

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: December 12, 2003

DOI Goal ID Number: NPS Goal ID Number: la08 Park/ Program Goal ID Number: la08

NPS Servicewide Goal Description (Mission or Long-term Goal text):

Archeological sites NOT covered by la8.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30,2005, 26 of the high risk sites will be monitored and condition determined.

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Condition

Unit Measure:

Each Site

Condition (Desired):

Good

*Total # Units in
Baseline:*

*Status in Base
Year (# Meeting
Condition):*

Projected Performance Target, end of strategic planning period: 26

*Projected Performance Target,
End of this Fiscal Year:*

19

Annual Plan of Work & Results:

Based on the monitoring plan and in conjunction with other field work 5 additional sites will be visited.

Projected Funding - ONPS Base (,000): 65

All Other Sources (,000): 0

Projected FTE - NPS: .5

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: December 12, 2003

DOI Goal ID Number:

NPS Goal ID Number: la09A

Park/ Program Goal ID Number: la09

NPS Servicewide Goal Description (Mission or Long-term Goal text):

Preservation of paleo resources not covered by la9A

but not fully documented, paleontological resources are protected from theft, human caused or

Paleontological Resources: X (z%) of Y acres of [name of unit]'s lands with suspected, but not fully documented, paleontological resources are protected from theft, human caused or natural impacts.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005 the park will endeavor to determine basline data for Paleontological sites.

*Baseline
Year:*

*Target
Year:*

2001

2005

*Performance Indicator
(what is measured):*

Unit Measure:

Condition (Desired):

*Total # Units in
Baseline:*

*Status in Base
Year (# Meeting
Condition):*

Condition

Park Determined

Good

Projected Performance Target, end of strategic planning period:

*Projected Performance Target,
End of this Fiscal Year:*

Annual Plan of Work & Results:
No work is planned for this year.

Projected Funding - ONPS Base (,000):

All Other Sources (,000): 0

Projected FTE - NPS:

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: December 12, 2003

DOI Goal ID Number: NPS Goal ID Number: la4 Park/ Program Goal ID Number: la4

NPS Servicewide Goal Description (Mission or Long-term Goal text):

75% of Park units will have unimpaired water quality.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005 Gates of the Arctic will have unimpaired water quality.

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Number of Parks With
Unimpaired Water Quality

Unit Measure:

Days water quality failed
standards

Condition (Desired):

Unimpaired Water Quality

*Total # Units in
Baseline:*

1

*Status in Base
Year (# Meeting
Condition):*

Projected Performance Target, end of strategic planning period: 1

*Projected Performance Target,
End of this Fiscal Year:*

1

Annual Plan of Work & Results:

We will continue to gather baseline water quality information using the new baseline protocol.

Projected Funding - ONPS Base (,000): 10

All Other Sources (,000): 30

Projected FTE - NPS: .3

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: December 15, 2003

DOI Goal ID Number: NPS Goal ID Number: la5 Park/ Program Goal ID Number: la5

NPS Servicewide Goal Description (Mission or Long-term Goal text):

48% of the historic structures on the current List of Classified Structures are in good condition.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005 23% structures (3) of Gates of the Arctic's 17 historic structures on the current List of Classified Structures are in good condition

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Condition

Unit Measure:

Each Structure

Condition (Desired):

Good

*Total # Units in
Baseline:*

17

*Status in Base
Year (# Meeting
Condition):*

8

Projected Performance Target, end of strategic planning period: 3

*Projected Performance Target,
End of this Fiscal Year:*

8

Annual Plan of Work & Results:

This goal has already been met and exceeded. It will remain at 8.

Projected Funding - ONPS Base (,000): 0

All Other Sources (,000): 0

Projected FTE - NPS: 0

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: January 22, 2004

DOI Goal ID Number: NPS Goal ID Number: la6 Park/ Program Goal ID Number: la6

NPS Servicewide Goal Description (Mission or Long-term Goal text):

72.3% of preservation and protection standards for park museum collections are met.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005 57 (78%) of the 73 applicable preservation and protection standards for Gates of the Arctic museum collection will be met.

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Applicable Standards

Unit Measure:

Each Standard

Condition (Desired):

Meet Standards

*Total # Units in
Baseline:*

73

*Status in Base
Year (# Meeting
Condition):*

52

Projected Performance Target, end of strategic planning period: 57

*Projected Performance Target,
End of this Fiscal Year:*

57

Annual Plan of Work & Results:

The museum will basically remain as it, however a map case was added for storing maps and other such papers.

Projected Funding - ONPS Base (,000): 6

All Other Sources (,000): 0

Projected FTE - NPS: .1

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: October 29, 2003

DOI Goal ID Number: NPS Goal ID Number: 1b01 Park/ Program Goal ID Number: 1b01

NPS Servicewide Goal Description (Mission or Long-term Goal text):

Acquire or develop outstanding data sets or other natural or cultural resource information.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, 8 natural resource inventories identified in the Resource Management Plan are completed for Gates of the Arctic.

