

Glacier Bay National Park and Preserve
FY01 Annual Performance Plan



II. Approvals

Approved: _____
Superintendent

Approved: _____
Regional Director

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IV. Introduction/Background Section

GPRRA Overview

The purpose of the Government Performance and Results Act of 1993 (GPRRA) 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. (GPRRA 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 the 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.

Key external factors likely to affect the park within the next year will include some of the following issues.

1. Legislation outside of our control requires us to address the following:
 - Construction of a new visitor center
 - Develop Cultural Fisheries program
 - Develop a cooperative fisheries management plan.
 - Address Bartlett Cove ferry access
 - Study Falls Creek hydro-electric site
2. Native interest has asked us to address:
 - Seagull egg gathering
 - Ceremonial seal hunting
 - Purchase, exchange or cooperative management of native-owned inholdings.
 - Cultural and traditional fishery
3. Remediation of soil from past fuel spills.

V. Mission Statement, Mission Goals, Long-Term Goals, Annual

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 ecosystem and cultural context.

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: 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 FY00. The plan is expected to be completed by FY02. 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 compliance with the Plan.

Annual Goal for FY2001: By September 30, 2001, 47,967 of 2658511 acres (2%) of designated wilderness in Glacier Bay National Park will meet conditions prescribed in the park's Wilderness Management Plan.

Measuring: Acres with conditions met

1a0: 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 FY2001: By September 30, 2001, 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 proposed hydroelectric power project.

Annual Goal for FY2001: By Sept.30, 2001, 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

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 "good" condition.

Annual Goal for FY2001: None

Measuring: Condition

1a2: 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 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 fiscal year.

Annual Goal for FY2001: By September 30, 2001, 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

1a3: 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 stable or improved condition.

Annual Goal for FY2001: By Sept. 30, 2001, 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.

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 maintained.

Annual Goal for FY2001: By September 30, 2001, 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 Office requirements and remained the preferred alternative. No historic structures will be actively maintained in GLBA, other than that associated with minimizing safety concerns.

Annual Goal for FY2001: None

Measuring: Historic structures

la6: 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 FY2001: None

Measuring: Number of Standards Met

la9A: Paleontological Resources

Long-Term Goal: By September 30, 2005, 3 (100%) of 3 paleontological localities known as of FY2000 in Glacier Bay National Park and Preserve are in good condition.

Glacier Bay National Park contains 3 known sites of paleontological deposits containing numerous marine fossils. These sites are important in that they geologically link Glacier Bay with similar deposits found in Russia.

Annual Goal for FY2001: None

Measuring: Condition

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.

By September 30, 2001, 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.

Annual Goal for FY2001: By September 30, 2001, 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 (ASMIS).

Annual Goal for FY2001: By September 30, 2001, the number of Glacier Bay National Park and Preserve archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is not increased.

Measuring: Archaeological Sites in ASMIS

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 have 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 FY2001: By September 30, 2001, the number of GBNPP cultural landscapes inventoried, evaluated, and entered on the NPS Cultural Landscapes Inventory (CLI) at Level II will remain 0.

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 FY2001: None

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 FY2001: By September 30, 2001, 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 7546 in FY1999 to 7796 (3% increase).

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 FY2001: By September 30, 2001, the number of GBNPP ethnographic resources inventoried, evaluated, and entered on the NPS Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 3.

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 FY2001: By September 30, 2001, 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 is 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 FY2001: By September 30, 2001 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 FY2001: By Sept. 30, 2001, 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 generations.

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 FY2001: By September 30, 2001 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 FY2001: By September 30, 2001, 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.

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 park's mission goals.

Annual Goal for FY2001: By September 30, 2001 the Information Management Strategy will be re-written to include prioritized tasks and conditions with measurable outcomes.

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, standards and guidelines.

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 are not 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 FY2001: By September 30 of 2001 10% 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 FY2001: By September 30, 2001, 50% of GLBA employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Measuring: Employees whose plans are linked

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 FY2001: By September 30, 2001, 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 FY2001: By September 30, 2001, the number of GLBA's seasonal and temporary positions filled by employees from underrepresented groups is maintained at 51 (57% of workforce).

Measuring: Positions - See tech guidance

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 FY2001: By September 30, 2001, the number of GLBA permanent positions filled by employees with disabilities is increased to 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 FY2001: By September 30, 2001, the number of GLBA seasonal and temporary positions filled by employees with disabilities is increased to 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 FY2001: By September 30 of 2001 the number of houses rated fair or poor in the Maintenance Feature Inventory will not be reduced.

Measuring: Housing unit in fair/poor cond 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 operated, and upgrade or replacement of vessels/vehicles determined to be no longer safe to operate.

The current number of employee lost time accidents is considerably less than the national average. Considering the high risk activities and number of employees working in the park, lowering the current number by .5 injuries would be a realistic and attainable goal.

Annual Goal for FY2001: By Sept. 30, 2001, employee lost-time injuries will be 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 FY2001: By Sept.30, 2001, the COP hours at Glacier Bay National Park & Preserve will be at or below 19 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 FY2001: Sept. 30, 2001, 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 baseline).

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 FY2001: By September 30, 2001, 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 FY2001: By September 30, 2001, 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% increase).

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 FY2001: By September 30, 2001, 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% increase).

Measuring: Value for in-kind donations

VI. List of Preparers

Preparation Oversight

Tomie Patrick Lee, Superintendent

William Yancey, Chief of Administration

Goal and Data Compilation/Input

William 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

Donna DeBoer-Williams, Administrative Assistant

Nathan Borson, Computer Specialist

Unit Goal ID: Ia01

Consumptive Uses

Park/Program Id. No: 9815

Service-wide Goal Identification number: Ia0

NPS Service-wide Long-Term Goal:

Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Baseline Year

1999

Target Year

2005

Park/Program 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.

