

**Glacier Bay National Park and Preserve  
FY02 Annual Performance Plan**

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## II. Approvals

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Approved: \_\_\_\_\_  
Superintendent

Approved: \_\_\_\_\_  
Regional Director

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## **IV. Introduction/Background Section**

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### **GPRA Overview**

The purpose of the Government Performance and Results Act of 1993 (GPRA) is to make government more effective and more efficient. Effectiveness is doing the right things at the right time. Efficiency is using resources wisely and without waste by looking at the cost-to-benefits ration. The value of the results achieved is the return on investment made in the National Park Service by Congress and the American Public.

Performance management provides common vision of the purpose and future of the National Park Service and the specific park or program. It helps strengthen public support for NPS resource preservation and interpretation. It helps NPS personnel communicate. It focuses on results so we can agree why we are here, what success looks like, and how best to proceed. It encourages new ways of thinking about how to achieve results. It articulates the value the NPS creates for the public. It makes better arguments for budget increases and against decreases. It provides a better framework for daily management decisions. (GPRA on the GO, Version 2.2, May 1998)

### **Glacier Bay National Park and Preserve Strategic Plan**

#### **Mission**

We will achieve, maintain and communicate the Glacier Bay National Park and Preserve's status as a superlative Park, Biosphere Reserve and World Heritage Site. Through effective leadership enhanced scientific research, information-based preservation actions, and stakeholder partnerships, we will manage uses to provide a unique, inspirational visitor experience while protecting the Park's marine, glacial and terrestrial ecosystems. We will recognize and perpetuate Park's intangible values, including those associated with the Tlingit homeland, wilderness, and solitude.

#### **Purpose**

Glacier Bay National Park and Preserve (formerly a national monument) was established to preserve its accessible tidewater glaciers, superlative scenic grandeur, historic value, and unique opportunities for the study of glaciers and associated plant and animal community succession processes. The area is preserved to protect fish and wildlife populations and their habitats, unaltered and undisturbed ecosystems and opportunities for scientific research, and wilderness resource values and related recreational opportunities. In the preserve, hunting and subsistence uses by qualified local residents, and activities necessary to support the Dry Bay commercial fishery, are allowed to continue as long as they are compatible with park purposes.

#### **Significance**

- Tidewater Glaciers: the park encompasses the complete spectrum of glaciation.
- Biological Succession: the park offers an outstanding opportunity to observe and study the responses of plant and animal communities to the glacial regime.
- Scientific Study: the park provides opportunities for scientific study of glacial behavior and resulting movements and developments of flora and fauna, and of certain relics of ancient interglacial forests.
- Fish and Wildlife Habitats and Migration Routes: the park is a significant feeding, migration and/or habitat for humpback, orca and minke whales, harbor seals, Steller sea lions, brown and black bear, moose and colonial seabirds.
- Historic Interest: the park recognizes visits by explorers and scientists since the early voyages of Vancouver in 1794 who have left valuable records of such visits.
- Wilderness: Glacier Bay National Park Wilderness encompasses approximately 2,770,000 acres.
- World Heritage Site: the park area is the southern and primary coastal component of a 25,000,000-acre World Heritage Site.
- Biosphere Reserve: the park is a primary component of the Glacier Bay/Admiralty Island Biosphere Reserve.
- Alsek River: the park area contains significant segments of the Alsek and Tatshenshini Rivers, having outstanding pre-historic, historic and recreational significance.
- Tlingit Homeland: the park is recognized as an ancestral homeland for the Huna Tlingit; the Preserve is considered a portion of the homeland of the Yakutat Tlingit people.
- Marine Sanctuary: the park marine waters afford opportunities for study of major elements of marine biological science.

### **Annual Performance Plans Overview**

GPRA requires annual performance plans (APP) that describe the park's goals and methods for achieving them. The APP outlines what is planned for the coming year to achieve the long-term goals.

The annual performance plan contains three parts:

1. A list of annual goals (the outcomes expected to be reached that fiscal year) that are tiered from the long-term goals and that include the associated performance measures.
2. An annual work plan (inputs and outputs for the fiscal year) that identifies the park's activities and the resources that will be used to reach the annual goals.
3. A description of how performance measures are validated and verified.

## **V. Mission Statement, Mission Goals, Long-Term Goals,**

### **Goal Category I: Preserve Park Resources**

The mission goals and long-term goals in goal category I are inclusive of the mandates in Glacier Bay National Park and Preserve's authorizing proclamation and the NPS Organic Act "to conserve the scenery and the natural and historic objects and the wild life therein...." Subsequent legislation reinforced and expanded these mandates. All goals that pertain to resource preservation and the acquisition of knowledge from and about the resources to meet this mandate are appropriate to this category.

