

0027584

**From:** [Darrell Echols](#)  
**To:** [Mike Murray](#)  
**Subject:** Updated ORV Costs  
**Date:** 07/16/2010 01:39 PM  
**Attachments:** [ORV Alternative Costs Version 7 07152010.xls](#)

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Mike,

Here is the updated spreadsheet with the four new positions incorporated into Alternative F. The spreadsheet also includes a reduced Superintendent FTE from .3 to .1. Let me know if you need anything else.

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ORV Alternative Costs Version 7 07152010.xls

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Darrell L. Echols  
Deputy Superintendent

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▼ [Mike Murray/CAHA/NPS](#)

**Mike  
Murray/CAHA/NPS**

To: Darrell Echols/CAHA/NPS@NPS  
cc

07/14/2010 05:48 PM Subject: before you go on leave...

Darrell,

Before you go on leave, would you have a chance to revise (or could you assign someone to revise) the NPS operations cost estimate for "modified Alternative F" for the ORV FEIS. Just need some ball-park cost numbers to include in tables describing the new preferred

alternative. In other words, we need to revise the cost estimate to reflect the additional positions that have been discussed:

Management Assistant (GS-12, 0.5 FTE on ORV issues) to serve as “beach program manager” and provide inter-divisional coordination (in lieu of Superintendent) for beach management decisions.

Science and Adaptive Management Coordinator (GS-11 or 12, est. 1.0 FTE?) to develop, coordinate, implement, and manage an ongoing research, habitat modeling, and adaptive management program related to protected species that utilize beach and beach-related habitat.

Resource education ranger (GS-9, 1.0 FTE) to develop and implement ongoing resource education program for all beach users, including pedestrians and ORV users. Includes development of educational material, programs, and signs.

Public affairs assistant (STF GS-7, 0.75 FTE) to handle routine phone calls and information requests related to beach access and to coordinate distribution of information.

FYI, the DEIS indicated the (general) cost estimates for the original Alternative F was:

Protection: \$2,078,300

Management/Administration: \$383,100

Resource Mgmt: \$850,700

Facilities: \$211,400

Interpretation: \$193,500

Total: \$3,717,000

Thanks,

0027586

Mike Murray  
Superintendent  
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CONFIDENTIALITY NOTICE

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Alternative A Protection			
	Annual Salary with pay raise	FTE	Salary
* Park Ranger, GS-025-13 (PFT) (Division Chief)	127000	0.25	31750
* Park Ranger, GS-025-12 (PFT) (LE Specialist)	107000	0.25	26750
* Administrative Assistant, GS-303-06 (PFT)	56000	1.00	56000
Park Ranger, GS-025-11 (PFT) (3 District Rangers) (Supervise, perform patrols, manage closure compliance)	92000	2.10	193200
Park Ranger, GS-025-09 (PFT) (13 Patrol Rangers) (perform patrols, manage closure compliance)	77000	10.40	800800
Pilot, GL-025-12 (PFT) (perform patrols, manage closure compliance)	107000	0.50	53500
Visitor Use Assistant, GS-303-04, (PFT) (6 Fee Collectors) (Manage permitting program)	45000	0.00	0
<b>Total Protection Field Costs Without Overhead</b>		13.00	1047500
<b>Total Protection Overhead Costs (*)</b>		1.50	114500
<b>Total Protection Alternative Costs</b>		14.50	1162000

Alternative B Protection			
	Annual Salary with pay raise	FTE	Salary
* Park Ranger, GS-025-13 (PFT) (Division Chief)	127000	0.20	25400
* Park Ranger, GS-025-12 (PFT) (LE Specialist)	107000	0.20	21400
* Administrative Assistant, GS-303-06 (PFT)	56000	1.00	56000
Park Ranger, GS-025-11 (PFT) (3 District Rangers) (Supervise, perform patrols, manage closure compliance)	92000	2.40	220800
Park Ranger, GS-025-09 (PFT) (13 Patrol Rangers) (perform patrols, manage closure compliance)	77000	13.60	1047200
Pilot, GL-025-12 (PFT) (perform patrols, manage closure compliance)	107000	0.50	53500
Visitor Use Assistant, GS-303-04, (PFT) (6 Fee Collectors) (Manage permitting program)	45000	0.00	0
<b>Total Protection Field Costs Without Overhead</b>		16.50	1321500
<b>Total Protection Overhead Costs (*)</b>		1.40	102800
<b>Total Protection Alternative Costs</b>		17.90	1424300