Park/Program Annual Goal:

By Sept.30, 2001, all resource consumptive activities occurring in Glacier Bay National Park & Preserve will be in accordance with appropriate laws, regulations, policy, and management plans.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
8	Number of uses in compliance	8	In compliance	Number of consumptive uses
Annual Workplan Product/Service	Division		Planned Output	Contact
Prepare sport fishing recommendations (charter, private)	Resource		Final recommendation for charter prospectus	Moss
Monitoring and enforcement of consumptive use regulations and statutes.	Rangers		Monitor and enforce commercial and sport take of park resources including fishing and shellfish	Young
Manage Dry Bay commercial operations.	Rangers		Monitor commercial permittees; enforce regs and permit requirements	Young
Continue to cooperate on Falls Creek Hydropower Project	Resource		Project process outline	Moss
Compile commercial fishing data	Resource		Data summary	Moss
Continue development of cooperative fisheries research framework	Resource		Completed research framework	Moss
Admin Oversight/Park Mgt Coordination	Administration		Admin and Mgt oversight & coordination	Lee

Unit Goal ID: Ia02

Native Entities

Park/Program Id. No: 9815

Servicewide Goal Identification number: Ia0

NPS Servicewide Long-Term Goal:

Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Baseline Year

1999

Target Year

2005

Park/Program 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).

Park/Program Annual Goal:

By September 30, 2001, working relationships will be established with 2 native entities associated with Glacier Bay National Park and Preserve (HIA, Yakutat Kwaan).

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
4	Entities with working relationships	7	Relationship established	Each entity
Annual Workplan Product/Service	Division		Planned Output	Contact
Tlingit Place Names Map	Resource		Complete project	Moss
Admin Oversight/Park Mgt. Coordination	Administration		Pkwide Admin and Mgt Oversight/Coordination	Lee
Prepare plans for Hoonah Indian Association and Yakutat Kwaan	Resource		Completed plan as amendment to HIA MOU and completed MOU with Yakutat Kwaan	Moss
Design a cultural fishery program for Hoonah Indian Association	Resource		Program outline	Moss
Complete Yakutat oral history project	Resource		Completed jukebox project online	
Conduct berry picking trips	Resource		1 trip	Moss
Provide support and equipment for this activity	Maintenance		Provide and Maintain , housing, staff, vehicles, boats, offices, storage space and fuel for this operation	Cozby

Unit Goal ID: Ia03

Wilderness Condition

Park/Program Id. No: 9815

Service-wide Goal Identification number: Ia0

NPS Service-wide Long-Term Goal:

Other: Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Baseline Year
1999

Target Year
2005

Park/Program 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.

Park/Program Annual Goal:

By September 30, 2001, 47,967 of 2658511 acres (2%) of designated wilderness in Glacier Bay National Park will meet conditions prescribed in the park's Wilderness Management Plan.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
47,967	Acres with conditions met	0	Meet conditions in WMP	Each acre
Annual Workplan Product/Service	Division		Planned Output	Contact
Initiate minimum requirement/minimum tool process	Resource		Reviews of all research and administrative uses in wilderness	Moss
Begin public scoping for backcountry management plan	Resource		Summary of Public scoping comments	Moss

Unit Goal ID:

Archaeological Sites

Park/Program Id. No: 9815

Servicewide Goal Identification number: 1a08

NPS Servicewide Long-Term Goal:

By September 30, 2002, 50% of the recorded archeological sites are in good condition.

Baseline Year

Target Year

1999

2005

Park/Program 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.

Park/Program Annual Goal:

None

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
0	Condition	60	Good	Each Site
Annual Workplan Product/Service	Division		Planned Output	Contact
Assess risk each site exposed to.	Resource		Complete risk assessment	Moss
Admin Oversight/Park Mgt Coordination	Administration		Prkwide Admin and Mgt Oversight/Coordination	Lee
Monitor field sites for threats to condition	Rangers		Sites will be protected from human disturbance	King
Provide support for operation	Maintenance		Provide staff and maintain housing, offices, vehicles, boat, fuel and storage for equipment to accomplish work	Cozby

Unit Goal ID:

T & E Species

Park/Program Id. No: 9815

Service-wide Goal Identification number: 1a2

NPS Service-wide 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 parklands or requiring NPS recovery actions have an improved status, and an additional 100% (2 of 2) have stable populations.

Baseline Year

1999

Target Year

2005

Park/Program 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 parklands or requiring NPS recovery actions have an improved status, and an additional 100% (2 of 2) have stable populations.

Park/Program Annual Goal:

By September 30, 2001, 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.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
2	Listed T&E species with RPT/CHD	2	Stable	Species (each) meeting above criteria
Annual Workplan Product/Service	Division		Planned Output	Contact
Admin Oversight/Park Mgt coordination	Administration		Pkwide Admin and Mgt Oversight/Coordination	Lee
Patrol whale waters	Rangers		Maintain regular patrols in whale waters from May 15 - Sept 15	Young
Monitor Stellar sea lion populations at South Marble Island and Graves Rock	Resource		Final report for South Marble Island and Graves Rock	Moss
Increase public/agency awareness of whale issues	Resource		Interagency meetings	Moss
Coordinate acoustics study	Resource		Oversee equipment installation; oversee data collection	Moss
			Final whale report	Moss
			Data analysis	Moss
Conduct humpback whale surveys	Resource		Whale surveys	Moss
Manage Vessel Permit Program	Rangers		Maintain backcountry office dispatch 10 hours/day from 15 May - 15 Sept.	Young
Provide Maintenance of needed research equipment and facilities.	Maintenance		Provide/Maintain offices, housing, boats, fuel, vehicles and storage for needed equipment	Cozby

Unit Goal ID:

Clean Air

Park/Program Id. No: 9815

Service-wide Goal Identification number: 1a3

NPS Service-wide Long-Term Goal:

By September 30, 2005, air quality in 70% of reporting park areas has remained stable or improved.

Baseline Year

1999

Target Year

2005

Park/Program Long-Term Goal

By September 30, 2005, air quality in Glacier Bay National Park & Preserve has remained stable or improved.

