

PRD Comments - Human Resources - Goal

Commenter #	Comment
086	Dump one of these photos and replace with someone outside!
092	Add # staff over years etc.
093	Rangers should be courteous.

PRD Comments - Human Resources - Objective I

Commenter #	Comment
035	Order as listed.
086	Strategy 2 has highest priority. All field staff need web access!
091	Include needing a newsletter for communication to staff and others.
092	Add friendly ranger strategy under this or outreach.

PRD Comments - Human Resources - Objective I - Strategy 1

Commenter #	Comment
057	Use consistent format. "Develop and evaluate communication tools to better inform . . ."
086	The web can do this!

PRD Comments - Human Resources - Objective I - Strategy 2

Commenter #

Comment

085

A lot of ill will and misconceptions can build up over 3 years - a yearly survey could be better.

PRD Comments - Human Resources - Objective II

Commenter #	Comment
001	<p>As the Alaska Division of Parks and Outdoor Recreation considers the long term plan for our parks I would like to reiterate the need for increased park staff. This is especially evident in my District, encompassing Kachemak Bay State Park and Kachemak Bay State Wilderness Park, Alaska's first State Park and only State Wilderness Park, respectively. This large area is covered by only one Ranger, Roger McCampbell. While Roger does an excellent job, he cannot continue to do it alone. As tourism and recreational use of the state park increases the need for maintenance and oversight also increases. Kachemak Bay State Park needs at least one more Ranger, another Tech and funding for a paid Alaska Conservation Corps trail crew to complement the volunteer crews. Funding is also needed to cover basic State Park support equipment and infrastructure, such as tools, gas, paint, maintenance on equipment, etc. With these changes in place State Parks could better maintain the existing trail system, expand the network of trails in Kachemak Bay State Park, and do more education and outreach in local schools during the off-season.</p> <p>I encourage you to include funding for an additional Ranger position for the Kachemak Bay area in your FY 2008 budget and work on increasing staff and support services in the long term. I will work to keep increased funding for state parks in the budget if such a proposal comes before the legislature.</p>
003	<p>We need one more full time Ranger for community & tourist education. This position will also increase safety which is compromised every day without a Ranger available to the using public.</p>
011	<p>The only things more important than our natural resources are the people who care for them. I have been shocked and shamed at the way staffing has been eroded in our State Parks - Kachemak Bay State Park - a crown jewel - in a chest of treasures has been staffed with one full time person and one part-time person for too long! They are only human! They can only do so much - and they are doing a fine job, but think what they could do with additional dedicated, knowledgeable skilled full time staff. Invest in your people! Put Alaskans to work! Bring back the Parks!</p>
012	<p>Another Park Ranger in this area is also needed with all the useage in this park. With the large area 2 Rangers would be the minimum.</p>
028	<p>I also recommend that State parks consider developing a specialty trails maintenance and construction crew that is equipped with mini mechanized equipment. I recommend that all new trails be constructed with equipment and as old trails are upgraded, that they be reconstructed with equipment. Based upon my professional judgement, the most effective method to construct and maintain trails is with a 2-3 person crew equipped with a mini excavator, tracked hauler and a small trail dozer such as a SWECO. Hand crews have their place in some trails maintenance activities such as bushing and water structure maintenance, but they are terribly inefficient in trails construction compared to a machinery based crew. It has been very well demonstrated that mini equipment can build trails from 18" to 8 feet wide, much more efficiently than hand crews. This concept needs to be incorporated into future trails management for State Parks.</p>
030	<p>An additional full time Ranger for educational purposes and 2 full time maintenance people should be added at Kachemak Bay State Park.</p>
042	<p>Given the current state of the parks, I think Objective II should be Objective I. It is absolutely imperative that there be a sufficient number of highly-qualified employees with the necessary resources to efficiently serve the parks and the public. (Notice I reworded the objective to include serving the parks, not just the public.) State Parks employees are a tremendous asset, second only to the parks themselves! They are underpaid, understaffed, underequipped, and they are doing a fantastic job. They cannot hold on forever. It's time for the state legislature to step up and provide the parks with the staff and resources they need.</p>
057	<p>Several strategies are very important here: 2, 4, 5, 6, and 7.</p>
071	<p>At a minimum, an additional ranger and technician and a six-person paid crew is needed at Katchemak Bay State Park to make progress on the maintenance backlog and to maintain the existing 90 miles of trails.</p>

Commenter #	Comment
082	YES!
086	Strategies 3, 6 & 8 are highest priority.
091	Prioritize: 7, 3, 1, 2, 4, 6.

PRD Comments - Human Resources - Objective II - Strategy 1

Commenter #

Comment

018 How can you start up some interpretive effort without funds? I would think that incorporating some interpretive responsibility in the position descriptions of the state park rangers would help provide some positive contact with the public and get away from the strictly "law enforcement image." It would also help provide a "professional emphasis" for the series, perhaps providing some justification for increased benefits. As an incentive, providing some interpretive programs could be incorporated into the position descriptions and performance standards.

PRD Comments - Human Resources - Objective II - Strategy 3

Commenter #	Comment
035	First priority.
092	Add "competitive wages".

