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

[X] Approved under the Civil Service Retirement System, 5 USC 8336(c)

[X] Approved under the Federal Employees Retirement System, 5 USC 8412(d)

Category of Coverage: Secondary/Administrative (LEO).

Bureau: Bureau of Land Management – Bureau wide.

Classification Title: Staff Law Enforcement Ranger.

Organization Title: .

Position Number: LE124 Series and Grade: GS-1801-11/12.

RECOMMENDATION FOR COVERAGE REVIEW:

Secondary administrative coverage under CSRS and FERS is recommended for this position. This is a Bureau Standard Position Description

This position has administrative duties in an organization having a law enforcement mission. The primary purpose of the position is coordination, planning, implementation and oversight of the LE Ranger function and unauthorized use activities through the enforcement of Federal laws and regulations relating to the public lands and resources managed by the BLM. Position requires knowledge of basic laws, regulations, and policies relating to management of public lands and how these laws, regulations and policy affect the development and operation of the BLM law enforcement function.

The position requires prior law enforcement experience and is clearly in an established law enforcement career path.

FLERT HR Specialist (PDs) — Date: 8/1/05

Bureau Program Designee — Date: 7/25/05

Michael Gillmore, DOI Fire & Law Enforcement Retirement Team Lead — Date: 08/01/05

APPROVAL: The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement and retroactive to the classification date of 06/30/05. Approval is by DOI Secretary's Designee.

Deputy Assistant Secretary, Performance, Accountability and Human Resources — Date: 8/3/05

(DOI Revised 01/99)

POSITION DESCRIPTION *(Please Read Instructions on the Back)*

1. Agency Position No.: LE124

2. Reason for Submission: [x] Redescription [ ] New [ ] Reestablishment [ ] Other

3. Service: [ ] Hdqtrs [x] Field

4. Employing Office Location:

5. Duty Station:

6. OPM Certification No.:

Explanation *(Show any positions replaced)*: Replaces LE121 Staff Law Enforcement Ranger, GS-1801-12

7. Fair Labor Standards Act: [x] Exempt [ ] Nonexempt

8. Financial Statements Required: n/a [ ] Executive Personnel Financial Disclosure [ ] Employment and Financial Interest

9. Subject to IA Action: [x] Yes [ ] No

10. Position Status: [x] Competitive [ ] Excepted *(Specify in Remarks)* [ ] SES (Gen.) [ ] SES (CR)

11. Position Is: [ ] Supervisory [ ] Managerial [x] Neither 8

12. Sensitivity: [ ] 1--Non-Sensitive 3 [x] 3--Critical [ ] 2--Noncritical Sensitive [ ] 4--Special Sensitive

13. Competitive Level Code:

14. Agency Use:

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management	Department of the Interior, FLERT Specialist [signature] This PD has been approved as follows under 5 USC 8336(c) and 8412(d)					
b. Department, Agency or Establishment	____Firefighter ✓ Law Enforcement ____Primary ✓ Secondary/Administrative ____Sec/Supvy Approval Date August 3, 2005					
c. Second Level Review	Staff Law Enforcement Ranger	GS	1801	12	twr	6/30/05
d. First Level Review						
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position *(if different from offiical title)*:

17. Name of Employee *(if vacant, specify)*:

18. Department, Agency, or Establishment: Department of the Interior

a. First Subdivision: Bureau of Land Management

b. Second Subdivision: Office of Law Enforcement and Security

c. Third Subdivision:

d. Fourth Subdivision:

e. Fifth Subdivision:

19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.

Signature of Employee *(optional)*:

20. **Supervisory Certification.** *I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.*

a. Typed Name and Title of Immediate Supervisor

Signature: Date:

b. Typed Name and Title of Higher-Level Supervisor or Manager *(optional)*

Signature: Date:

21. **Classification/Job Grading Certification.** *I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.*

Typed Name and Title of Official Taking Action: Todd W. Ryan, HR Specialist (Classification)

Signature: [signature] Date: 6/30/05

22. Position Classification Standards Used in Classifying/Grading Position: Gen Inspec, Investigation and Compliance Series, GS-1801, Oct 1980. PCS for General/Criminal Investigating Series, GS-1810/1811, TS-8, February 1972. PCS for Border Patrol Agent Series, GS-1896, TS-32, September 1978. Intro to the Pos Class Standards, July 1999, HRCD-7.