### **Mission Goal Ia: Natural and cultural resources and associated values at Glacier Bay National Park and Preserve are protected, restored, and maintained in good condition and managed within their broader**

This Mission Goal, which encompasses the broad mandate of the NPS Organic Act and subsequent legislation, includes the concepts of biological and cultural diversity. Broader ecosystem and cultural context includes both natural and cultural systems that extend beyond the park unit to nearby lands. Park cultural context refers to park resources preserved and interpreted in relationship to other, larger historical events or cultural processes. For park units sharing resource management concerns with other countries, broader context includes appropriate international cooperation. Special international designations, such as world heritage sites and biosphere reserves are part of the broader cultural and/or ecological context. Various parks' enabling legislation requires protection of the scenic grandeur of landscapes. The mandates of the Wilderness Act require preservation of wilderness values in designated or proposed wilderness. Incompatible influences must be minimized to preserve scenic grandeur and wilderness values in a natural area, or the integrity of a cultural landscape. Long-term goals related to this mission goal include the protection, restoration, or maintenance of ecosystems, rare plant and animal populations, archeological and ethnographic resources, world heritage sites, historic structures and objects, research collections, cultural traditions, and subsistence activities, relevant to the purpose and/or significance of the site. Long-term goals that deal with threats to natural or cultural landscapes or the perpetuation of wilderness values also relate to this mission goal, as do goals that seek cooperation with neighboring land managers and that promote ecosystem management.

### **Goals Addressing Mission Goal Ia**

#### **Ia0: Native Entities**

**Long-Term Goal:** By September 30, 2005, working relationships will be established with 7 native entities associated with Glacier Bay National Park

and Preserve (HIA, Yak-Tat-Kwaan, Auke Kwaan, Goldbelt, Champagne-Aishiak, Tlingit-Haida, Huna Totem). This goal enhances relationships with native entities through comprehensively designed cultural programs and specific projects designed to involve native entities in park management.

**Annual Goal for FY2002:** By September 30, 2002, working relationships will be established with 2 native entities associated with Glacier Bay National Park and Preserve (HIA, Yakutat-Kwaan).

**Measuring:** Entities with working relationships

#### 1a0: Consumptive Uses

**Long-Term Goal:** By September 30, 2005 all resource consumptive activities occurring in Glacier Bay National Park and Preserve will be in accordance with appropriate laws, regulations, policy, and management plans.

Consumptive uses include commercial fisheries, subsistence fisheries (Dry Bay), sport fisheries, personal use fisheries, authorized hunts (moose, wolf, bear - Dry Bay), and a proposed hydroelectric power project.

**Annual Goal for FY2002:** By Sept.30, 2002, all resource consumptive activities occurring in Glacier Bay National Park & Preserve will be in accordance with appropriate laws, regulations, policy, and management plans.

**Measuring:** Number of uses in compliance

#### 1a0: Wilderness Condition

**Long-Term Goal:** By September 30, 2005, 2,658,511 of 2,658,511 acres (100%) of designated wilderness in Glacier Bay National Park will meet conditions prescribed in the Wilderness Management Act and the park's Wilderness Management Plan.

Glacier Bay National Park and Preserve will be preparing a Wilderness Management Plan beginning in FY03. The plan is expected to be completed by FY04. In the interim, park managers will use the backcountry conditions described in the Wilderness Visitor Use Management Plan to guide backcountry management. The park will first focus on bringing management of park marine wilderness into compliance with the Wilderness Management Act in FY01-03. Following completion of the Wilderness Management Plan, designated wilderness lands will be brought into

**Annual Goal for FY2002:** By September 30, 2002, 0 of 2,658,511 acres (0%) of designated wilderness in Glacier Bay National Park will meet conditions prescribed in the park's Wilderness Management Plan. This is due to delay in publishing the Wilderness Management Plan.

**Measuring:** Acres with conditions met

#### 1a08: Archaeological Sites

**Long-Term Goal:** By September 30, 2005, 10% of Glacier Bay National Park and Preserve's archeological sites NOT listed on the FY1999 National Park Service Archeological Sites Management Information System (ASMIS), or listed without condition assessments, are in good condition.

Glacier Bay National Park contains numerous archeological sites. Many of these sites have not been reported in the ASMI database. Site assessments will be conducted on these sites and data will be reported to ASMI. Due to climatic conditions in Southeast Alaska, it is likely that many sites will continue to deteriorate over time. Some minimal work will focus on maintaining key archeological sites in

**Annual Goal for FY2002:** By September 30, 2002, 10% of Glacier Bay National Park and Preserve's archeological sites NOT listed on the FY1999 National Park Service Archeological Sites Management Information System (ASMIS), or listed without condition assessments, are in good condition.

**Measuring:** Condition

#### la2: T & E Species

**Long-Term Goal:** By September 30, 2005, 0% of the 1999 identified park populations (0 of 0) of federally listed threatened and endangered species with critical habitat on "good" condition. Parklands or requiring NPS recovery actions have an improved status, and an additional 100% (2 of 2) have stable populations.

Threatened species in Glacier Bay National Park are the humpback whale and Steller's sea lion. The park will maintain stable populations of these species each without condition assessments, are in good condition.

**Annual Goal for FY2002:** By September 30, 2002, 0% of the 1999 identified park populations (0 of 0) of federally listed threatened and endangered species with critical habitat on parklands or requiring NPS recovery actions have an improved status, and an additional 100% (2 of 2) have stable populations.

**Measuring:** Listed T&E species with RPT/CHD

#### la3: Clean Air

**Long-Term Goal:** By September 30, 2005, air quality in Glacier Bay National Park & Preserve has remained stable or improved.