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Data Sets or Research

Unit Measure:

Each

Condition (Desired):

Acquired or developed

*Total # Units in
Baseline:*

34

*Status in Base
Year (# Meeting
Condition):*

0

Projected Performance Target, end of strategic planning period: 8

*Projected Performance Target,
End of this Fiscal Year:*

6

Annual Plan of Work & Results:

This year the lynx-hare contaminant study will be completed. In addition there are many on-going and new projects happening this year including musk ox work, a sheep survey, collaborative work with Alaska Fish and Game on wolverine, a videography project like at Yukon-Charley Rivers will begin, and other projects.

Projected Funding - ONPS Base (,000): 768

All Other Sources (,000): 0

Projected FTE - NPS:

7

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: December 16, 2003

DOI Goal ID Number: NPS Goal ID Number: lb2A Park/ Program Goal ID Number: lb2

NPS Servicewide Goal Description (Mission or Long-term Goal text):

Archeological sites inventoried and evaluated are increased by 35% (from FY 1999 baseline of 48,188 sites to 65,054).

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005 the number of Gates of the Arctic archeological sites inventoried, evaluated and listed in the National Park Service ASMIS will increase to 829.

*Baseline
Year:*

*Target
Year:*

2001

2005

*Performance Indicator
(what is measured):*

Unit Measure:

Condition (Desired):

*Total # Units in
Baseline:*

*Status in Base
Year (# Meeting
Condition):*

Number in database

Each Archeological Site Added

Increase

787

776

Projected Performance Target, end of strategic planning period: 829

*Projected Performance Target,
End of this Fiscal Year:*

853

Annual Plan of Work & Results:

Based on the 2003 field work, 70 site records will be added to ASMIS

Projected Funding - ONPS Base (,000): 86

All Other Sources (,000): 0

Projected FTE - NPS: .7

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: December 16, 2003

DOI Goal ID Number: NPS Goal ID Number: lb2B Park/ Program Goal ID Number: lb2B

NPS Servicewide Goal Description (Mission or Long-term Goal text):

Cultural landscapes inventoried and evaluated at Level II are increased by 89.8% (from FY 1999 baseline of 137to 260).

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, the park will endeavor to add its first cultural landscape to the Cultural Landscapes Inventory.

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Number in database

Unit Measure:

Each Cultural Landscape
Added

Condition (Desired):

Increase

*Total # Units in
Baseline:*

0

*Status in Base
Year (# Meeting
Condition):*

0

Projected Performance Target, end of strategic planning period: 1

*Projected Performance Target,
End of this Fiscal Year:*

0

Annual Plan of Work & Results:

No work planned this fiscal year. This is being deferred due to the workload of the regional staff responsible for doing this.

Projected Funding - ONPS Base (,000):

0

All Other Sources (,000):

0

Projected FTE - NPS:

0

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: December 15, 2003

DOI Goal ID Number: NPS Goal ID Number: lb2C Park/ Program Goal ID Number: lb2C

NPS Servicewide Goal Description (Mission or Long-term Goal text):

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

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, all 17 (100%) of Gates of the Arctic historic structures on the current List of Classified Structures (LCS) have updated information in their LCS records.

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

LCS records

Unit Measure:

Each

Condition (Desired):

Updated

*Total # Units in
Baseline:*

17

*Status in Base
Year (# Meeting
Condition):*

7

Projected Performance Target, end of strategic planning period: 7

*Projected Performance Target,
End of this Fiscal Year:*

7

Annual Plan of Work & Results:

We plan to visit the prehistoric sites that are on the LCS this year. In addition we will be working toward removing the non-historic sites from the LCS.

Projected Funding - ONPS Base (,000): 5

All Other Sources (,000): 0

Projected FTE - NPS: .2

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: November 26, 2003

DOI Goal ID Number: NPS Goal ID Number: 1b2D Park/ Program Goal ID Number: 1b2D

NPS Servicewide Goal Description (Mission or Long-term Goal text):

Museum objects cataloged are increased by 34.3% (from FY 1999 baseline of 37.3 million to 50.1 million).

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005 the number of Gates of the Arctic museum objects catalogued submitted to the National Catalog is increased from 35088 in 1999 to 35876 (2%).

*Baseline
Year:*

*Target
Year:*

2001

2005

*Performance Indicator
(what is measured):*

Unit Measure:

Condition (Desired):

*Total # Units in
Baseline:*

*Status in Base
Year (# Meeting
Condition):*

Number in database

Each Museum Object Added

Increase

34322

35847

Projected Performance Target, end of strategic planning period: 35876

*Projected Performance Target,
End of this Fiscal Year:*

35866

Annual Plan of Work & Results:

We will be working to reduce the backlog of 2500 objects. These 10 that we plan to catalog will be from the backlog.

Projected Funding - ONPS Base (,000): 3

All Other Sources (,000): 0

Projected FTE - NPS: .1

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: December 12, 2003

DOI Goal ID Number: NPS Goal ID Number: 1b2E Park/ Program Goal ID Number: 1b2E

NPS Servicewide Goal Description (Mission or Long-term Goal text):

Ethnographic resources inventory is increased 634% (from FY 1999 baseline of 400 to 2,938).