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee *(optional)*										
b. Supervisor										
c. Classifier										

24. Remarks: FPL: GS-12 SSBI with 5 year periodic reinvestigation required. This position is a drug testing designated position.

25. Description of Major Duties and Responsibilities *(See Attached)*

DI-625

POSITION CLASSIFICATION AMENDMENT

1. OFFICIAL HEADQUARTERS	2. NAME OF INCUMBENT

3. ORGANIZATIONAL LOCATION ☒ AS SHOWN ON CURRENT DESCRIPTION ☐ AS HEREBY AMENDED

lla. _____ d. _____

b. _____ e. _____

c. _____

4. CSC TITLE AND BUREAU POSITION NO. LE124 Staff Law Enforcement Ranger	SCHEDULE	SERIES	GRADE
	GS	1801	11

☐ SAME AS PRESENT: AMENDED FOR ☐ CSC TITLE ☐ POS. NO. ☐ SCHEDULE ☐ SERIES ☒ GRADE

CERTIFICATIONS

5. I CERTIFY THAT THE POSITION IDENTIFIED ABOVE HAS CHANGED AS REFLECTED.

(Signature of Supervisor) (Date)

TITLE _____

6. I CERTIFY THAT THE CHANGES REFLECTED ARE PROPER AND THE POSITION AS HEREBY AMENDED IS PROPERLY CLASSIFIED.

Todd W. Ryan 6/30/05

(Official Exercising Classification Authority) (Date)

TITLE HR Specialist (Classification)

7. DESCRIBE BRIEFLY, BUT IN FULL, THE REASONS FOR CHANGES CHECKED ABOVE AND THE ADDITIONS, DELETIONS, OR REVISIONS WHICH ARE TO BE MADE IN THE DESCRIPTION PROPER.

This key law enforcement position is being filled at the next lower grade of GS-11. The duties and responsibilities of this position are essentially the same as those described at the GS-12 level except the incumbent functions under closer supervision and controls. After meeting the necessary administrative qualification and following supervisory acknowledge that the incumbent has the necessary aptitude and skills to fully perform these duties without more strigent supervisory controls, the incumbent may be non-competitively promoted to the full performance level of GS-12.

Department of the Interior, FLERT Specialist [illegible]
This PD has been approved as follows under 5 USC 8336(c) and 8412(d)
_____ Firefighter ✓ Law Enforcement
_____ Primary ✓ Secondary/Administrative _____ Sec/Supvy
[illegible] August 3, 2005

SUPERVISORY CERTIFICATION: I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that a false or misleading statement may constitute violations of such statutes or their implementing regulations.

Name Signature and Title of Supervisor _____ Date _____

INTRODUCTION

This is a standard law enforcement position description intended for use in the Bureau of Land Management (BLM). This position is located in the Office of Law Enforcement and Security (OLES). The incumbent of this position is detached from the Washington office and has oversight responsibilities for the planning, implementation, and oversight of the Law Enforcement ranger function within the assigned State.

The primary purpose of the position is coordinating the planning, implementation and oversight of the Law Enforcement Ranger function and unauthorized use activities through the enforcement of Federal laws and regulations relating to the public lands and resources managed by the Bureau of Land Management (BLM).

The incumbent is a uniformed law enforcement officer with full delegated law enforcement authority with responsibility to provide direction and leadership to the ranger function within the assigned area; and, to manage programs designed to apprehend persons who commit offenses of the criminal laws and regulations of the United States that relate to the public lands and resources. The duties also include leadership and coordination of other ranger related services such as search and rescue, public contact and education, accident and tort claim investigations, and compliance.

On an as needed basis, the incumbent may be called upon to participate on teams formed to address issues that have bureau wide impact. The teams develop and make recommendations on policy, analyses and makes recommendations on the implementation of proposed or new regulations or legislation, and works on other similar types of national level projects.

The duties of this position may require the incumbent to perform a minimum of three hours of irregular or occasional overtime work per week. The incumbent is responsible for recognizing, without supervision, the circumstances which require them to remain on duty beyond regular work hours.

Prior primary experience and training as a law enforcement officer carrying out duties involving the investigation, apprehension, and/or detention, of persons suspected or convicted of offenses against the criminal laws of the United States is a mandatory requirement of this position.

