

Natural Resources Career Development
Steering Committee

Meeting Minutes
12-13 Dec 2007
Huntsville, AL

1. Review status of NRMOTS. – Lacy Evans provided a short update on the design and development of the on-line course. The Committee noted that the decision was made to not include a certificate after each lesson or course, but to there will be some type of visual of what an individual has completed. Lacy is targeting the May-Jun timeframe to have the product on the street. Steve Austin stated he would like to brief MG Riley prior to the deployment of the course and we will need to have a memo for MG Riley's signature for the launch of the course. In this memo, there must be specific direction to the IM arena to ensure folks have up to date Quick Time Player in order to have any of the products that we use for training in the NRM Community to work. TASK: Lacy draft a memo for NRMOTS launch and ready for review by chain of command.

2. Review status of Recruitment CD. - Heather Burke gave a short brief on how the video work and the design and editing work. The PDTs goal is to have this product finished and on the street by Fall of 2008. The PDTs next task is story board for the editing process of the CD. Steve suggested the PDT get with Patty Williams or Beverly Noel as they are developing a marketing strategy for the NRM/Ops Community and the recruitment CD should become a part of this marketing tool. The PDT still plans to contact Nancy Rogers and Greg Miller for some film footage from their work on the "Corps' Story" DVD for Visitor Centers. TASK: Heather contact Patty Williams and Beverly Nol to start negotiating the inclusion of the CD.

3. Review of NR Distance Learning Consortium. – Marilyn Jones provided a short brief about the Consortium. The Consortium is a potential avenue for folks who do not have the required 24 credit hours of sciences to qualify for the 401 series to get those credits. It is also the avenue for continuing education or to get a degree or another degree in the natural resources sciences.

4. Review Matrix – The projects and issues matrix was reviewed to bring up to date with current project work and to identify issues the Committee should address.

5. Review and update web pages. – TASK: Between Heather and Marilyn this will be conducted and all links brought up to date.

6. “Take Aways” from the EN/NRM Conference – Marilyn briefed the Committee on a few items that were brought to her attention at the Conference.

- 5% Cap under NSPS for transfer/lateral move from a 0025 to a 0401 position. – Some examples were discussed of where an individual had applied for a position and then pulled their name back when they found out the move would not be a promotion. It was found that under NSPS, if you move to another position in the same pay band, it is simply a transfer/lateral move and the individual would be capped at 5% (\$3,000+) in pay increase. Whereas under the old TAPES system, an individual could actually see potentially \$10-12k in pay increase. TASK: Mike LaFrentz will canvas the Divisions and Districts to consolidate a list of issues and concerns about NSPS, this salary cap issue, etc. Prior to this, Marilyn and Steve will develop a generic statement for the MSCs and District Commanders to gather this information without

- NRM Park Ranger CoP.
- Natural Resources Certification Program

7. Park Ranger Safety – Albuquerque District Incident