Park/Program Annual Goal:

By Sept. 30, 2001, air quality in Glacier Bay National Park & Preserve has remained stable or improved.

Performance Target This Year:

1

Indicator:

Air quality

Baseline No.

1

Desired Condition

Improving or stable

Unit Measure

Each park

Annual Workplan Product/Service

Division

Planned Output

Contact

Read smoke stack emissions for cruise ships entering the Bay

Rangers

20+ stack readings

Young

Develop an air quality model through contract with New Mexico Tech.

Resource

Initial model

Moss

Unit Goal ID:

Water Quality

Park/Program Id. No: 9815

Service-wide Goal Identification number: 1a4

NPS Service-wide Long-Term Goal:

By September 30, 2005, 85% of Park units will have unimpaired water quality.

Baseline Year

2000

Target Year

2005

Park/Program Long-Term Goal

By September 30, 2005, Glacier Bay National Park and Preserve has unimpaired water quality.

Park/Program Annual Goal:

By September 30, 2001, Glacier Bay National Park and Preserve has unimpaired water quality.

Performance Target This Year:

1

Indicator:

Water quality

Baseline No.

1

Desired Condition

Unimpaired water quality

Unit Measure

Each park with qualifying waters

Annual Workplan Product/Service

Maintain sewage outfall water quality to comply with EPA standards

Division

Maintenance

Planned Output

20,000 gallons/day of treated sewage

Contact

Cozby

Unit Goal ID:

Historic Structures

Park/Program Id. No: 9815

Servicewide Goal Identification number: 1a5

NPS Servicewide Long-Term Goal:

By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.

Baseline Year

Target Year

1999

2005

Park/Program 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.

Park/Program Annual Goal:

None

Performance Target This Year:

Indicator:

Baseline No.

Desired Condition

Unit Measure

0

Historic structures

13

Good

Each structure

Annual Workplan Product/Service

Division

Planned Output

Contact

Unit Goal ID:

Museum Collections

Park/Program Id. No: 9815

Servicewide Goal Identification number: 1a6

NPS Servicewide Long-Term Goal:

By September 30, 2005, 73.4% of preservation and protection standards for park museum collections are met.

Baseline Year

Target Year

1999

2005

Park/Program 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.

Park/Program Annual Goal:

None

Performance Target This Year:

Indicator:

Baseline No.

Desired Condition

Unit Measure

116

Number of Standards Met

231

Meet Standards

Each standard

Annual Workplan Product/Service

Division

Planned Output

Contact

Unit Goal ID:

Paleontological Resources

Park/Program Id. No: 9815

Servicewide Goal Identification number: 1a9A

NPS Servicewide Long-Term Goal:

By September 30, 2005: 20% of known paleontological localities in parks are in good condition.

Baseline Year

Target Year

1999

2005

Park/Program Long-Term Goal

By September 30, 2005, 3 (100%) of 3 paleontological localities known as of FY2000 in Glacier Bay National Park and Preserve are in good condition.

Park/Program Annual Goal:

None

Performance Target This Year:

Indicator:

Baseline No.

Desired Condition

Unit Measure

3

Condition

3

Good

Each known locality

Annual Workplan Product/Service

Division

Planned Output

Contact

Unit Goal ID:

Data Sets

Park/Program Id. No: 9815

Servicewide Goal Identification number: 1b01

NPS Servicewide Long-Term Goal:

By September 30, 2005, acquire or develop 87% (2,203) of the 2,527 outstanding data sets identified in 1999 of basic natural resource inventories for all parks.

Baseline Year

1999

Target Year

2005

Park/Program 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.

Park/Program Annual Goal:

By September 30, 2001, 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.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
10	Data Sets Obtained	0	Obtained or developed	Each Data Set
Annual Workplan Product/Service	Division		Planned Output	Contact
Monitor bald eagle productivity	Resource		Annual report	Moss
Bear/Habitat Assessment	Resource		Final report	Moss
Sea Otter - Subtidal Assessment	Resource		Data collected/GIS layer	Moss
Sea Otter Diet Study	Resource		Final report	Moss
Sea Otter Monitoring	Resource		Annual report	Moss
Compile Bear Incidents	Resource		Final report	Moss
GIS/data management	Resource		GIS layers	Moss
Continue coastal mapping	Resource		100 miles of shoreline mapped	Moss
Inventory marine fishes	Resource		Annual report	Moss
Monitor harbor seal populations	Resource		Annual report	Moss
Monitor kittiwake populations	Resource		Annual report	Moss

Monitor commercial/sport fishing	Resource	Data collected, final report	Moss
Complete VMP Monitoringn Plan	Resource	Completed plan	Moss
Complete outlined coastal cluster projects	Resource	Completed reports for each project	Basch
Complete Coastal Cluster Annual Work Plan	Resource	Completed workplan	Basch
Monitor underwater noise	Resource	Final report	Moss
Maintain field presence	Resource	Field surveys	Moss
Complete RMP	Resource	Completed and reviewed plan	Moss
Admin Oversight/Park Mgt Coordination	Administration	Pkwide Admin and Mgt Oversight/Coordination	Lee
Oversee Research program	Resource	Complete IA's, research permits, evaluations	Moss
Science Symposium	Resource	Workplan developed	Moss
Continue visitor distribution survey	Resource	Data collected	Moss
Small Schooling Fish Study	Resource	Collect data	Moss
Bathymetric Data	Resource	Data collected/GIS layer	Moss
Logistical Support	Management	Provide logistical support by park boat	Lee

Unit Goal ID:

Archaeological Baseline

Park/Program Id. No: 9815

Servicewide Goal Identification number: 1b2A

NPS Servicewide Long-Term Goal:

By September 30, 2005, archeological sites inventoried and evaluated are increased by 30% (from FY 1999 baseline of 48,188 sites to 62,644).

Baseline Year

Target Year

1999

2005

Park/Program 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).