Visitors to Glacier Bay National Park & Preserve come from around the world with the expectation of viewing the park through pristine air quality conditions. Cruise ships and tour boats, the park landfill incinerator, and external sources outside the park in Gustavus, Juneau and beyond can have a negative effect on air quality within the park. Through research, monitoring, enforcement of air quality standards, and cooperation with outside agencies, the air quality within the park will remain in a



**Annual Goal for FY2002:** By Sept. 30, 2002, air quality in Glacier Bay National Park & Preserve has remained stable or improved.

**Measuring:** Air quality

1a4: Water Quality

**Long-Term Goal:** By September 30, 2005, Glacier Bay National Park and Preserve has unimpaired water quality. [Not sure what is meant by "unimpaired water quality" and what we might need to do in Dry Bay to ensure that we have it.

Potential sources of water contamination in Glacier Bay National Park and Preserve include point sources at Bartlett Cove and Dry Bay and non-point sources associated with vessel traffic throughout the Park and Preserve. Upgrading park sewage systems and developing management strategies to minimize the potential for water contamination from vessels will ensure that the Park's water quality is

**Annual Goal for FY2002:** By September 30, 2002, Glacier Bay National Park and Preserve has unimpaired water quality.

**Measuring:** Water quality

1a5: Historic Structures

**Long-Term Goal:** By September 30, 2005, 0 of 13 of Glacier Bay National Park and Preserve's historic structures listed on the National Park Service List of Classified Structures (LCS) at the end of fiscal year 1999 are in good condition.

Thirteen structures are listed on the List of Classified Structures for Glacier Bay National Park and Preserve. The 1985 General Management Plan describes a course of "benign neglect" in relation to the maintenance of historic structures within the Park and Preserve. In fall 2000, the GLBA management team reviewed the decision rendered in the GMP and found it was in compliance with State Historic Preservation

**Annual Goal for FY2002:**

**Measuring:** Historic structures

1a6: Museum Collections

**Long-Term Goal:** By September 30, 2005, 120 (52%) of 231 applicable preservation and protection standards for Glacier Bay National Park and Preserve's museum collections are met.

Standards for museum conditions ensure that museum objects are preserved for future enjoyment by visitors and/or use by park and other scientists.

**Annual Goal for FY2002:** By September 30, 2002, 117 (51%) of 231 applicable preservation and protection standards for Glacier Bay National Park and Preserve's museum collections are met.

**Measuring:** Number of Standards Met

**Mission Goal Ib: Glacier Bay National Park and Preserve contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.**

The National Park Service has fundamental information needs for making decisions about managing natural and cultural resources within the national park system. The National Park Service also contributes to scholarly and scientific research. To meet this goal, parks must routinely use scholarly and scientific research and consultation with park-associated communities. Goals that research park resources, either in the field or through documentary sources, and goals that link research data to decision making, are supported by this mission goal.

**Goals Addressing Mission Goal Ib**

**Ib01: Data Sets**

**Long-Term Goal:** By September 30, 2005, 20 (20%) of 100 primary Glacier Bay National Park and Preserve natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.

**Annual Goal for FY2002:** By September 30, 2002, 10 (10%) of 100 primary Glacier Bay National Park and Preserve natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.

**Measuring:** Data Sets Obtained

**Ib2A: Archaeological Baseline**

**Long-Term Goal:** By September 30, 2005, the number of Glacier Bay National Park and Preserve archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is increased from 60 in FY 1999 to 75 (25% increase).

Glacier Bay National Park and Preserve supports numerous archeological sites. Many of these sites have only recently been discovered; site reports have not been completed for approximately 15 known sites. In the next 5 years, reports on these sites will be completed and site records will be entered into the national database

**Annual Goal for FY2002:** By September 30, 2002, the number of Glacier Bay National Park and Preserve archeological sites inventoried, evaluated and

listed in the National Park Service ASMIS is increased from 60 in FY 1999 to 75 (25%)

#### Ib2B: Cultural Landscape Baseline

**Long-Term Goal:** By September 30, 2005, the number of Glacier Bay National Park and Preserve cultural landscapes inventoried, evaluated, and entered on the National Park Service Cultural Landscapes Inventory (CLI) at Level II is increased from 0 in FY 1999 to 3.

Park staff has identified at least 3 potential Cultural Landscapes within the Park and Preserve. These include (but are not limited to): Bartlett Cove, Dundas Bay, and Berg Bay. Cultural Landscape studies will be conducted in the next 5 years to determine if these areas are significant cultural landscapes.

**Annual Goal for FY2002:** By September 30, 2002, the number of GBNPP cultural landscapes inventoried, evaluated, and entered on the NPS Cultural Landscapes Inventory (CLI) at Level II is increased from 0 in FY 1999 to 2.

**Measuring:** Cultural landscapes in database

#### Ib2C: Historic Structures Baseline

**Long-Term Goal:** By September 30, 2005, all 13 (100%) Glacier Bay National Park and Preserve historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.

Thirteen structures are listed on the List of Classified Structures for Glacier Bay National Park and Preserve. Information for all of these structures will be updated.

**Annual Goal for FY2002:** By September 30, 2002, 13 (100%) Glacier Bay National Park and Preserve historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.