Alternative C Protection			
	Annual Salary with pay raise	FTE	Salary
* Park Ranger, GS-025-13 (PFT) (Division Chief)	127000	0.20	25400
* Park Ranger, GS-025-12 (PFT) (LE Specialist)	107000	0.20	21400
* Administrative Assistant, GS-303-06 (PFT)	56000	1.00	56000
Park Ranger, GS-025-11 (PFT) (3 District Rangers) (Supervise, perform patrols, manage closure compliance)	92000	2.40	220800
Park Ranger, GS-025-09 (PFT) (13 Patrol Rangers) (perform patrols, manage closure compliance)	77000	12.80	985600
Pilot, GL-025-12 (PFT) (perform patrols, manage closure compliance)	107000	0.50	53500
Visitor Use Assistant, GS-303-04, (PFT) (6 Fee Collectors) (Manage permitting program)	45000	6.00	270000
<b>Total Protection Field Costs Without Overhead</b>		21.70	1529900
<b>Total Protection Overhead Costs (*)</b>		1.40	102800
<b>Total Protection Alternative Costs</b>		23.10	1632700

Administration			
	Annual Salary with pay raise	FTE	Salary
Superintendent, GS-025-15 (PFT)	177000	0.8	141600
Public Affairs Specialist, GS-0301-09 (PFT)	77000	0.8	61600
* IT Specialist, GS-2210-09 (PFT) (Provide training, network and software support, and email)	77000	0.25	19250
* Administrative Assistant, GS-303-04 (PFT) (Clerical and payroll support, FOIA response)	45000	0.50	22500
<b>Total Administrative Field Costs Without Overhead</b>		0.00	0
<b>Total Administrative Overhead Costs (*)</b>		2.35	244950
<b>Total Administrative Alternative Costs</b>		2.35	244950

Administration			
	Annual Salary with pay raise	FTE	Salary
Superintendent, GS-025-15 (PFT)	177000	0.9	159300
Public Affairs Specialist, GS-0301-09 (PFT)	77000	0.9	69300
* IT Specialist, GS-2210-09 (PFT) (Provide training, network and software support, and email)	77000	0.75	57750
* Administrative Assistant, GS-303-04 (PFT) (Clerical and payroll support, FOIA response)	45000	0.50	22500
<b>Total Administrative Field Costs Without Overhead</b>		0.00	0
<b>Total Administrative Overhead Costs (*)</b>		3.05	308850
<b>Total Administrative Alternative Costs</b>		3.05	308850

Administration			
	Annual Salary with pay raise	FTE	Salary
Superintendent, GS-025-15 (PFT)	177000	0.3	53100
Public Affairs Specialist, GS-0301-09 (PFT)	77000	0.5	38500
* IT Specialist, GS-2210-09 (PFT) (Provide training, network and software support, and email)	77000	1.00	77000
* Administrative Assistant, GS-303-04 (PFT) (Clerical and payroll support, FOIA response)	45000	0.50	22500
<b>Total Administrative Field Costs Without Overhead</b>		0.00	0
<b>Total Administrative Overhead Costs (*)</b>		2.30	191100
<b>Total Administrative Alternative Costs</b>		2.30	191100

Resources Management			
	Annual Salary with pay raise	FTE	Salary
* Resource Management Program Manager, GS-401-13 (PFT) (Division Chief)	127000	0.25	31750
* Administrative Assistant, GS-303-04 (PFT)	45000	0.00	0
* Administrative Assistant, GS-303-05 (Seas)	39000	0.50	19500
Wildlife Biologist, GS-401-11 (PFT) (Manage protected species field operations)	92000	1.00	92000
Biological Tech., GS-404-07 (PFT) (Provide field support, collect field data, manage closures)	63000	0.00	0
Biological Tech., GS-404-07 (Temp) (Provide field support, collect field data, manage closures)	48000	0.00	0
GIS Specialist GS-1301-07 (PFT) (Manage digital data, produce maps, produce Google Earth data)	63000	0.00	0
Biological Tech., GS-404-05 (PFT) (Collect field data, manage closures)	50000	0.00	0
Biological Tech., GS-404-05 (Seas. 1039 hours) (Collect field data, manage closures)	39000	8.50	331500
<b>Total Resource Field Costs Without Overhead</b>		9.50	423500
<b>Total Resource Overhead Costs (*)</b>		0.75	51250
<b>Total Resource Alternative Costs</b>		10.25	474750