Park/Program Annual Goal:

By September 30, 2001, the number of Glacier Bay National Park and Preserve archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is not increased.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
60	Archaeological Sites in ASMIS	60	Recorded in ASMIS	Ea Arch Site
Annual Workplan Product/Service	Division		Planned Output	Contact
Admin Oversight/Park Mgt. Coordination	Administration		Pkwide Admin and Mgt Oversight/Coordination	Lee
Enter site information into ASMIS	Resource		Updated ASMIS database	Moss
Review SAIP reports provided by Smithsonian Institute	Resource		Reviewed reports	Moss
Provide support and equipment for this activity	Maintenance		Provide and Maintain , housing, staff, vehicles, boats, offices, storage space and fuel for this operation	Cozby

Unit Goal ID:

Cultural Landscape Baseline

Park/Program Id. No: 9815

Service-wide Goal Identification number: 1b2B

NPS Service-wide Long-Term Goal:

By September 30, 2005 cultural landscapes inventoried and evaluated at Level II are increased by 136.4% (from FY 1999 baseline of 110 to 260).

Baseline Year

Target Year

1999

2005

Park/Program 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/Program Annual Goal:

By September 30, 2001, the number of GBNPP cultural landscapes inventoried, evaluated, and entered on the NPS Cultural Landscapes Inventory (CLI) at Level II will remain 0.

Performance Target This Year:

Indicator:

Baseline No.

Desired Condition

Unit Measure

1

Cultural landscapes in database

13

Entered into CLI

Each cultural landscape

Annual Workplan Product/Service

Division

Planned Output

Contact

Assess potential cultural landscapes with AKSO assistance

Resource

Recommended list of landscapes

Moss

Unit Goal ID:

Historic Structures Baseline

Park/Program Id. No: 9815

Servicewide Goal Identification number: 1b2C

NPS Servicewide Long-Term Goal:

By September 30, 2005 100% of the historic structures have updated information (FY 1999 baseline 24,225 of 24,225).

Baseline Year

Target Year

1999

2005

Park/Program 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.

Park/Program Annual Goal:

None

Performance Target This Year:

Indicator:

Baseline No.

Desired Condition

Unit Measure

0

Updated LCS records

0

Updated

Each LCS record

Annual Workplan Product/Service

Division

Planned Output

Contact

Unit Goal ID:

Museum Collections

Park/Program Id. No: 9815

Servicewide Goal Identification number: 1b2D

NPS Servicewide Long-Term Goal:

By September 30, 2005, museum objects cataloged are increased by 35.9% (from FY 1999 baseline of 37.3 million to 50.7 million).

Baseline Year

Target Year

1999

2005

Park/Program 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).

Park/Program Annual Goal:

By September 30, 2001, 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 7546 in FY1999 to 7796 (3% increase).

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
7797	Museum objects in database	7547	Cataloged	Each museum object
Annual Workplan Product/Service	Division		Planned Output	Contact
Train new SCEP student as collections officer	Resource		Trained employee	Moss
Enter data	Resource		Updated database	Moss
Admin Oversight/Park Mgt. Coordination	Administration		Pkwide Admin and Mgt Oversight/Coordination	Lee
Provide support and equipment for this activity	Maintenance		Provide and Maintain , housing, staff, vehicles, boats, offices, storage space and fuel for this operation	Cozby

Unit Goal ID:

Ethnographic Resources Baseline

Park/Program Id. No: 9815

Servicewide Goal Identification number: 1b2E

NPS Servicewide Long-Term Goal:

By September 30, 2005, ethnographic resources inventory is increased 634% (from FY 1999 baseline of 400 to 2,938).

Baseline Year

Target Year

1999

2005

Park/Program 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.

Park/Program Annual Goal:

By September 30, 2001, the number of GBNPP ethnographic resources inventoried, evaluated, and entered on the NPS Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 3.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
3	Ethnographic Resources Inventoried	0	Inventoried & Evaluated	Each Ethnographic Resource
Annual Workplan Product/Service	Division		Planned Output	Contact
Complete maritime anthropology	Resource		Completed final report	Moss
Complete Seagull egg study	Resource		Distribute final report	Moss
Complete seal ethnography	Resource		Final report	Moss
Admin Oversight/Park Mgt. Coordination	Administration		Pkwide Admin and Mgt Oversight/Coordination	Lee
Provide support and equipment for this activity	Maintenance		Provide and Maintain , housing, staff, vehicles, boats, offices, storage space and fuel for this operation	Cozby

Unit Goal ID:

Vital Signs

Park/Program Id. No: 9815

Service-wide Goal Identification number: 1b3

NPS Service-wide Long-Term Goal:

By September 30, 2005, 80% of 265 parks with significant natural resources have identified their vital signs for natural resource monitoring.

Baseline Year

Target Year

1999

2005

Park/Program Long-Term Goal

By September 30, 2005, Glacier Bay National Park and Preserve has identified its vital signs for natural resource monitoring.

Park/Program Annual Goal:

By September 30, 2001, Glacier Bay National Park and Preserve has identified its vital signs for natural resource monitoring.

Performance Target This Year:

Indicator:

Baseline No.

Desired Condition

Unit Measure

1

Vital Signs

1

Vital Signs Identified.

Each park

Annual Workplan Product/Service

Division

Planned Output

Contact

Complete Inventory and Monitoring plan for Southeast Area Network

Resource

Completed and accepted proposal

Moss

Begin developing monitoring plan

Resource

Draft strategy

Moss

Unit Goal ID:

Visitor Satisfaction

Park/Program Id. No: 9815

Service-wide Goal Identification number: 11a1

NPS Service-wide Long-Term Goal:

By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

Baseline Year

Target Year

1998

2005

Park/Program Long-Term Goal

By September 30, 2005 95% of park visitors are satisfied with park facilities, services and recreation opportunities.