MAJOR DUTIES

Program Management (40%)

Manages the Law Enforcement Ranger Program which includes unauthorized use, and providing for the implementation of the resource protection and law enforcement elements of resource management plans. The incumbent serves as the principle technical expert and authority on Law Enforcement Ranger and unauthorized use operations, and is a key advisor to the Special Agent in Charge (SAC) on all areas of unauthorized use; enforcement policy; effects of proposed rules, regulations, and policies; land use planning issues; and matters related to specific cases.

- Unauthorized Use Program. Incumbent develops, implements, and monitors an unauthorized use prevention program, insuring that resource management objectives are enhanced by concentrating efforts on the protection of resources as well as the prosecution of violators. Develops broad strategies involving staffing levels, enforcement techniques, regulations, and physical/facility improvements to deter and detect criminal activity and unauthorized use. Reviews policy, legal authorities, and Bureau directives and prepares procedures pertaining to detection and abatement of unauthorized use and criminal activity. Analyzes public land use patterns or trends, and criminal activity and trends on the Public Lands. Analyzes BLM incident data to predict trends, establish program priorities, and to decrease the impact of criminal activity and unauthorized use on the Public Lands.

- Resource Protection Program. Integrates the Law Enforcement Ranger function with resource management and protection efforts at the statewide level by working closely with other BLM program areas such as Minerals, Recreation, Cultural, Geology, Wildlife, Lands, Vegetation, and Fire Program leads in order to provide these programs with coordinated law enforcement capabilities, giving maximum attention to BLM's resource needs. Works with the Field Offices on programs to establish procedures for handling resource protection and law enforcement problems.

- Leadership, Agreements, and Consultative Services. Asserts technical leadership and provides staff coordination, review, and consultation on complex issues in assigned functions. Reviews existing and proposed regulations for impact on functional areas and enforceability. Determines need for and prepares proposed regulations related to resource protection and unauthorized use. Prepares or reviews proposed regulations required to implement land use planning decisions.

  Develops and maintains liaison with other Federal, State, and local law enforcement and resource management agencies to share resources in order to provide additional protection of people and property on public lands. Takes the lead in the negotiation of law enforcement agreements and memorandums of understanding at the statewide level and provides guidance to the Field Offices for preparation of such agreements. Develops standards and procedures for implementation of such agreements and use of State and local law enforcement authority delegated to law enforcement rangers.

- Plans. Develops and maintains the Ranger related portions of the Statewide Law Enforcement Plan that is consistent with Bureau and Statewide program goals and objectives. Provides technical advice and coordination to Field Offices in the preparation and maintenance of law enforcement plans for the Field Office.

Operational Oversight (30%)

Incumbent works closely with senior management, law enforcement and resource specialists to design statewide staffing, and budgeting plans for the functional law enforcement program. Working with Bureau and other agency sources, the incumbent determines the need for, initiates, prepares and/or recommends policies, program procedures, and standards to be used by managers, resource specialists, and BLM law enforcement officers (LEO).

Provides input and assists in development of the Annual Work Plan. Reviews program submissions, seeks optimum funding levels, and reviews and evaluates field performances against the Annual Work Plan and program performance goals and objectives.

Provides coordination for the law enforcement program involving Field Offices and. outside agencies. Coordinates the law enforcement ranger function with the Office of External Affairs.

Manages implementation and maintenance of uniform crime reporting and the use of the Bureau's incident based reporting system. Coordinates updating of bail/collateral schedules with Federal court districts.

Serves as the state-wide coordinator for the law enforcement Field Training and Evaluation Program (FTEP) by providing oversight of all program components to include placement of trainees, identification of field training sites, and assisting with the recruitment and selection Field Training Officers. Ensures that all components of the program are being implemented according to BLM policy and the FTEP Handbook. Monitors and evaluates the FTEP at field training sites for consistency of application. Works with FTOs to identify and correct program deficiencies and deviations. Evaluates the FTEP for relevancy and effectiveness.

Works with BLM and other agencies, to design and present training programs to meet law enforcement related training needs. Provides training and instruction in a variety of law enforcement courses and topics.

Leads and participates in compliance inspections, evaluations, and reviews of the law enforcement and resource protection program.

Prepares responses to letters from members of Congress, other Federal, State, and local agencies, and the public covering a wide range of resource and technical matters relating to the law enforcement and resource protection program.

Assists the SAC in providing day to day leadership and direction in routine office functions. Acts for the SAC as assigned.