Resources Management			
	Annual Salary with pay raise	FTE	Salary
* Resource Management Program Manager, GS-401-13 (PFT) (Division Chief)	127000	0.25	31750
* Administrative Assistant, GS-303-04 (PFT)	45000	0.00	0
* Administrative Assistant, GS-303-05 (Seas)	39000	0.50	19500
Wildlife Biologist, GS-401-11 (PFT) (Manage protected species field operations)	92000	1.00	92000
Biological Tech., GS-404-07 (PFT) (Provide field support, collect field data, manage closures)	63000	3.00	189000
Biological Tech., GS-404-07 (Temp) (Provide field support, collect field data, manage closures)	48000	0.00	0
GIS Specialist GS-1301-07 (PFT) (Manage digital data, produce maps, produce Google Earth data)	63000	1.00	63000
Biological Tech., GS-404-05 (PFT) (Collect field data, manage closures)	50000	4.00	200000
Biological Tech., GS-404-05 (Seas. 1039 hours) (Collect field data, manage closures)	39000	6.00	234000
<b>Total Resource Field Costs Without Overhead</b>		15.00	778000
<b>Total Resource Overhead Costs (*)</b>		0.75	51250
<b>Total Resource Alternative Costs</b>		15.75	829250

Resources Management			
	Annual Salary with pay raise	FTE	Salary
* Resource Management Program Manager, GS-401-13 (PFT) (Division Chief)	127000	0.25	31750
* Administrative Assistant, GS-303-04 (PFT)	45000	0.00	0
* Administrative Assistant, GS-303-05 (Seas)	39000	0.50	19500
Wildlife Biologist, GS-401-11 (PFT) (Manage protected species field operations)	92000	1.00	92000
Biological Tech., GS-404-07 (PFT) (Provide field support, collect field data, manage closures)	63000	2.25	141750
Biological Tech., GS-404-07 (Temp) (Provide field support, collect field data, manage closures)	48000	0.00	0
GIS Specialist GS-1301-07 (PFT) (Manage digital data, produce maps, produce Google Earth data)	63000	0.75	47250
Biological Tech., GS-404-05 (PFT) (Collect field data, manage closures)	50000	2.60	130000
Biological Tech., GS-404-05 (Seas. 1039 hours) (Collect field data, manage closures)	39000	6.00	234000
<b>Total Resource Field Costs Without Overhead</b>		12.60	645000
<b>Total Resource Overhead Costs (*)</b>		0.75	51250
<b>Total Resource Alternative Costs</b>		13.35	696250

Facility Management			
	Annual Salary with pay raise	FTE	Salary
* Facility Manager, GS-401-13 (PFT) (Division Chief)	127000	0.10	12700
Heavy Equipment Operator, WG-5716-10 (PFT) (Repair parking lots and ramps)	76000	0.30	22800
Maintenance Mechanic, WG-5803-10 (PFT) (Repair vehicles and ATVs)	76000	0.30	22800
Maintenance Worker, WG-4749-06 (PSTF) (2 Work Leaders for 1039 hours) (Supervise closure installation and install closure fencing)	45000	0.00	0
Laborer WG-3502-3 (PSTF) (4 laborers for 1039 hours) (Install closure fencing)	34000	0.00	0
<b>Total Facility Mgt. Field Costs Without Overhead</b>		0.60	45600
<b>Total Facility Mgt. Overhead Costs (*)</b>		0.10	12700
<b>Total Facility Mgt. Alternative Costs</b>		0.70	58300

