL-1801 Federal Wildlife Officer Classification Series

The job classification series for Refuge Law Enforcement Officers will be moved from GL-0025, Park Ranger series to GL-1801, General Inspection, Investigation, Enforcement, and Compliance series. The OPM classification standard for the Park Rangers, GS-0025 series involves functions such as park conservation; natural, historical, and cultural resource management; and the development and operation of interpretive and recreational programs for the benefit of the visiting public. The general enforcement of laws and regulations is included; however, in a very broad nature along with interpretation, forest and structural fire control; protection of property from natural or visitor related depredation; and search and rescue.

The GL-1801 series covers positions which, "...supervise, lead, or perform inspection, investigation, enforcement, or compliance work." This series is applicable when the work of the position, "...is covered by two or more administrative occupations in the General Inspection, Investigation, Enforcement, and Compliance Group, 1800, and no one occupation predominates; or is consistent with this occupational group but not covered by an established series in the 1800 group." Whereas no single occupation group covers land management or resource based law enforcement, the Department has established a Land Management Law Enforcement Officer Standard Position Description for the GL-1801 Series. The Service will also transition to an organizational title of Federal Wildlife Officer to denote Refuge Law Enforcement Officer.

This transition away from the Park Ranger, GL-0025, series will further professionalize the Refuge Law Enforcement Program and will establish more consistency with other land management law enforcement programs such as Bureau of Land Management Rangers and U.S. Forest Service Law Enforcement personnel. This series will allow for improved recruitment efforts and will enhance the recognition of the Federal Wildlife Officer as a conservation law enforcement position, distinct from Park Ranger positions. Federal Wildlife Officers routinely provide emergency support functions both in and around the refuge as well as in their

communities and have been recognized for their contributions during significant incidents such as providing support during hurricanes, floods, etc.

Federal Wildlife Officers facilitate the "Big Six" priority public uses while providing protection for the natural resources, wildlife and the public themselves.

Federal Wildlife Officers protect the natural resources on foot, by boat, all-terrain vehicle, snowmobile or snow machine, aircraft as well as by off-road utility vehicles. They are responsible for easement enforcement investigations, endangered species monitoring, hunting & fishing management support, and serve as educators and ambassadors for the National Wildlife Refuge System.

The generalist park ranger series is used by the U.S. Forest Service, U.S. Fish and Wildlife Service as well as the National Park Service to identify Visitor Services/Interpretative functions. They are generally the first government official a visitor encounters to obtain information, pay entrance fees or camping fees. They may or may not be fully versed on the various rules and regulations within their jurisdiction, however, the Federal Wildlife Officer will be knowledgeable and educated regarding changes in regulations, laws & rules and are able to articulate to the public the reasons for change.

The Human Resource Offices in each region will coordinate with appropriate supervisors to initiate personnel actions to convert all full-time, GL-0025 Park Ranger (Refuge L/E) to this new GL-1801 Land Management Law Enforcement Officer/Federal Wildlife Officer series by January 29th, 2012.

Dual Function officers will not be affected by this transition and will remain in their primary series descriptions. Supervisory Refuge Law Enforcement Officers, Zone Officers, Law Enforcement Specialists, Easement Enforcement Officer and all other law enforcement positions involved in Refuge Law Enforcement will be transitioned at a future date.

Enhanced retirement under 5 USC 8336(c) and 8412 (d) has already been established for this position.

Questions regarding these procedures may be addressed to Jim Hall, Chief, Division of Refuge Law Enforcement at (703) 358-1895.