**Measuring:** Updated LCS records

#### Ib2D: Museum Collections

**Long-Term Goal:** By September 30, 2005, the number of Glacier Bay National Park and Preserve museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 7547 in FY1999 to 9547 (21% increase). Glacier Bay National Park and Preserve has a backlog of approximately 173,016 museum objects waiting to be catalogued. In FY01 and 02, we will catalog approximately 250 items a year. In FY03-05, we will catalogue approximately 500 objects each year.

**Annual Goal for FY2002:** By September 30, 2002, the number of Glacier Bay

**Measuring:** Museum objects in database

### Ib2E: Ethnographic Resources Baseline

**Long-Term Goal:** By September 30, 2005, the number of Glacier Bay National Park and Preserve ethnographic resources inventoried, evaluated, and entered on the National Park Service Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 6.

Glacier Bay is committed to collecting information about the various cultures associated with the Park and Preserve. Ethnographic information will be collected through a series of studies on both native and non-native cultures. In FY01, the database will be updated to contain information regarding the Ethnographic Resource Inventory, the Traditional Berry Picking Project, and the Maritime Anthropology - Commercial Fishing. In the following years, additional ethnographies will be collected including a study of traditional seal hunting practices (completed in 2002), a Bartlett Cove Ethnography (2003), and a Maritime Anthropology - Other Vessels (2005).

**Annual Goal for FY2002:** By September 30, 2002, the number of GBNPP ethnographic resources inventoried, evaluated, and entered on the NPS Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 4.

**Measuring:** Ethnographic Resources Inventoried

### Ib3: Vital Signs

**Long-Term Goal:** By September 30, 2005, Glacier Bay National Park and Preserve has identified its vital signs for natural resource monitoring.

Glacier Bay National Park will hold a series of workshops involving key publics, resource experts and park staff to identify the vital resources and ecosystem processes the park will monitor to ensure that the physical and biological processes of the park are proceeding unimpaired.

**Annual Goal for FY2002:** By September 30, 2002, Glacier Bay National Park and Preserve has identified its vital signs for natural resource monitoring.

**Measuring:** Vital Signs

### **Goal Category II: Provide for the Public Enjoyment and Visitor Experience of the Park**

The mission goals and long-term goals in Goal Category II embrace the mandate in the Glacier Bay National Park's authorizing legislation and the NPS Organic Act: "...to provide for the enjoyment of the [resources] in such manner and by such means as will leave them unimpaired for the enjoyment of future generations." Subsequent legislation reinforced and expanded this mission. All goals that pertain to visitor satisfaction, enjoyment, safety, appreciation, and understanding of park resources and facilities are appropriate to this category.

**Mission Goal IIa: Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities.**

Enjoyment of the parks and their resources is a fundamental part of the visitor experience. Visitor enjoyment and safety are affected by the quality of park facilities and services, whether provided by the National Park Service, a concessioner, or a contractor. Availability of park facilities, services, and recreational opportunities refers to convenient locations and times of operation that fit visitors' transportation and schedule needs. Accessibility for special populations refers to their accommodation when visiting federal and concession-operated facilities or participating in authorized recreational activities in accordance with Uniform Federal Accessibility Standards. Diversity of facilities and services refers to a range of appropriate accommodations and recreational opportunities (at various prices and levels of expertise and interest) for park visitors seeking various park experiences. Quality of facilities and services refers to well-presented, knowledge-based information and orientation exhibits and brochures. Appropriate recreational opportunities are consistent with a park's purpose and management and are not harmful to resources or park visitors.

**Goals Addressing Mission Goal IIa**

**IIa1: Visitor Satisfaction**

**Long-Term Goal:** By September 30, 2005 95% of park visitors are satisfied with park facilities, services and recreation opportunities.

Glacier Bay National Park & Preserve staff will perform a wide variety of monitoring and management functions to ensure that appropriate services, facilities and opportunities exist for park visitors. Appropriate park facilities and services include NPS and commercial visitor services occurring on park lands and support services occurring outside the park (such as reservation services). Recreational opportunities include appropriate access and provision for recreational opportunities in both developed areas and wilderness or backcountry areas.

**Annual Goal for FY2002:** By September 30, 2002 95% of park visitors are satisfied with park facilities, services and recreation opportunities.

**Measuring:** Visitor Satisfaction

**IIa2: Visitor Safety**

**Long-Term Goal:** By September 30, 2005, the visitor accident/incident rate at Glacier Bay National Park & Preserve is maintained at its low baseline rate of 2.50 per 100,000 visitor days

During the years 1995 through 1999, the average visitor accident/incident rate, as defined in the technical guide, has been 2.50 visitor accidents/incidents per 100,000 visitor use days. The majority of the park's

EMS/SAR responses are to incidents not caused by environmental or park facility factors but instead are made up of pre-existing illnesses on cruise ships, concession employee injuries on the job, or general visitor illnesses. The baseline accident rate at the park is far below the national average, however the park will continue to strive to maintain or lower the accident rate among visitors.

**Annual Goal for FY2002:** By Sept. 30, 2002, the visitor accident/incident rate at Glacier Bay National Park & Preserve is maintained at its low baseline rate of 2.50 per 100,000 visitor days.