Facility Management			
	Annual Salary with pay raise	FTE	Salary
* Facility Manager, GS-401-13 (PFT) (Division Chief)	127000	0.10	12700
Heavy Equipment Operator, WG-5716-10 (PFT) (Repair parking lots and ramps)	76000	0.30	22800
Maintenance Mechanic, WG-5803-10 (PFT) (Repair vehicles and ATVs)	76000	0.30	22800
Maintenance Worker, WG-4749-06 (PSTF) (2 Work Leaders for 1039 hours) (Supervise closure installation and install closure fencing)	45000	1.00	45000
Laborer WG-3502-3 (PSTF) (4 laborers for 1039 hours) (Install closure fencing)	34000	2.00	68000
<b>Total Facility Mgt. Field Costs Without Overhead</b>		3.60	156600
<b>Total Facility Mgt. Overhead Costs (*)</b>		0.10	12700
<b>Total Facility Mgt. Alternative Costs</b>		3.70	171300

Facility Management			
	Annual Salary with pay raise	FTE	Salary
* Facility Manager, GS-401-13 (PFT) (Division Chief)	127000	0.10	12700
Heavy Equipment Operator, WG-5716-10 (PFT) (Repair parking lots and ramps)	76000	0.50	38000
Maintenance Mechanic, WG-5803-10 (PFT) (Repair vehicles and ATVs)	76000	0.30	22800
Maintenance Worker, WG-4749-06 (PSTF) (2 Work Leaders for 1039 hours) (Supervise closure installation and install closure fencing)	45000	1.00	45000
Laborer WG-3502-3 (PSTF) (4 laborers for 1039 hours) (Install closure fencing)	34000	2.00	68000
<b>Total Facility Mgt. Field Costs Without Overhead</b>		3.80	173800
<b>Total Facility Mgt. Overhead Costs (*)</b>		0.10	12700
<b>Total Facility Mgt. Alternative Costs</b>		3.90	186500

Interpretation			
	Annual Salary with pay raise	FTE	Salary
* Park Ranger, GS-025-12 (PFT) (Division Chief)	107000	0.05	5350
Park Ranger, GS-025-05, (Seasonal 1039 hours) (Provide interpretive programs)	39000	1.50	58500
Visual Information Specialist, GS-1084-11 (PFT) (Produce articles, displays, brochures, exhibits)	92000	0.00	0
Park Ranger, GS-025-09, (PFT) (Manage volunteer program)	77000	0.00	0
<b>Total Interpretation Field Costs Without Overhead</b>		1.50	58500
<b>Total Interpretation Overhead Costs (*)</b>		0.05	5350
<b>Total Interpretation Alternative Costs</b>		1.55	63850

Interpretation			
	Annual Salary with pay raise	FTE	Salary
* Park Ranger, GS-025-12 (PFT) (Division Chief)	107000	0.05	5350
Park Ranger, GS-025-05, (Seasonal 1039 hours) (Provide interpretive programs)	39000	1.50	58500
Visual Information Specialist, GS-1084-11 (PFT) (Produce articles, displays, brochures, exhibits)	92000	0.50	46000
Park Ranger, GS-025-09, (PFT) (Manage volunteer program)	77000	1.00	77000
<b>Total Interpretation Field Costs Without Overhead</b>		3.00	181500
<b>Total Interpretation Overhead Costs (*)</b>		0.05	5350
<b>Total Interpretation Alternative Costs</b>		3.05	186850

Interpretation			
	Annual Salary with pay raise	FTE	Salary
* Park Ranger, GS-025-12 (PFT) (Division Chief)	107000	0.05	5350
Park Ranger, GS-025-05, (Seasonal 1039 hours) (Provide interpretive programs)	39000	1.50	58500
Visual Information Specialist, GS-1084-11 (PFT) (Produce articles, displays, brochures, exhibits)	92000	0.50	46000
Park Ranger, GS-025-09, (PFT) (Manage volunteer program)	77000	1.00	77000
<b>Total Interpretation Field Costs Without Overhead</b>		3.00	181500
<b>Total Interpretation Overhead Costs (*)</b>		0.05	5350
<b>Total Interpretation Alternative Costs</b>		3.05	186850

Alternative A	
<b>Total Field Costs Without Overhead for all Divisions</b>	1,575,100
<b>Total Overhead Costs for all Divisions</b>	428,750
<b>Total Staff Costs Field and Overhead for all Divisions</b>	2,003,850
<b>Total Field FTEs for all Divisions</b>	24.60
<b>Total Overhead FTEs for all Divisions</b>	4.75
<b>Total FTEs for all Divisions</b>	29.35