Enforcement/Investigations/Apprehension (20%)

Enforces a variety of Federal laws and regulations related to public land and resources by performing investigations, apprehending suspects and violators, performing surveillance activities, and making enforcement contacts. Conducts full range criminal, civil, and administrative investigations. Locates, secures, and protects crime scenes. Investigates areas where acts of criminal activity, theft, vandalism or offenses of the criminal laws and regulations of the United States that relate to the public lands and resources have occurred. Develops information through fact finding by collecting on-site evidence, interviewing witnesses or suspects, following up on leads, searching records, conducting surveillance, observing suspicious activity, and through information provided by informants, concerned citizens, and local Federal and State officials. Prepares investigation reports by documenting findings and facts, obtaining

witness statements and copies of official records, and including pertinent correspondence, maps, historical information, exhibits, and photographs. Determines the Federal criminal laws or regulations and/or State laws being violated.

As case agent, represents the U.S. Government as the prosecutor in court. Obtains investigation reports and criminal history of the defendant and prepares testimony. Meets with prosecuting attorneys, presents testimony, delivers evidence to the court, and responds to testimony presented by defense attorneys/defendants. Recommends sentence, e.g., fines, probation, time in custody, administrative action, and monetary restitution to the government or reclamation of damage to the court. Requests and presents justification for arrest warrants for defendants who fail to appear in court.

Maintains operational capability to perform and lead Law Enforcement Ranger field work and to plan and conduct special law enforcement operations. Leads, coordinates and participates in efforts of Federal, State, and local law enforcement agencies in planning and conducting investigative and enforcement operations on public lands. May be assigned as an incident commander for certain activities, and special event, and operations that require the application of BLM law enforcement services.

The incumbent may act as a State Peace Officer under a Memorandum of Understanding with the county sheriffs or other State or local officials, in accordance with federal and state law and policy. Pursuant to such memoranda, is authorized to enforce applicable State or local laws, regulations, and ordinances on Federal public lands and adjacent private property. Has knowledge of state/county laws, handles evidence in compliance with state/county rules, makes arrests, writes state citations/reports, works with District/County Attorneys, and testifies in state courts.

Supervision (up to 10%)

May supervise one or more Law Enforcement Rangers. Assigns, directs, and reviews the work; plans and provides for formal and informal training; evaluates work performance; interviews candidates; recommends selections, promotions, awards, disciplinary action, separations; plans, schedules, and coordinates work operations; resolves work problems; and, explains management policies and goals.

Ensures equal opportunity for all employees supervised and fair and unprejudiced employment practices in recruitment efforts and selection process. Actively supports the Equal Opportunity Program in day-to-day activities.

Is responsible for the on-the-job safety and health, of all employees supervised. Identifies and corrects job safety and health hazards, instructs employees on safety requirements for job assignments, and reviews and reports injuries and lost time.

SPECIAL REQUIREMENTS

Incumbent must safely utilize firearms, non-lethal weapons, and defensive tactics in the conduct of daily activities. Operates motor vehicles or special purpose law enforcement vehicles of various types including four-wheel drives, all terrain vehicles, motorcycles, and small watercraft. Must have and maintain a valid motor vehicle operator's license.

This position is a drug-testing designated position.

Incumbent must meet the medical and physical standards for this position.

Incumbent must have successfully completed a Basic Law Enforcement School (with emphasis on natural resources law enforcement) at the Federal Law Enforcement Training Center (or equivalent). Incumbent must successfully complete 40 hours of in-service training annually.

Incumbent must maintain a delegation of law enforcement authority.

FACTORS

Factor 1, Knowledge Required by the Position Level 1-7 (1250 points)

- Knowledge of basic laws, regulations, and policies relating to management of public lands and how these laws, regulations, and policies affect the development and operation of the BLM law enforcement function. This requires thorough understanding of 43 USC, 43 CFR, and Titles 16 and 18 of the United States Code.

- Knowledge of the legal aspects of law enforcement and investigative functions, resource protection, and unauthorized use sufficient to evaluate operations, prepare funding requests, and develop alternative procedures and standards.

- Detailed knowledge of what constitutes a crime or violation, as defined in pertinent statutes, and the kinds of evidence required to prove that violation of law has occurred.

- Detailed knowledge of the methods, techniques, and procedures of investigation, arrest, and search and seizure to perform apprehensions and investigations.