**Measuring:** Visitor accident/incidents

***Mission Goal IIb: Park visitors and the general public understand and appreciate the preservation of parks and their resources for this and future***

Visitors' park experiences grow from enjoying the park and its resources to understanding why the park exists and the significance of its resources. Satisfactory visitor experiences build public support for preserving this country's heritage as contained in the parks. Support for parks also comes through recognition by international program designations such as World Heritage Site and biosphere reserve. Long-term goals related to learning and understanding park and resource purpose and significance relate to this mission goal.

***Goals Addressing Mission Goal IIb***

**IIb1: Visitor Understanding and Appreciation**

**Long-Term Goal:** By September 30, 2005 86% of park visitors understand the significance of the park.

The park will provide a range of services for park visitors that include pre-trip information, orientations for boaters and backcountry users, interpretive programs, emergency response and educational presentations.

**Annual Goal for FY2002:** By September 30, 2002 86% of park visitors understand the significance of the park.

**Measuring:** Visitor Understanding

**IIb1X: Educational Programs**

**Long-Term Goal:** By September 30, 2005, 40% of participants in Glacier Bay National Park and Preserve's formal educational programs understand the park's cultural and natural heritage preserved by the National Park Service and its programs.

The park will conduct a variety of educational programs ranging from classroom visits in local communities, including native villages, to structured field trips in the park.

**Annual Goal for FY2002:** By September 30, 2002, 40% of participants in Glacier Bay National Park and Preserve's formal educational programs understand the park's cultural and natural heritage preserved by the National Park Service and its

**Measuring:** Percentage students with understanding

**Goal Category IV: Ensure Organizational Effectiveness of the Park**

The goals in Goal Category IV support the National Park Service mission. This category generally relates to efficient and effective governmental processes rather than to the results of those processes. These goals measure workplace standards such as diversity and competency levels, as well as program efficiencies, such as accuracy of construction cost estimates.

Goals in Category IV are the ways that the National Park Service has chosen to better accomplish its mission of protecting park resources, providing for visitor understanding and enjoyment, and assisting others in preserving their resources and the enjoyment of those resources by their constituents.

**Mission Goal IVa: The National Park Service uses current management practices, systems, and technologies to accomplish its mission.**

To become more responsive, efficient, and accountable, the National Park Service must integrate its planning, management, accounting, reporting, and other information resource systems. Integrating or interfacing these systems will provide better cross-communication during daily operations and help the National Park Service develop required annual performance plans in compliance with the Government Performance and Results Act. Modern electronic technology makes it possible to integrate/interface these systems among the park units, central offices, and program centers. Improvements in the areas of workforce diversity, employee safety, employee housing, and employee performance standards will help the National Park Service accomplish its mission. Long-term goals pertaining to organizational responsiveness, efficiency, and accountability are related to this mission goal.

**Goals Addressing Mission Goal IVa**

**IVa01: Data Systems**

**Long-Term Goal:** By September 30, 2005, 80% of highest-priority conditions or tasks identified in the park's Information Management Strategy are met or accomplished.

Glacier Bay National Park's information systems (network, computers, software, and telecommunications) are vital for ensuring the organizational effectiveness needed to accomplish the park's mission goals. The park's Information Management committee will update its Information Management

Strategy to identify the highest-priority information systems conditions and tasks needed to achieve the

**Annual Goal for FY2002:** By September 30, 2002 30% of the highest-priority conditions or tasks identified in the park's Information Management Strategy are met.

**Measuring:** Conditions and tasks

#### IVa09b: Sustainability

**Long-Term Goal:** By September 30, 2005, 40% of all park infrastructure and equipment as identified in the Facility Management Maintenance System inventory are sustainable as determined by condition assessment and present technology. Glacier Bay National Park and Preserve infrastructure and equipment condition assessments will be maintained by park staff and outside professional resources. Poor or fair condition assessments signify that items may not be sustainable. Recommendations will be made during these assessments to reduce the impacts to the park in the form of reduced consumption of fuels and increased operational efficiency of utility systems. Condition assessment will be upgraded to reflect improvements made. Additional funding proposals for these recommendations will be written and submitted to accomplish this work as needed.

**Annual Goal for FY2002:** By September 30 of 2002 20% of the infrastructure items are in good condition.

**Measuring:** Equipment and infrastructure condition

#### IVa3A: Performance Plans Linked to Goals

**Long-Term Goal:** By September 30, 2005, 100% of Glacier Bay National Park and Preserve employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Every permanent, term and temporary (seasonal) NPS employee has a required Employee Performance Plan and Results Report (Form DI-2002). Past performance plans have been task statements emphasizing individual outputs rather than individual contributions to the overall NPS mission or organizational outcomes. This goal directly ties individual performance goals to organizational outcomes. Glacier Bay National Park and Preserve will first develop performance plans incorporating strategic plan results for its managers and supervisors, then expand the process to include performance plans for all employees.

This goal will be measured annually by supervisors/managers certifying that Employee Performance Plan and Results Reports are related to organizational goals set forth in the park's strategic plan. This goal ensures employee performance plans are linked to park strategic and annual



performance goals. It implements the NPS Strategic Plan by connecting individual performance to organizational success.

**Annual Goal for FY2002:** By September 30, 2002, 75% of GLBA employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

IVa4A: Underrepresented groups in permanent workforce

**Long-Term Goal:** By September 30, 2005, the number of Glacier Bay National Park and Preserve permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained at 7 of 12 positions (58%).