Park/Program Annual Goal:

By September 30, 2001 95% of park visitors are satisfied with park facilities, services and recreation opportunities.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
95%	Visitor Satisfaction	100	Satisfied visitors	Percentage of visitors satisfied
Annual Workplan Product/Service	Division		Planned Output	Contact
Begin backcountry management plan	Resource		Plan outline	Moss
Logistical support	Management		Provide logistical support with the Park boat	Davis
Assure commercial visitor services comply with Laws, Regs. and NPS policy in meeting visitor needs through a program of inspections and appropriate follow-up.	Concessions		All concession services are either satisfactory or a program is developed to address any deficiencies.	Nemeth, D
Oversee backcountry working group	Resource		Tour, charter, kayak concession recommendations	Moss
Provide resource protection and visitor services	Rangers		Provide resource protection (including air quality monitoring) and public use management services throughout the year to protect park resources and the range, scope and quality of visitor use opportunities.	Young
Repair and Maintain park infrastructure.	Maintenance		1 campground maintained, all park trash picked up and disposed, all park restrooms cleaned daily, 6 emergency vehicles and boats kept in perfect running order, 6.5 mls of roads graded, 4.5 mls of trail maintained.	Cozby
Admin Oversight/Park Mgt Coordination	Administration		Pkwide Admin and Mgt Oversight/Coordination	Lee

Unit Goal ID:

Visitor Safety

Park/Program Id. No: 9815

Service-wide Goal Identification number: 11a2

NPS Service-wide Long-Term Goal:

By September 30, 2005, The visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days [a 16% decrease from the FY 1992 - FY 1996 baseline of 9.48 per 100,000 visitor days].

Baseline Year

1999

Target Year

2005

Park/Program 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

Park/Program Annual Goal:

By Sept. 30, 2001, 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.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
2.50	Visitor accident/incidents	2.5	Safe visitors	Visitor accident rate per 100,000 VD
Annual Workplan Product/Service	Division		Planned Output	Contact
Admin Oversight/Park Mgt Coordination	Administration		Pkwide Admin and Mgt Oversight/Coordination	Lee
Provide safety orientation services to park visitors.	Rangers		Provide safety information and services (i.e., daily WX updates by radio) including bear and boater safety, radio monitoring and emergency coordination, through operation of the Visitor Information Station, May - September, and through year-round inf	Young
Ensure park radio communications system is maintained			Park net, marine VHF, and dispatch communications systems are maintained to provide full time coverage for emergency operations.	Young
Provide visitor protection services	Rangers		Provide visitor protection services for fire, search and rescue, emergency medical services and law enforcement in the park on a year round basis and at a level necessary to provide a reasonable response capability to protect health, life, safety.	Young
Provide Safe facilities for the visitor.	Maintenance		Grade 6.5 mls of road bi-weekly or as needed. Clear/repair 4.5 mls of trails. Provide equipment offices and housing for all Protection and Maintenance staff.	Cozby

Unit Goal ID:

Visitor Understanding and Appreciation

Park/Program Id. No: 9815

Servicewide Goal Identification number: 11b1

NPS Servicewide Long-Term Goal:

By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.

Baseline Year

1998

Target Year

2005

Park/Program Long-Term Goal

By September 30, 2005 86% of park visitors understand the significance of the park.

Park/Program Annual Goal:

By September 30, 2001 86% of park visitors understand the significance of the park.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
86	Visitor Understanding	50	Understand & Appreciate	Percentage of visitors
Annual Workplan Product/Service	Division		Planned Output	Contact
Provide facilities/equipment for park staff and maintain park sign program	Maintenance		Provide housing for 20 park seasonals and 6 permanent employees. Repaint park interpretive signs. Provide fuel for housing 2 boats and 4 vehicles. Maintain 2 park boats and maintain shop on site.	Cozby
Admin Oversight/park Mgt Coordination	Administration		Pkwide Admin and Mgt Oversight/Coordination	Lee
Orient off-site visitors to services	Interpretation		Answer visitor and student request and proof journalists' articles on the park.	Nemeth, K
Provide visitor informationals	Interpretation		Produce handouts to orient visitors to cultural/natural history and resource protection	Nemeth, K
Begin media inventory & development	Interpretation		Evaluate existing media & develop future priority list	Jung, Nemeth, K
Begin planning of new visitor center	Interpretation		Develop needs assesment for facility and begin conceptual design	Nemeth, K, Jung
Continue work on Interpretive Plans	Interpretation		Bartlett Cove: Rewrite and distribute for review. Yakutat: Develop and distribute.	Nemeth, K
Interpretive programs	Interpretation		Present on all cruise ship and tour vessels: commentaries, info desk, roving and formal programs.	Nemeth, K
Provide interpretive programs.	Interpretation		Present daily at lodge: guided hikes, 2 films, info desk at VC & evening program	Nemeth, K
Provide visitor orientations.	Rangers		Provide resource education services at Yakutat/ Gustavus/Bartlett Cove throughout the year, at Dry Bay, May-October; operate the Visitor Information Center at Bartlett Cove, May-September; providing information and visitor assistance.	Young

Provide information on important resource issues to the general public

Resource

Presentation at Bald Eagle festival

Moss

Provide information on park significance, purpose, and mission.

Rangers

Provide information on the significance and purpose of the park to visitors, community groups, special interests, concession operators and employees, and other agencies throughout the year in the park and in local communities.

Young

Unit Goal ID:

Educational Programs

Park/Program Id. No: 9815

Servicewide Goal Identification number: 11b1X

NPS Servicewide Long-Term Goal:

By September 30, 2005, (Park determined percentage) of (park determined target number of students) participating in NPS formal educational programs understand America's cultural and natural heritage as preserved by National Park Service and its Programs.

Baseline Year

2001

Target Year

2005

Park/Program 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.