- Extensive knowledge of the principles, concepts, and methods involved in the multiple-use management of lands and resources.

- Substantial knowledge and understanding of the impact that the protection of historic, cultural, and/or natural resources may have on communities and interest groups e.g. conservation, historical, and recreation use associations.

- Through knowledge of the policies, rules, and regulations of the Department of the Interior and the BLM, and of the organizational structure, functions, missions, and objectives of the

BLM in order to integrate their individual requirements into a responsive law enforcement program.

- Thorough understanding of the principles and practices of Federal government supervision and personnel management practices.

- Substantial knowledge of the Bureau planning system to deal with budget preparation and monitoring, and knowledge of data collection procedures for comprehensive management plans and resource management plans. Must have detailed knowledge of procedures for implementing planning decisions to insure that practical and meaningful advice can be given to management to assure a wide range of implementation actions are clearly enforceable.

- Complete knowledge of data analysis, data synthesis, and skill in analyzing, evaluating, and reporting significant and meaningful, data, developing feasible alternatives, making meaningful recommendations, and presenting succinct and complete reports.

- Knowledge of Bureau internal control polices and procedures. Ability to apply the principles and techniques of functional evaluations to field visits and surveys.

- Complete understanding of the concepts and methods for disseminating information, through printed materials, signing, and .formal presentation, to serve as an advisor to personnel. Skill in the methods of verbal and written communication to keep the public and Bureau personnel informed and to represent the law enforcement ranger function interests.

- Ability to communicate in writing to prepare accurate documentation, reports, and correspondence.

Factor 2, Supervisory Controls Level 2-4 (450 points)

Incumbent works under the general supervision of the SAC. Assignments are received in terms of broad program objectives and priorities. In some cases the incumbent self initiate's assignments based upon analysis and recognized need. The incumbent has wide latitude for discretion in determining day-to-day projects, setting priorities, determining the methods for completing them. The incumbent is expected to independently select techniques, establish methods, and procedures for studying and resolving particular problems, handle conflict situations, and otherwise carry assignments through to completion. Independently works with field offices and other departments/agencies to manage and develop cooperative approaches to common problems and resolve conflicts. Supervisor relies on incumbent for determination or modification of policies, programs, and actions. Proposed policies and procedures are generally reviewed by the SAC or the OLES Staff. Completed work is normally reviewed only for overall accomplishment, adherence to policy, and the quality of approach to assignments.

Factor 3. Guidelines Level 3-4 (450 points)

Guidelines include appropriate public laws (Federal, State, Local); Department regulations; Departmental and Bureau policy and directives; Bureau work plans; precedent actions; and federal and state criminal justice guidelines.

Significant, unique, and difficult technical problems and policy matters exist where the guidance provided is broad and requires the incumbent to make critical judgments to respond to unique situations. In these circumstances, the employee uses initiative and resourcefulness in deviating from established methods to treat specific issues or problems; research trends and patterns; develop new methods and criteria; and/or propose new policies and practices.

Laws enforced include the Federal Land Policy and Management Act, Sikes Act, Wild Free Roaming Horse and Burro Act, Land and Water Conservation Act, Taylor Grazing Act, National Trails System Act, Antiquities Act, Unlawful Enclosures of Public Land Act, Archaeological Resources Protection Act, certain sections of Titles 16, 18 and 21 U.S.C., and regulations at 43 CFR.

Factor 4, Complexity Level 4-4 (225 points)

The incumbent administers a complex law enforcement ranger programs within BLM and has program responsibility for the law enforcement ranger function in the assigned state.

This position requires performance of a wide variety of complex interrelated tasks that change frequently from day to day. The incumbent administers the law enforcement ranger program, facing complex, technical, and administrative problems of use, management, and resource protection in a wide variety of locations that have differing mixes of multiple resource management issues.

The incumbent is also responsible for the implementation, maintenance, and evaluation of policies, standards, criteria, systems, and procedures for law enforcement, ranger operations, and the prevention, detection, investigation and apprehension of criminal activity and unauthorized use.

Law enforcement incidents are seldom black and white and often involve complex judgmental decisions by the Law Enforcement Rangers. The incumbent provides necessary leadership to the Law Enforcement Rangers within the assigned area to assure consistency in training and application of policies related to all kinds of enforcement actions.