The National Park Service workforce does not reflect the diversity of minorities, women, and individuals with disabilities identified in the civilian workforce figures in certain occupational series. In many occupations, minorities, women, and/or individuals with disabilities are severely underrepresented, and separation rates for these groups are often times higher than, or equal to, the rate at which the Service hires them. The National Park Service is committed to increasing the diversity in its workforce and will recruit and hire qualified minorities, women, and individuals with disabilities in all occupational series, but particularly in those targeted occupations and grade levels where they are underrepresented to achieve consistency with their percentages of representation in the civilian labor force.

Management at Glacier Bay National Park and Preserve will be held accountable for increasing diversity based upon their opportunities to recruit and hire employees at various grade levels throughout the organization. The NPS occupational series targeted as underrepresented, and potentially applicable to the GLBA organizational structure, include, 025-Park Management, 170-Historian, 193-Archeology, 301-Administration and Programs, 301-General Biological Science, 1010-Exhibits Specialist, 1015-Museum Curator, 1640-Facility Management. The park will concentrate recruitment and hiring efforts on these occupational series where they are used.

**Annual Goal for FY2002:** By September 30, 2002, the number of GLBA permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained.

**Measuring:** Positions - See tech guidance

IVa4B: Women, Minorities in Temp, Seasonal workforce

**Long-Term Goal:** By September 30, 2005, the total number of Glacier Bay National Park and Preserve temporary/seasonal positions annually filled by women and minorities is maintained at the FY 1999 level of 51 (57% of workforce).

The National Park Service workforce does not reflect the diversity of minorities, women, and individuals with disabilities identified in the civilian workforce figures in certain occupational series. In many occupations, minorities, women, and/or individuals with disabilities are severely underrepresented, and separation rates for these groups are often times higher than, or equal to, the rate at which the Service hires them. The National Park Service is committed to increasing the diversity in its workforce and will recruit and hire qualified minorities, women, and individuals with disabilities in all occupational series, but particularly in those targeted occupations and grade levels where they are underrepresented to achieve consistency with their percentages of representation in the civilian labor force.

Management at Glacier Bay National Park and Preserve will be held accountable for increasing diversity based upon their opportunities to recruit and hire employees at various grade levels throughout the organization.

**Annual Goal for FY2002:** By September 30, 2002, the number of Glacier Bay National Park and Preserve's seasonal and temporary positions filled by employees from underrepresented groups is maintained at 51 (57% of workforce).

#### IVa4C: Individuals with disabilities in perm. Workforce

**Long-Term Goal:** By September 30, 2005, the number of Glacier Bay National Park and Preserve permanent positions filled by employees with disabilities is increased from 0 in FY 1999 to 1.

The National Park Service workforce does not reflect the diversity of minorities, women, and individuals with disabilities identified in the civilian workforce figures in certain occupational series. In many occupations, minorities, women, and/or individuals with disabilities are severely underrepresented, and separation rates for these groups are often times higher than, or equal to, the rate at which the Service hires them. The National Park Service is committed to increasing the diversity in its workforce and will recruit and hire qualified minorities, women, and individuals with disabilities in all occupational series, but particularly in those targeted occupations and grade levels where they are underrepresented to achieve consistency with their percentages of representation in the civilian labor force.

Management at Glacier Bay National Park and Preserve will be held accountable for increasing diversity based upon their opportunities to recruit and hire employees at various grade levels throughout the organization.

An individual with a disability is defined as a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment or is regarded as having such an impairment. Major life activities are activities that an average person can perform with little or no difficulty such as walking, breathing, seeing, hearing,

learning, or working. A qualified employee or applicant with a disability is someone who satisfies skill experience, education and other job-related requirements of the position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of that position.

**Annual Goal for FY2002:** By September 30, 2002, the number of GLBA permanent positions filled by employees with disabilities is maintained at 1.

**Measuring:** Positions - See tech guidance

IVa4D: Individuals with disabilities in temp. Workforce

**Long-Term Goal:** By September 30, 2005, the number of Glacier Bay National Park and Preserve seasonal or temporary positions filled by employees with disabilities is increased from 0 in FY 1999 to 1.

The National Park Service workforce does not reflect the diversity of minorities, women, and individuals with disabilities identified in the civilian workforce figures in certain occupational series. In many occupations, minorities, women, and/or individuals with disabilities are severely underrepresented, and separation rates for these groups are often times higher than, or equal to, the rate at which the Service hires them. The National Park Service is committed to increasing the diversity in its workforce and will recruit and hire qualified minorities, women, and individuals with disabilities in all occupational series, but particularly in those targeted occupations and grade levels where they are underrepresented to achieve consistency with their percentages of representation in the civilian labor force.

Management at Glacier Bay National Park and Preserve will be held accountable for increasing diversity based upon their opportunities to recruit and hire employees at various grade levels throughout the organization.

An individual with a disability is defined as a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment or is regarded as having such an impairment. Major life activities are activities that an average person can perform with little or no difficulty such as walking, breathing, seeing, hearing, learning, or working. A qualified employee or applicant with a disability is someone who satisfies skill experience, education and other job-related requirements of the position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of that position.