Alternative B	
<b>Total Field Costs Without Overhead for all Divisions</b>	2,439,600
<b>Total Overhead Costs for all Divisions</b>	480,950
<b>Total Staff Costs Field and Overhead for all Divisions</b>	2,920,550
<b>Total Field FTEs for all Divisions</b>	38.10
<b>Total Overhead FTEs for all Divisions</b>	5.35
<b>Total FTEs for all Divisions</b>	43.45

Alternative C	
<b>Total Field Costs Without Overhead for all Divisions</b>	2,530,200
<b>Total Overhead Costs for all Divisions</b>	363,200
<b>Total Staff Costs Field and Overhead for all Divisions</b>	2,893,400
<b>Total Field FTEs for all Divisions</b>	41.10
<b>Total Overhead FTEs for all Divisions</b>	4.60
<b>Total FTEs for all Divisions</b>	45.70

**Alternative D**

Protection	Annual Salary with pay raise	FTE	Salary
* Park Ranger, GS-025-13 (PFT) (Division Chief)	127000	0.2	25400
* Park Ranger, GS-025-12 (PFT) (LE Specialist)	107000	0.2	21400
* Administrative Assistant, GS-303-06 (PFT)	56000	1.0	56000
Park Ranger, GS-025-11 (PFT) (3 District Rangers) (Supervise, perform patrols, manage closure compliance)	92000	2.4	220800
Park Ranger, GS-025-09 (PFT) (13 Patrol Rangers) (perform patrols, manage closure compliance)	77000	13.6	1047200
Pilot, GL-025-12 (PFT) (perform patrols, manage closure compliance)	107000	0.5	53500
Visitor Use Assistant, GS-303-04, (PFT) (6 Fee Collectors) (Manage permitting program)	45000	6.0	270000
<b>Total Protection Field Costs Without Overhead</b>		22.5	1591500
<b>Total Protection Overhead Costs (*)</b>		1.4	102800
<b>Total Protection Alternative Costs</b>		23.9	1694300

**Alternative E**

Protection	Annual Salary with pay raise	FTE	Salary
* Park Ranger, GS-025-13 (PFT) (Division Chief)	127000	0.20	25400
* Park Ranger, GS-025-12 (PFT) (LE Specialist)	107000	0.20	21400
* Administrative Assistant, GS-303-06 (PFT)	56000	1.00	56000
Park Ranger, GS-025-11 (PFT) (3 District Rangers) (Supervise, perform patrols, manage closure compliance)	92000	2.50	230000
Park Ranger, GS-025-09 (PFT) (13 Patrol Rangers) (perform patrols, manage closure compliance)	77000	18.40	1416800
Pilot, GL-025-12 (PFT) (perform patrols, manage closure compliance)	107000	0.50	53500
Visitor Use Assistant, GS-303-04, (PFT) (6 Fee Collectors) (Manage permitting program)	45000	6.00	270000
<b>Total Protection Field Costs Without Overhead</b>		27.40	1970300
<b>Total Protection Overhead Costs (*)</b>		1.40	102800
<b>Total Protection Alternative Costs</b>		28.80	2073100

**Alternative F**

Protection	Annual Salary with pay raise	FTE	Salary
* Park Ranger, GS-025-13 (PFT) (Division Chief)	127000	0.20	25400
* Park Ranger, GS-025-12 (PFT) (LE Specialist)	107000	0.20	21400
* Administrative Assistant, GS-303-06 (PFT)	56000	1.00	56000
Park Ranger, GS-025-11 (PFT) (3 District Rangers) (Supervise, perform patrols, manage closure compliance)	92000	2.40	220800
Park Ranger, GS-025-09 (PFT) (13 Patrol Rangers) (perform patrols, manage closure compliance)	77000	17.00	1309000
Pilot, GL-025-12 (PFT) (perform patrols, manage closure compliance)	107000	0.50	53500
Visitor Use Assistant, GS-303-04, (PFT) (6 Fee Collectors) (Manage permitting program)	45000	6.00	270000
<b>Total Protection Field Costs Without Overhead</b>		25.90	1853300
<b>Total Protection Overhead Costs (*)</b>		1.40	102800
<b>Total Protection Alternative Costs</b>		27.30	1956100