Park/Program Annual Goal:

By September 30, 2001, 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.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
40	Percentage students with understanding		Students gain understand.	Percent
Annual Workplan Product/Service	Division		Planned Output	Contact
Provide info./interp. services (information desk and programming) in local communities.	Interpretation		Provide services 5/days week at Centennial Hall for summer season.	Nemeth, K
Provide information on important resource issues to the general public	Resource		10 talks/year	Moss
Develop a plan for production of an electronic field trip	Interpretation		Develop a funding strategy and conceptual plan for EFT	Jung, Nemeth
Administrative Oversight/Park Management coordination	Administration		Administrative oversight and mgmnt of procedures and processes	Lee/Yancey
Develop and present outreach/educational programs.	Interpretation		Conduct school programs in 2 local school districts.	Nemeth, K
			5 Science Seminars	Moss
	Interpretation		Provide services 5/days week at Yakutat office for summer season.	Nemeth, K
	Interpretation		Facilitate programs given by Alaska natives.	Nemeth, K
			4 School programs	Moss

Unit Goal ID:

Data Systems

Park/Program Id. No: 9815

Servicewide Goal Identification number: IVa01

NPS Servicewide Long-Term Goal:

By September 30, 2005, 66% [25] of the 38 major NPS data systems are integrated/interfaced.

Baseline Year

Target Year

1999

2005

Park/Program 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.

Park/Program Annual Goal:

By September 30, 2001 the Information Management Strategy will be re-written to include prioritized tasks and conditions with measurable outcomes.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
0	Conditions and tasks	0	Met or accomplished	Percentage of conditions/tasks
Annual Workplan Product/Service	Division		Planned Output	Contact
Provide ongoing systems administration	Administration		Keep the server and network up 98% of the time.	Nathan Borson
Provide ongoing end-user support	Administration		Provide support for end-users and solve workstation problems as needed.	Nathan Borson
Complete the Information Management Strategy	Administration		Completed strategy with prioritized, measurable outcomes	Nathan Borson
Set up work order system	Administration		Set up system for tracking tasks for information systems and administration	Nathan Borson

Unit Goal ID:

Sustainability

Park/Program Id. No: 9815

Servicewide Goal Identification number: 1Va09b

NPS Servicewide Long-Term Goal:

By September 30, 2005, 100% of parks, offices, and concessions operations have fully implemented the regulatory recommendations arising from environmental audits, resulting in more sustainable planning and operations.

Baseline Year

Target Year

1999

2005

Park/Program Long-Term Goal

By September 30, 2005, 40% of all park infrasture and equipment as identified in the Facility Management Maintenance System inventory are sustainable as determined by condition assesment and present technology, standards and guidelines.

Park/Program Annual Goal:

By September 30 of 2001 10% of the infrastructure items are in good condition.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
10	Equipment and infrastructure condition		Good	Infrastructure Items
Annual Workplan Product/Service	Division		Planned Output	Contact
Initiate recommendations of energy survey	Maintenance		Install energy efficient lighting	Cozby
Separate waste and increase recycling	Maintenance		Materials seperated from waste stream and recycled	Cozby
Admin Oversight/Park Mgmnt Coordination	Administration		Administrative procedure/oversight/support	Yancey/Lee

Unit Goal ID: IVa3A

Performance Plans Linked to Goals

Park/Program Id. No: 9815

Servicewide Goal Identification number: IVa3A

NPS Servicewide Long-Term Goal:

By September 30, 2005, 100% of employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Baseline Year

2001

Target Year

2005

Park/Program 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.

Park/Program Annual Goal:

By September 30, 2001, 50% of GLBA employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
60	Employees whose plans are linked	120	Linked to goals	Each perm, term, temp employee perf plan
Annual Workplan Product/Service	Division		Planned Output	Contact
Interpretation Employees (2)	Interpretation		Performance Plans Linked	K. Nemeth
Supt's Direct Reports (8)	Management		Performance Plans Linked	Lee
Admin Employees (1)	Administration		Performance Plans Linked	Yancey
Resource Mgmt Employees (3)	Resource		Performance Plans Linked	Moss
Protection Employees (3)	Rangers		Performance Plans Linked	Young
Maintenance Employees (3)	Maintenance		Performance Plans Linked	Cozby

Unit Goal ID: IVa4A

Underrepresented groups in permanent workforce

Park/Program Id. No: 9815

Servicewide Goal Identification number: IVa4A

NPS Servicewide Long-Term Goal:

By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% in the 9 targeted occupational series in the permanent workforce.

Baseline Year

Target Year

1999

2005

Park/Program 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%).

Park/Program Annual Goal:

By September 30, 2001, the number of GLBA permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
7	Positions - See tech guidance	12	Filled by underrepresente	Each position

Annual Workplan Product/Service	Division	Planned Output	Contact
Division Chiefs will work with the Regional Office to develop recruitment plans that will reach applicants who are in the underrepresented population.	Administration	Increased pool of applicants that identify with underrepresented target groups	Yancey

Unit Goal ID: IVa4B

Women, Minorities in Temp, Seasonal workforce

Park/Program Id. No: 9815

Servicewide Goal Identification number: IVa4B

NPS Servicewide Long-Term Goal:

By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% of women and minorities in the temporary and seasonal workforce.

Baseline Year

1999

Target Year

2005

Park/Program 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).

Park/Program Annual Goal:

By September 30, 2001, the number of GLBA's seasonal and temporary positions filled by employees from underrepresented groups is maintained at 51 (57% of workforce).

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
51	Positions - See tech guidance	89	Filled by women, minoriti	Each position
Annual Workplan Product/Service	Division		Planned Output	Contact
A SCEP student from Southern University will be hired	Resource		Employeed diversity candidate	Moss
Division Chiefs will work with the Regional Office to develop recruitment plans that will reach applicants who are in the underrepresented population.	Administration		Increased pool of applicants that identify with underrepresented target groups	Yancey

Unit Goal ID: IVa4C

Individuals with disabilities in perm. Workforce

Park/Program Id. No: 9815

Servicewide Goal Identification number: IVa4C

NPS Servicewide Long-Term Goal:

By September 30, 2005, Increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the permanent workforce.

Baseline Year

1999

Target Year

2005

Park/Program 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.