**Annual Goal for FY2002:** By September 30, 2002, the number of GLBA seasonal and temporary positions filled by employees with disabilities is maintained at 1.

**Measuring:** Positions - See tech guidance

#### IVa5: Employee Housing

**Long-Term Goal:** By September 30, 2005, the number of Glacier Bay's employee housing units listed in poor or fair condition is reduced from 9 in FY1997 assessments to 5 (44% reduction).

Proposed projects in PMIS and those funded out of park housing funds will remove hazardous materials, replace aging roof components and replace 3 structures currently rated in poor condition in the Maintenance Feature inventory.

**Annual Goal for FY2002:** By September 30 of 2002 the number of house will be rated fair or poor in the Maintenance Feature Inventory will be reduced from 9 (in 1997) to 7.

**Measuring:** Housing unit in fair/poor condition in 97

#### IVa6a: Employee Lost-Time Injury Rate

**Long-Term Goal:** By September 30, 2005, the number of Glacier Bay National Park & Preserve employee lost-time injuries is reduced from the FY1995-FY1999 five-year annual average of 3 to 2.5

Employee safety is improved through recognizing and eliminating workplace hazards, providing safety training, ensuring supervisory controls are in place to make the workplace safer, and perhaps most importantly, instilling a culture of safe behavior within the workforce. Training will include weekly tailgate safety sessions, powered and non-powered boat operator training, and bear safety training. Workplace safety improvements will include providing personal protective equipment for all employees who need it, replacing missing/faulty safety guards on 100% of all equipment

**Annual Goal for FY2002:** By Sept. 30, 2002, employee lost-time injuries will be operated, and upgrade or replacement of vessels/vehicles determined to be no reduced to 2.5

**Measuring:** Employee Lost Time Injuries

#### IVa6B: Continuation of Pay Hours

**Long-Term Goal:** By September 30, 2005, the number of hours of Continuation of Pay at Glacier Bay National Park & Preserve will be at or below 16 hrs.

An increased emphasis on employee safety is hoped to reduce lost time injuries, and therefore should reduce Continuation of Pay hours. A single serious accident could result in a huge increase in COP hours, not to mention the pain and suffering of the affected employee. Through safety training, inspections, evaluations, and emphasis on use of personal protective equipment, the park is committed to establishing a "culture" of safe behavior in the workplace to reduce work-related injuries.

**Annual Goal for FY2002:** By Sept.30, 2002 the COP hours at Glacier Bay National Park & Preserve will be at or below 18 hrs.

**Measuring:** Employee COP hours

IVa7: Line-Item Construction

**Long-Term Goal:** By September, 30 2005, 100% of Glacier Bay National Park and Preserve's line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule, and construction parameters.

Glacier Bay National Park met this goal in fiscal years 1998 and 1999 with the construction of the seasonal wastewater treatment plant and the fuel storage and distribution system. The line item construction projects for FY 2000 are the "Soil and Groundwater Remediation for the site for the Future Discovery Center" and "Utility Upgrade at Bartlett Cove". The Utility Support Facility line item construction project is scheduled for FY 2003.

**Annual Goal for FY2002:** Sept. 30, 2002, 100% of line-item projects funded meet 90% of cost, schedule, and construction parameters.

**Measuring:** Projects within parameters

**Mission Goal IVb: The National Park Service increases its managerial resources through initiatives and support from other agencies, organizations, and individuals.**

The National Park Service will pursue maximum public benefit through contracts, cooperative agreements, contributions, and other alternative approaches to support park operations and partnership programs. Partners include non-government organizations such as friends groups, foundations, cooperating associations, and concessionaires, as well as federal, state, tribal, and local government organizations which already assist NPS managerial ability through partnerships and cooperative agreements. Long-term goals that deal with park management strategies and funding sources carried out in cooperation with other government and non-government organizations and private donors relate to this mission goal.

Goals Addressing Mission Goal IVb

IVb1: Volunteer Hours

**Long-Term Goal:** By September 30, 2005, maintain the number of Glacier Bay National Park and Preserve's volunteers hours at 3,490 hours (73% of the 1997 Volunteers will assist with a variety of park projects including park patrols, visitor contacts, information management, administrative support, research field work and maintenance tasks. Volunteer hours will be maintained at 73% of the 1997 baseline due to the current infrastructure

challenges in the park and the community that include limited availability of office, housing and parking.

**Annual Goal for FY2002:** By September 30, 2002, maintain the number of Glacier Bay at National Park and Preserve's volunteers hours at 73% of the 1997 baseline.

**Measuring:** Volunteer Hours

IVb2A: Cash Donations

**Long-Term Goal:** By September 30, 2005, cash donations to Glacier Bay National Park are maintained at the FY 1997 level of \$9,389.

This goal tracks the dollar amount of support received by Glacier Bay National Park & Preserve in donations and grants from the National Park Foundation, friends groups, cooperating associations, and other public and private sources.

**Annual Goal for FY2002:** By September 30, 2002, cash donations to Glacier Bay National Park are maintained at the FY 1997 level of \$9,389.