Factor 5, Scope and Effect Level 5-4 (225 points)

Interaction is with all Bureau programs throughout the assigned area. Faulty decision in application of the law may result in extreme embarrassment to the Agency, physical injury to the accused, or damage to his/her reputation, or civil action against the arresting officer and the agency. Failure to act quickly and accurately could result in the death or injury of a member of the public, other employee, or the incumbent.

The technical expertise of the position has significant influence on sensitive and highly visible program activities in the State, affecting program performance, including employee training and morale, public safety, and enhancement of resource use on public lands in the assigned area. Implementation of Law Enforcement Ranger operation for closures and restrictions on use of public lands are of significant public interest due to factors such a the fragile nature of the resources involved, severely limited funds, overcrowding, vandalism, motorized vehicle impacts, land development encroachment or other related problems.

As a member of the BLM's OLES, the employee's work products have a high impact on costs of operations, resource losses, and on other BLM programs. The law enforcement program is highly visible, potentially controversial and can significantly impact the BLM's public image. The effectiveness of the employees' ultimate performance promotes or restrains law enforcement operations bureau-wide.

Factor 6. Personal Contacts Level 6-3 (60 points)

Contacts are with other law enforcement rangers, line managers, and resource specialist at all organizational levels (State, Bureau, and Department). Contacts include equal or higher level contacts in other BLM divisions, field offices, Department of the Interior (DOI), other bureaus within DOI, other Federal, State and local agencies, governments, professional organizations, universities, highly diversified specialized interest organizations, and State and local agencies involved in activities with the law enforcement ranger function. Contacts are numerous and varied, due to the widely scattered land patterns and different types of resource uses.

Factor-7. Purpose of Contacts Level 7-3 (120 points)

The primary purpose of the contacts is to arrive at agreed upon courses of action that will be approved by the State Director or the OLES Directorate and accepted by field offices, other agencies, or the public. Much of this agreement involves standards, operating procedures, and budgetary matters. Many conflicting points of view must be resolved to provide a high degree of acceptance and relevance.

Other contacts involve keeping management and State program leads informed on common problems and changing operations and receiving or providing technical advice and assistance. Outside contacts include representing the law enforcement ranger function on committees, task forces, and at meetings to exchange ideas and methods, problems, and development of mutual interest, to coordinate work on adjoining lands, or to plan and coordinate joint projects.

The incumbent works closely with counterparts from BLM and other agencies to reach agreement on courses of action, to resolve conflicts, and to take coordinated action on specific cases.

Factor 8. Physical Demands Level 8-3 (50 points)

The work is primarily office oriented in nature, but requires frequent travel to any part of the United States for meetings, law enforcement operations, investigations or other program activities. He/she may be required to put in long hours beyond the normal tour of duty.

Many of these operations and investigations occur in remote areas of the Public Lands in the western States. These remote areas are in high mountains, some over 10,000 feet altitude, desert and wooded areas, canyons, and other types of rough terrain. The incumbent will travel by aircraft, motor vehicle, all terrain vehicle, horseback, and on foot to remote locations. He/she may be required to remain in these remote areas for long periods to complete the activity/investigation. The work requires considerable strenuous physical exertion, e.g., long periods of standing, crawling, walking and running over rough, uneven, rocky surfaces and through wooded or brush areas, performing these activities day or night. The incumbent may be required to respond immediately from a sedentary activity to an extremely arduous activity

The incumbent must be able to safely utilize firearms, less-lethal weapons, and defensive tactics in the conduct of daily activities, and must be prepared at all times, to defend him/her-self and others against physical and armed attack, including the use of physical violence or deadly force.

The duties of this position are so rigorous that a physical examination is required to ensure that the employee assigned can perform the duties without physical injury to self or others.

Factor 9. Work Environment Level 9-3 (50 points)

Work is performed both in an office setting and outdoors with exposure to hazardous and environmentally adverse conditions. Many investigations occur in isolated areas of the public lands. The remote areas are in, high mountains as well as desert areas, canyons, and other types of rough terrain. This type of work involves potentially high risks with personal exposure to dangerous situations, including possible physical attack or other uncontrollable conditions. The incumbent is regularly exposed to temperature and weather extremes, and will travel on foot or by specialty vehicles, e.g., four-wheel drive, motorcycles, and all-terrain vehicles, aircraft, or horseback to these remote locations to gather evidence and to arrest violators.