**Administration**

	Annual Salary with pay raise	FTE	Salary
Superintendent, GS-025-15 (PFT)	177000	0.3	53100
Public Affairs Specialist, GS-0301-09 (PFT)	77000	0.5	38500
* IT Specialist, GS-2210-09 (PFT) (Provide training, network and software support, and email)	77000	0.75	57750
* Administrative Assistant, GS-303-04 (PFT) (Clerical and payroll support, FOIA response)	45000	0.5	22500
<b>Total Administrative Field Costs Without Overhead</b>		0	0
<b>Total Administrative Overhead Costs (*)</b>		2.05	171850
<b>Total Administrative Alternative Costs</b>		2.05	171850

**Administration**

	Annual Salary with pay raise	FTE	Salary
Superintendent, GS-025-15 (PFT)	177000	0.3	53100
Public Affairs Specialist, GS-0301-09 (PFT)	77000	0.5	38500
* IT Specialist, GS-2210-09 (PFT) (Provide training, network and software support, and email)	77000	1.00	77000
* Administrative Assistant, GS-303-04 (PFT) (Clerical and payroll support, FOIA response)	45000	0.50	22500
<b>Total Administrative Field Costs Without Overhead</b>		0.00	0
<b>Total Administrative Overhead Costs (*)</b>		2.30	191100
<b>Total Administrative Alternative Costs</b>		2.30	191100

**Administration**

	Annual Salary with pay raise	FTE	Salary
Superintendent, GS-025-15 (PFT)	177000	0.1	17700
Public Affairs Specialist, GS-0301-09 (PFT)	77000	0.5	38500
Public Affairs Assistant, GS-0301-07 (PSTF) (Assist with information requests and coordinate information distribution)	63000	0.75	47250
Management Assistant, GS-025-12 (PFT) (Serve as Beach Manager and provide inter-divisional coordination in lieu of Superintendent)	107000	0.50	53500
* IT Specialist, GS-2210-09 (PFT) (Provide training, network and software support, and email)	77000	1.00	77000
* Administrative Assistant, GS-303-04 (PFT) (Clerical and payroll support, FOIA response)	45000	0.50	22500
<b>Total Administrative Field Costs Without Overhead</b>		0.00	0
<b>Total Administrative Overhead Costs (*)</b>		3.35	256450
<b>Total Administrative Alternative Costs</b>		3.35	256450

**Resources Management**

	Annual Salary with pay raise	FTE	Salary
* Resource Management Program Manager, GS-401-13 (PFT) (Division Chief)	127000	0.25	31750
* Administrative Assistant, GS-303-04 (PFT)	45000	0.00	0
* Administrative Assistant, GS-303-05 (Seas)	39000	0.50	19500
Wildlife Biologist, GS-401-11 (PFT) (Manage protected species field operations)	92000	1.00	92000
Biological Tech., GS-404-07 (PFT) (Provide field support, collect field data, manage closures)	63000	2.25	141750
Biological Tech., GS-404-07 (Temp) (Provide field support, collect field data, manage closures)	48000	0.00	0
GIS Specialist GS-1301-07 (PFT) (Manage digital data, produce maps, produce Google Earth data)	63000	0.75	47250
Biological Tech., GS-404-05 (PFT) (Collect field data, manage closures)	50000	2.60	130000
Biological Tech., GS-404-05 (Seas. 1039 hours) (Collect field data, manage closures)	39000	4.50	175500
<b>Total Resource Field Costs Without Overhead</b>		11.10	586500
<b>Total Resource Overhead Costs (*)</b>		0.75	51250
<b>Total Resource Alternative Costs</b>		11.85	637750

**Resources Management**

	Annual Salary with pay raise	FTE	Salary
* Resource Management Program Manager, GS-401-13 (PFT) (Division Chief)	127000	0.25	31750
* Administrative Assistant, GS-303-04 (PFT)	45000	0.00	0
* Administrative Assistant, GS-303-05 (Seas)	39000	0.50	19500
Wildlife Biologist, GS-401-11 (PFT) (Manage protected species field operations)	92000	1.00	92000
Biological Tech., GS-404-07 (PFT) (Provide field support, collect field data, manage closures)	63000	4.00	252000
Biological Tech., GS-404-07 (Temp) (Provide field support, collect field data, manage closures)	48000	0.00	0
GIS Specialist GS-1301-07 (PFT) (Manage digital data, produce maps, produce Google Earth data)	63000	0.90	56700
Biological Tech., GS-404-05 (PFT) (Collect field data, manage closures, conduct daily monitoring for year)	50000	4.00	200000
Biological Tech., GS-404-05 (Seas. 1039 hours) (Collect field data, manage closures)	39000	6.50	253500
<b>Total Resource Field Costs Without Overhead</b>		16.40	854200
<b>Total Resource Overhead Costs (*)</b>		0.75	51250
<b>Total Resource Alternative Costs</b>		17.15	905450