Park/Program Annual Goal:

By September 30, 2001, the number of GLBA permanent positions filled by employees with disabilities is increased to 1.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
1	Positions - See tech guidance	40	Filled by underrepresente	Each position
Annual Workplan Product/Service	Division	Planned Output	Contact	
Division Chiefs will work with the Regional Office to develop recruitment plans that will reach applicants who are in the underrepresented population.	Administration	Increased pool of applicants that identify with underrepresented target groups	Yancey	

Unit Goal ID: IVa4D

Individuals with disabilities in temp. Workforce

Park/Program Id. No: 9815

Servicewide Goal Identification number: IVa4D

NPS Servicewide Long-Term Goal:

By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the seasonal and temporary workforce

Baseline Year

1999

Target Year

2005

Park/Program 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.

Park/Program Annual Goal:

By September 30, 2001, the number of GLBA seasonal and temporary positions filled by employees with disabilities is increased to 1.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
1 position	Positions - See tech guidance	89	Filled by underrepresente	Each position
Annual Workplan Product/Service	Division		Planned Output	Contact
Division Chiefs will work with the Regional Office to develop recruitment plans that will reach applicants who are in the underrepresented population.	Administration		Increased pool of applicants that identify with underrepresented target groups	Yancey

Unit Goal ID:

Employee Housing

Park/Program Id. No: 9815

Servicewide Goal Identification number: IVa5

NPS Servicewide Long-Term Goal:

By September 30, 2005, 50% of employee housing units listed in poor or fair condition in 1997 assessments are rehabilitated to good condition, replaced, or removed.

Baseline Year
1997

Target Year
2005

Park/Program 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).

Park/Program Annual Goal:

By September 30 of 2001 the number of houses rated fair or poor in the Maintenance Feature Inventory will not be reduced.

Performance Target This Year:

8

Indicator:

Housing unit in fair/poor cond in 97

Baseline No.

9

Desired Condition

Rehab, replaced, removed

Unit Measure

Each housing unit in fair/poor cond in 97

Annual Workplan Product/Service

Division

Planned Output

Contact

Unit Goal ID: IVa6a

Employee Lost-Time Injury Rate

Park/Program Id. No: 9815

Servicewide Goal Identification number: IVa6a

NPS Servicewide Long-Term Goal:

By September 30, 2005, the NPS employee lost-time injury rate will be at or below 4.49 per 200,000 labor hours worked (100 FTE).

Baseline Year

Target Year

1999

2005

Park/Program 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

Park/Program Annual Goal:

By Sept. 30, 2001, employee lost-time injuries will be reduced to 2.5

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
2.5	Employee Lost Time Injuries	3	Reduced lost-time injurie	Each lost-time injury
Annual Workplan Product/Service	Division		Planned Output	Contact
Coordinate an effective parkwide safety program.			Park Safety Officer provides Safety Committee and divisions with technical resources and guidance toward a safe system of working.	Young
Maintain Safety Committee	Rangers		1 meeting/month; safety newsletter	Young
Ensure field operations are conducted in the safest way possible.			Provide vessel operator and water safety training to all boat operators. Ensure water safety protective gear is worn by all who require it. Replace vessels no longer seaworthy. Provide aircraft safety training and personal protective equipment.	Young
Upgrade safety of equipment operated and train employees in safe work practices			Conduct 4 tailgate safety sessions per month. Provide personel protective equipment for all Maintenance FTE's. Replace missing /faultysafety guards on 100% of all equipment operated.	Cozby

Unit Goal ID:

Continuation of Pay Hours

Park/Program Id. No: 9815

Service-wide Goal Identification number: IVa6B

NPS Service-wide Long-Term Goal:

By September 30, 2005, the service-wide total number of hours of Continuation of Pay (COP) will be at or below 51,100 hours.

Baseline Year

Target Year

1999

2005

Park/Program 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.

Park/Program Annual Goal:

By Sept.30, 2001, the COP hours at Glacier Bay National Park & Preserve will be at or below 19 hrs.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
19	Employee COP hours	0	Reduced COP hours	Each COP hour
Annual Workplan Product/Service	Division		Planned Output	Contact
Maintain Safety Committee	Rangers		1 meeting/month; safety newsletter	Young
Upgrade safety of equipment operated and train employees in safe work practices	Maintenance		Conduct 4 tailgate safety sessions per month. Provide personnel protective equipment for all Maintenance FTE's. Replace missing /faultysafety guards on 100% of all equipment operated.	Cozby
Ensure field operations are conducted in the safest way possible.	Rangers		Provide vessel operator and water safety training to all boat operators. Ensure water safety protective gear is worn by all who require it. Replace vessels no longer seaworthy. Provide aircraft safety training and personal protective equipment.	Young
Coordinate an effective parkwide safety program.	Resource		Park Safety Officer provides Safety Committee and divisions with technical resources and guidance toward a safe system of working.	Young

Unit Goal ID:

Line-Item Construction

Park/Program Id. No: 9815

Service-wide Goal Identification number: 1Va7

NPS Service-wide Long-Term Goal:

By September 30, 2005, 100% of line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule and construction parameters.

Baseline Year

1997

Target Year

2005

Park/Program 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.

Park/Program Annual Goal:

Sept. 30, 2001, 100% of line-item projects funded meet 90% of cost, schedule, and construction parameters.

Performance Target This Year:	Indicator:	Baseline No.	Desired Condition	Unit Measure
100%	Projects within parameters	2	Projects meet parameters	Each proj. funded after FY98
Annual Workplan Product/Service	Division		Planned Output	Contact
Oversite	Maintenance		Provide assistance to coordinator	Cozby
Provide project coordination	Management		Project Coordinator	Lee
Award contract for soil remediation; begin project			Remediated contaminated soils	Cozby
Award contract; begin project			Utility Up-grade for Bartlett Cove	Cozby
NEPA and other compliance work is accomplished	Resource		Completed EA's, categorical exclusions	Moss
Award contract for entrance road project	Maintenance		Contract awarded	Cozby
Modify dock	Maintenance		Bartlett Cove Dock modifications	Cozby

Unit Goal ID:

Volunteer Hours

Park/Program Id. No: 9815

Servicewide Goal Identification number: IVb1

NPS Servicewide Long-Term Goal:

By September 30, 2005, increase by 44.7% the number of volunteer hours [from 3.8 million hours in 1997 to 5.5 million hours].