**Measuring:** Value

IVb2C: Cooperating Associations

**Long-Term Goal:** By September 30, 2005, the cash value of in-kind donations, grants and services to Glacier Bay National Park & Preserve from the Alaska Natural History Association is increased from \$19,467 in FY 1997 to \$40,000 (100%). The Alaska Natural History Association (Glacier Bay Branch) has enhanced the public's understanding of the park significance by producing educational materials including sales items, assisting with special events and programs, and purchasing interpretive supplies and equipment.

**Annual Goal for FY2002:** By September 30, 2002, the cash value of in-kind donations, grants and services to Glacier Bay National Park & Preserve from the Alaska Natural History Association is increased from \$19,467 in FY 1997 to \$40,000 increase).

**Measuring:** Value for in-kind donations

## **VI. List of Preparers**

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### *Preparation Oversight*

Tomie Patrick Lee, Superintendent

Jed Davis, Deputy Superintendent

### *Goal and Data Compilation/Input*

Bill Yancey, Chief of Administration

Mary Beth Moss, Chief of Resource Management

Chuck Young, Chief of Visitor and Resource Protection

Ray Cozby, Chief of Maintenance

Kris Nemeth, Chief of Interpretation

Dave Nemeth, Chief of Concessions

FY2002 Actual Figures			Report Group					
NPS Goal	Local Goal	Our Short Name	Base	Othr	Cons	Fee	Else	Total
la0	la0	Sustainability	\$385,000	\$30,000	\$34,000	\$55,000	\$65,000	\$569,000
la08	la08	Archaeological Site Cond.	\$0	\$0	\$0	\$0	\$0	\$0
la2b	la2b	T&E Species	\$268,000	\$7,000	\$14,000	\$82,000	\$68,000	\$439,000
la4	la4	Water Quality	\$11,000	\$0	\$0	\$385,000	\$0	\$396,000
la5	la5	Historic Structures Cond.	\$0	\$0	\$0	\$0	\$0	\$0
la6	la6	Collections Condition	\$0	\$0	\$0	\$0	\$0	\$0
lb0	lb02	Consumptive Uses	\$0	\$0	\$0	\$0	\$0	\$0
lb0	lb20	Native Entities	\$0	\$0	\$0	\$0	\$0	\$0
lb01	lb01	Data Sets	\$643,000	\$22,000	\$69,000	\$648,000	\$847,000	\$2,229,000
lb2A	lb2A	Archeological Site Inventory	\$0	\$0	\$0	\$0	\$0	\$0
lb2B	lb2B	Cultural Landscapes	\$0	\$0	\$0	\$1,000	\$0	\$1,000
lb2D	lb2D	Museum Objects	\$0	\$0	\$0	\$0	\$0	\$0
lb2E	lb2E	Ethnographic Resources	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total for Resource Protection Category I</b>			<b>\$1,307,000</b>	<b>\$59,000</b>	<b>\$117,000</b>	<b>\$1,171,000</b>	<b>\$980,000</b>	<b>\$3,634,000</b>
IIa1	IIa1	Visitor satisfaction	\$600,000	\$0	\$240,000	\$123,000	\$296,000	\$1,259,000
IIa2	IIa2	Visitor safety	\$321,000	\$8,000	\$172,000	\$151,000	\$191,000	\$843,000
IIb0	IIb0	Outreach	\$0	\$0	\$0	\$0	\$0	\$0
IIb1	IIb1	Visitor understanding	\$1,285,000	\$0	\$69,000	\$85,000	\$472,000	\$1,911,000
<b>Total for Visitor Services, category II</b>			<b>\$2,206,000</b>	<b>\$8,000</b>	<b>\$481,000</b>	<b>\$359,000</b>	<b>\$959,000</b>	<b>\$4,013,000</b>
IVa0	IVa0	Infrastructure	\$0	\$0	\$0	\$0	\$0	\$0
IVa01	IVa01	Integrating Data Systems	\$0	\$0	\$0	\$0	\$0	\$0
IVa2	IVa2	Employee competencies	\$0	\$0	\$0	\$0	\$0	\$0
IVa3	IVa3	Employee performance	\$0	\$0	\$0	\$0	\$0	\$0
IVa5	IVa5	Employee housing corrected	\$0	\$0	\$0	\$0	\$0	\$0
IVa6A	IVa6A	Employee safety - lost time	\$0	\$0	\$0	\$0	\$0	\$0
IVa7	IVa7	Construction projects	\$0	\$0	\$0	\$0	\$0	\$0
IVb1	IVb1	Volunteer hours	\$0	\$0	\$0	\$0	\$0	\$0
IVb2B	IVb2B	Donations & grants	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total for Organizational Effectiveness, Category IV</b>			<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
			<b>\$3,513,000</b>	<b>\$67,000</b>	<b>\$598,000</b>	<b>\$1,530,000</b>	<b>\$1,939,000</b>	<b>\$7,647,000</b>
<p>Note about spreadsheet: The amounts were extracted from the Performance Management Data System (PMDS). It must be noted that the amounts for Cons, Fee, and Else appear to be slightly higher than expected. This may be because the amounts shown may be projected figures rather than actual figures. This is in the process of being verified as of 04/29/2004. Explanations of columns are as follows: "Base" is ONPS base for the park. "Othr" is other ONPS funds controlled centrally. "Cons" is construction accounts. "Fee" is 80% recreational fee demonstration program funding (Fund 25). "Else" includes all other funding sources.</p>								