**Resources Management**

	Annual Salary with pay raise	FTE	Salary
* Resource Management Program Manager, GS-401-13 (PFT) (Division Chief)	127000	0.25	31750
* Administrative Assistant, GS-303-04 (PFT)	45000	0.00	0
* Administrative Assistant, GS-303-05 (Seas)	39000	0.50	19500
Wildlife Biologist, GS-401-11 (PFT) (Manage protected species field operations)	92000	1.00	92000
Science and Adaptive Management Coordinator, GS-401-12 (PFT) (Coordinate, implement, and manage ongoing research, modeling, and adaptive mgt. prgm)	107000	1.00	107000
Biological Tech., GS-404-07 (PFT) (Provide field support, collect field data, manage closures)	63000	4.00	252000
Biological Tech., GS-404-07 (Temp) (Provide field support, collect field data, manage closures)	48000	0.00	0
GIS Specialist GS-1301-07 (PFT) (Manage digital data, produce maps, produce Google Earth data)	63000	0.90	56700
Biological Tech., GS-404-05 (PFT) (Collect field data, manage closures, conduct daily monitoring for year)	50000	3.80	190000
Biological Tech., GS-404-05 (Seas. 1039 hours) (Collect field data, manage closures)	39000	5.00	195000
<b>Total Resource Field Costs Without Overhead</b>		15.70	892700
<b>Total Resource Overhead Costs (*)</b>		0.75	51250
<b>Total Resource Alternative Costs</b>		16.45	943950

**Facility Management**

	Annual Salary with pay raise	FTE	Salary
* Facility Manager, GS-401-13 (PFT) (Division Chief)	127000	0.10	12700
Heavy Equipment Operator, WG-5716-10 (PFT) (Repair parking lots and ramps)	76000	0.30	22800
Maintenance Mechanic, WG-5803-10 (PFT) (Repair vehicles and ATVs)	76000	0.30	22800
Maintenance Worker, WG-4749-06 (PSTF) (2 Work Leaders for 1039 hours) (Supervise closure installation and install closure fencing)	45000	1.00	45000
Laborer WG-3502-3 (PSTF) (4 laborers for 1039 hours) (Install closure fencing)	34000	2.00	68000
<b>Total Facility Mgt. Field Costs Without Overhead</b>		3.60	158600
<b>Total Facility Mgt. Overhead Costs (*)</b>		0.10	12700
<b>Total Facility Mgt. Alternative Costs</b>		3.70	171300

**Facility Management**

	Annual Salary with pay raise	FTE	Salary
* Facility Manager, GS-401-13 (PFT) (Division Chief)	127000	0.10	12700
Heavy Equipment Operator, WG-5716-10 (PFT) (Repair parking lots and ramps)	76000	0.60	45600
Maintenance Mechanic, WG-5803-10 (PFT) (Repair vehicles and ATVs)	76000	0.30	22800
Maintenance Worker, WG-4749-06 (PSTF) (2 Work Leaders for 1039 hours) (Supervise closure installation and install closure fencing)	45000	1.00	45000
Laborer WG-3502-3 (PSTF) (4 laborers for 1039 hours) (Install closure fencing)	34000	2.00	68000
<b>Total Facility Mgt. Field Costs Without Overhead</b>		3.90	181400
<b>Total Facility Mgt. Overhead Costs (*)</b>		0.10	12700
<b>Total Facility Mgt. Alternative Costs</b>		4.00	194100