Baseline Year

Target Year

1997

2005

Park/Program 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 baseline).

Park/Program Annual Goal:

By September 30, 2001, maintain the number of Glacier Bay at National Park and Preserve's volunteers hours at 73% of the 1997 baseline.

Performance Target This Year:

Indicator:

Baseline No.

Desired Condition

Unit Measure

3490

Volunteer Hours

4750

Increased volunteer hours

Each hour

Annual Workplan Product/Service

Division

Planned Output

Contact

Park use of VIPs

Interpretation

Training for VIP Supervisors, VIP use parkwide

Supv. Ranger

Unit Goal ID:

Cash Donations

Park/Program Id. No: 9815

Servicewide Goal Identification number: IVb2A

NPS Servicewide Long-Term Goal:

By September 30, 2005, Cash donations are increased by 3.6% [from \$14.476 million in 1998 to \$15 million].

Baseline Year

Target Year

1998

2005

Park/Program Long-Term Goal

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

Park/Program Annual Goal:

By September 30, 2001, cash donations to Glacier Bay National Park are maintained at the FY 1997 level of \$9,389.

Performance Target This Year:

Indicator:

Baseline No.

Desired Condition

Unit Measure

9389

Value

9389

Increased donations

Dollars

Annual Workplan Product/Service

Division

Planned Output

Contact

Coordinate National Park Foundation efforts with park Concessioners

Concessions

Have information regarding the NPF at each Concession facility.

Nemeth, D

Unit Goal ID:

Cooperating Associations

Park/Program Id. No: 9815

Service-wide Goal Identification number: IVb2C

NPS Service-wide Long-Term Goal:

By September 30, 2005, The value of donations, grants, and services from Cooperating Associations is increased by 35% [from \$19 million in 1997 to \$25.6 million].

Baseline Year

Target Year

1997

2005

Park/Program 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% increase).

Park/Program Annual Goal:

By September 30, 2001, 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% increase).

Performance Target This Year:

Indicator:

Baseline No.

Desired Condition

Unit Measure

40000

Value for in-kind donations

19467

Increased donations

Dollars

Annual Workplan Product/Service

Division

Planned Output

Contact

Maintain relationship with ANHA

Interpretation

Continued cooperative relationship

Nemeth, K.

FY2001 Actual Figures			Report Group					
NPS Goal	Local Goal	Our Short Name	Base	Othr	Cons	Fee	Else	Total
la0	la0	Sustainability	\$666,700	\$30,000	\$48,000	\$77,000	\$107,000	\$928,700
la08	la08	Archaeological Site Cond.	\$44,000	\$0	\$14,000	\$5,000	\$11,000	\$74,000
la2b	la2b	T&E Species	\$289,800	\$0	\$14,000	\$82,000	\$68,000	\$453,800
la4	la4	Water Quality	\$262,300	\$0	\$950,000	\$0	\$0	\$1,212,300
la5	la5	Historic Structures Cond.	\$0	\$0	\$0	\$0	\$0	\$0
la6	la6	Collections Condition	\$21,000	\$0	\$31,000	\$5,000	\$10,000	\$67,000
la9A	la9A	Paleontological Localities	\$3,100	\$0	\$0	\$0	\$0	\$3,100
lb0	lb02	Consumptive Uses	\$0	\$0	\$0	\$0	\$0	\$0
lb0	lb20	Native Entities	\$0	\$0	\$0	\$0	\$0	\$0
lb01	lb01	Data Sets	\$594,100	\$22,000	\$69,000	\$648,000	\$847,000	\$2,180,100
lb2A	lb2A	Archeological Site Inventory	\$0	\$0	\$0	\$0	\$0	\$0
lb2B	lb2B	Cultural Landscapes	\$0	\$0	\$0	\$0	\$0	\$0
lb2D	lb2D	Museum Objects	\$21,000	\$0	\$0	\$0	\$0	\$21,000
lb2E	lb2E	Ethnographic Resources	\$0	\$50,000	\$0	\$0	\$0	\$50,000
Total for Resource Protection Category I			\$1,902,000	\$102,000	\$1,126,000	\$817,000	\$1,043,000	\$4,990,000
IIa1	IIa1	Visitor satisfaction	\$720,000	\$8,000	\$240,000	\$123,000	\$296,000	\$1,387,000
IIa2	IIa2	Visitor safety	\$258,000	\$0	\$0	\$0	\$0	\$258,000
IIb0	IIb0	Outreach	\$0	\$0	\$0	\$0	\$0	\$0
IIb1	IIb1	Visitor understanding	\$567,000	\$0	\$0	\$0	\$354,000	\$921,000
IIb1X	IIb1X	Cultural Understanding	\$0	\$0	\$0	\$14,000	\$11,000	\$25,000
Total for Visitor Services, category II			\$1,545,000	\$8,000	\$240,000	\$137,000	\$661,000	\$2,566,000
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
Total for Organizational Effectiveness, Category IV			\$0	\$0	\$0	\$0	\$0	\$0
			\$3,447,000	\$110,000	\$1,366,000	\$954,000	\$1,704,000	\$7,556,000
<p>Note about spreadsheet: The amounts were extracted from the Performance Management Data System (PMDS). In order to make amounts balance to ONPS enacted base amount of \$3,477,000 amounts were increased by approximately 5% from what was reported in the PMDS program (less was reported because of regional assessments). Also, it must be noted that the amounts for Cons, Fee, and Else appear to be slightly higher than expected. This is in the process of being verified as of 4/29/2004. 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>								