PRD Comments - Human Resources - Objective II - Strategy 4

Commenter #**Comment**

072 As already shown on trails around the State Park system, the use of mini-mechanized trail-building equipment would prepare State Parks for meeting the growing needs of its customers in the most fiscally responsible manner possible. The use of this type of equipment is unsurpassed for building and repairing motorized and/or multi-use trails from 18 inches wide to 8 feet wide. This type of equipment can be contracted, purchased, or leased, and transported to the many parks in the state by road, barge, or ferry. Trail-building and maintenance crews as well as GPS and GIS support can also be effectively contracted.

PRD Comments - Human Resources - Objective II - Strategy 5

Commenter #	Comment
028	In addition to creating a trails inventory team that would be used state-wide, I recommend that State Parks consider developing a specialty trails layout and design team. Trails layout requires a special skill set. One that is well versed in sustainable trail design considerations. Poorly layed out trails increase maintenance costs, have greater environmental impacts and reduce user enjoyment. Lay out is a specialty, it requires a high level of training, experience and investment in time on site. State parks should make a commitment not to allow trails to be built that are not laid out to sustainable standards and "certified" by a highly experienced trails specialist.
039	One more full time Ranger for Educational Services, etc.
045	In Kachemak Bay State Park maintenance is the priority. Would also like to see more staff to meet, greet and educate visitors to the Park in Homer and at the Ranger Station.

PRD Comments - Human Resources - Objective II - Strategy 6

Commenter #	Comment
003	Money to subsidize trail crews for maintenance of trails & eventual expansion of trails.
010	I fully support this strategy. Chugach State Park desperately needs a trained and dedicated trail crew to provide opportunities for quality visitor experiences and to protect park resources. This item is essential.
012	Kachemak Bay State Park is in need of more money to support more trails crew. With the numbers of people using the park increasing every year (500 people in 1988 to 5500 in 2006), this park is enjoyed by lots of people. These trails take a lot of yearly maintenance to keep them open. The minimum volunteer groups that help every year just can't keep up with the workload involved.
025	Recommend that Parks seek more funding for staff to take better care of our hiking trails. The trails in Kachemak Bay State Park are deplorable as the beetle kill has rendered the forest dead, and all the trail crew can do is to barely keep a pathway clear, if that. They need more crews to keep up with trail maintenance while this forest transitions, plus really need to spend the funds to re-route trails to more sustainable locations (i.e. not on fall lines, wet areas or gullies). Second, the most popular trail system in Chugach State Park is also in poor shape - when was the last time they had a paid trail crew? They need trail crew leaders and members, plus a coordinated effort to assess the existing conditions of the trails.
028	In addition to creating a trails inventory team that would be used state-wide, I recommend that State Parks consider developing a specialty trails layout and design team. Trails layout requires a special skill set. One that is well versed in sustainable trail design considerations. Poorly layed out trails increase maintenance costs, have greater environmental impacts and reduce user enjoyment. Lay out is a specialty, it requires a high level of training, experience and investment in time on site. State parks should make a commitment not to allow trails to be built that are not laid out to sustainable standards and "certified" by a highly experienced trails specialist.
030	Money is needed for boat maintenance at Kachemak Bay State Park.
035	Third priority.
038	Kachemak Bay State Park is severely understaffed for the area it encompasses. It is in dire need of a full time paid trail crew and one more permanent staff position. Public demand now exceeds the capabilities of its' lean staff and is not currently being met.
039	Subsidizing for trail crews.
057	Add Chena River to the parenthetical list of significant trail systems.
072	We feel the division should take a look at their current reliance on volunteer trail crews as the sole source to repair and build trails in the system. Though we are the first to understand the incredible value of volunteer work, we also see its limitations in addressing the substantial trail needs in Alaska State Parks. Investing now in a dedicated trail maintenance program and a trained State Parks trail crew would be far more efficient and provide a much higher level of service. Every unit may not need its own crew, though, and a shared State Parks Trail Crew would likely suffice. It would also give the crew members invaluable experience working in a variety of challenging terrains throughout the State. Also, please consider adding Chena River State Recreation Area to the list of those parks with significant trail systems.

PRD Comments - Human Resources - Objective II - Strategy 7

Commenter #	Comment
003	We (Kachemak) need 2 full time annual maintenance crew - NOT seasonal - but all year round. Even in the winter there are maintenance projects that can be done & continued.
035	Second priority.
039	2 full time maintenance crew for repair, etc.

PRD Comments - Human Resources - Objective II - Strategy 8

Commenter #

Comment

002

Considerable time and resources have been put into pursuing this over the past two decades. The prior Deputy Director of Parks researched the issue extensively and it was deemed impossible. Before devoting further resources we need to know why it was considered impossible. I believe it was because a key organization was not supportive, but I can't recall which one.

PRD Comments - Human Resources - Objective III - Strategy 1

Commenter #

Comment

057 Second sentence says, "The team . . ." Is this the same as "the training committee?" Is this "team" the same as the "resource interdisciplinary team" mentioned in Strategy 2?

PRD Comments - Human Resources - Objective III - Strategy 2

Commenter #	Comment
035	Second priority.

PRD Comments - Human Resources - Objective III - Strategy 4

Commenter #

Comment

035 First priority.

PRD Comments - Human Resources - Objective IV

Commenter #

Comment

035	Order as listed.
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