**Facility Management**

	Annual Salary with pay raise	FTE	Salary
* Facility Manager, GS-401-13 (PFT) (Division Chief)	127000	0.10	12700
Heavy Equipment Operator, WG-5716-10 (PFT) (Repair parking lots and ramps)	76000	0.60	45600
Maintenance Mechanic, WG-5803-10 (PFT) (Repair vehicles and ATVs)	76000	0.30	22800
Maintenance Worker, WG-4749-06 (PSTF) (2 Work Leaders for 1039 hours) (Supervise closure installation and install closure fencing)	45000	1.00	45000
Laborer WG-3502-3 (PSTF) (4 laborers for 1039 hours) (Install closure fencing)	34000	2.00	68000
<b>Total Facility Mgt. Field Costs Without Overhead</b>		3.90	181400
<b>Total Facility Mgt. Overhead Costs (*)</b>		0.10	12700
<b>Total Facility Mgt. Alternative Costs</b>		4.00	194100

**Interpretation**

	Annual Salary with pay raise	FTE	Salary
* Park Ranger, GS-025-12 (PFT) (Division Chief)	107000	0.05	5350
Park Ranger, GS-025-05, (Seasonal 1039 hours) (Provide interpretive programs)	39000	1.50	58500
Visual Information Specialist, GS-1084-11 (PFT) (Produce articles, displays, brochures, exhibits)	92000	0.50	46000
Park Ranger, GS-025-09, (PFT) (Manage volunteer program)	77000	1.00	77000
<b>Total Interpretation Field Costs Without Overhead</b>		3.00	181500
<b>Total Interpretation Overhead Costs (*)</b>		0.05	5350
<b>Total Interpretation Alternative Costs</b>		3.05	186850

**Interpretation**

	Annual Salary with pay raise	FTE	Salary
* Park Ranger, GS-025-12 (PFT) (Division Chief)	107000	0.05	5350
Park Ranger, GS-025-05, (Seasonal 1039 hours) (Provide interpretive programs)	39000	1.50	58500
Visual Information Specialist, GS-1084-11 (PFT) (Produce articles, displays, brochures, exhibits)	92000	0.50	46000
Park Ranger, GS-025-09, (PFT) (Manage volunteer program)	77000	1.00	77000
<b>Total Interpretation Field Costs Without Overhead</b>		3.00	181500
<b>Total Interpretation Overhead Costs (*)</b>		0.05	5350
<b>Total Interpretation Alternative Costs</b>		3.05	186850

**Interpretation**

	Annual Salary with pay raise	FTE	Salary
* Park Ranger, GS-025-12 (PFT) (Division Chief)	107000	0.05	5350
Park Ranger, GS-025-05, (Seasonal 1039 hours) (Provide interpretive programs)	39000	1.50	58500
Visual Information Specialist, GS-1084-11 (PFT) (Produce articles, displays, brochures, exhibits)	92000	0.50	46000
Park Ranger, GS-025-09, (PFT) (Resource education program development and implementation)	77000	1.00	77000
Park Ranger, GS-025-09, (PFT) (Manage volunteer program)	77000	1.00	77000
<b>Total Interpretation Field Costs Without Overhead</b>		4.00	258500
<b>Total Interpretation Overhead Costs (*)</b>		0.05	5350
<b>Total Interpretation Alternative Costs</b>		4.05	263850

**Alternative D**

<b>Total Field Costs Without Overhead for all Divisions</b>	2,518,100
<b>Total Overhead Costs for all Divisions</b>	343,950
<b>Total Staff Costs Field and Overhead for all Divisions</b>	2,862,050
<b>Total Field FTEs for all Divisions</b>	40.20
<b>Total Overhead FTEs for all Divisions</b>	4.35
<b>Total FTEs for all Divisions</b>	44.55

**Alternative E**

<b>Total Field Costs Without Overhead for all Divisions</b>	3,187,400
<b>Total Overhead Costs for all Divisions</b>	363,200
<b>Total Staff Costs Field and Overhead for all Divisions</b>	3,550,600
<b>Total Field FTEs for all Divisions</b>	50.70
<b>Total Overhead FTEs for all Divisions</b>	4.60
<b>Total FTEs for all Divisions</b>	55.30

**Alternative F**

<b>Total Field Costs Without Overhead for all Divisions</b>	3,185,900
<b>Total Overhead Costs for all Divisions</b>	428,550
<b>Total Staff Costs Field and Overhead for all Divisions</b>	3,614,450
<b>Total Field FTEs for all Divisions</b>	49.50
<b>Total Overhead FTEs for all Divisions</b>	5.65
<b>Total FTEs for all Divisions</b>	55.15