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, The number of Gates of the Arctic ethnographic resources inventoried, evaluated, and entered into the National Park Service Ethnographic Resources Inventory (ERI) is increased from 0 in FY99 to 2.

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Number in database

Unit Measure:

Each Ethnographic Resource
Added

Condition (Desired):

Increase

*Total # Units in
Baseline:*

0

*Status in Base
Year (# Meeting
Condition):*

0

Projected Performance Target, end of strategic planning period: 2

*Projected Performance Target,
End of this Fiscal Year:*

2

Annual Plan of Work & Results:

Although this goal was met in 2003 we will be doing a lot of oral history work this year, capturing traditional ecological knowledge.

Projected Funding - ONPS Base (,000): 90

All Other Sources (,000): 60

Projected FTE - NPS: 1

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: December 12, 2003

DOI Goal ID Number: NPS Goal ID Number: lb3 Park/ Program Goal ID Number: lb3

NPS Servicewide Goal Description (Mission or Long-term Goal text):

80% (216) of 270 parks with significant natural resources have identified their vital signs for natural resource monitoring.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, Gates of the Arctic has identified its vital signs for natural resource monitoring.

*Baseline
Year:*

*Target
Year:*

2001

2005

*Performance Indicator
(what is measured):*

Unit Measure:

Condition (Desired):

*Total # Units in
Baseline:*

*Status in Base
Year (# Meeting
Condition):*

Vital signs

Each Park

Identified

0

0

Projected Performance Target, end of strategic planning period: 1

*Projected Performance Target,
End of this Fiscal Year:*

0

Annual Plan of Work & Results:

Although the vital signs will not be determined this year, the park staff will be working with the Arctic Network toward determining what the vital signs will be. This includes many committee meetings/discussions and assisting with some field work and logistics.

Projected Funding - ONPS Base (,000): 40

All Other Sources (,000): 0

Projected FTE - NPS: .3

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: October 24, 2002

DOI Goal ID Number: NPS Goal ID Number: lb4 Park/ Program Goal ID Number: lb4

NPS Servicewide Goal Description (Mission or Long-term Goal text):

Geological processes in 54 parks [20% of 270 parks] are inventoried and human influence that affect those processes are identified.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

Although the park has geological resources there currently is no funding or support for geological work, thus no goal.

*Baseline
Year:*

*Target
Year:*

2001

2005

*Performance Indicator
(what is measured):*

Unit Measure:

Condition (Desired):

*Total # Units in
Baseline:*

*Status in Base
Year (# Meeting
Condition):*

Park's Geological Processes
Identified - Y or N

Each Park

Inventoried

Projected Performance Target, end of strategic planning period:

*Projected Performance Target,
End of this Fiscal Year:*

Annual Plan of Work & Results:
No work is planned.

Projected Funding - ONPS Base (,000):

All Other Sources (,000): 0

Projected FTE - NPS:

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: October 29, 2003

DOI Goal ID Number:

NPS Goal ID Number: Ila1

Park/ Program Goal ID Number: Ila1

NPS Servicewide Goal Description (Mission or Long-term Goal text):

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

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

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

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Visitor Satisfaction

Unit Measure:

Percentage

Condition (Desired):

Satisfied

*Total # Units in
Baseline:*

100

*Status in Base
Year (# Meeting
Condition):*

0

Projected Performance Target, end of strategic planning period: 95

*Projected Performance Target,
End of this Fiscal Year:*

93

Annual Plan of Work & Results:

We will continue to maintain visitor facilities and provide information to visitors as requested. In addition we will continue to upgrade our website for our armchair visitors.

Projected Funding - ONPS Base (,000): 447

All Other Sources (,000): 0

Projected FTE - NPS:

5

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: December 12, 2003

DOI Goal ID Number:

NPS Goal ID Number: Ila2

Park/ Program Goal ID Number: Ila2

NPS Servicewide Goal Description (Mission or Long-term Goal text):

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].

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, the number of Gates of the Arctic's visitor accidents/incidents is no higher than the FY1992-FY1996 five-year average of 1.2

*Baseline
Year:*

*Target
Year:*

2001

2005

*Performance Indicator
(what is measured):*

Unit Measure:

Condition (Desired):

*Total # Units in
Baseline:*

*Status in Base
Year (# Meeting
Condition):*

Visitor Safety Incident Rate

Visitor Accident/Incident
Number

Reduced

1.7

41

Projected Performance Target, end of strategic planning period: 1

*Projected Performance Target,
End of this Fiscal Year:*

1

Annual Plan of Work & Results:

We will continue to make safety our number one goal. We provide safety talks for visitors heading out on float or backpack trips. We have encourage our local air taxis to do the same for the visitors they fly in that we do not see. We also now have "loaner" leave no trace videos for the park that does discuss safety in Gates of the Arctic, and we mail them out to folks requesting information so that they may view them in preparation for their trip. We will continue to encourage safe travels and discourage ill-prepared travelers.

Projected Funding - ONPS Base (,000): 412

All Other Sources (,000): 0

Projected FTE - NPS: 4

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: December 15, 2003

DOI Goal ID Number: NPS Goal ID Number: 11b1 Park/ Program Goal ID Number: 11b1

NPS Servicewide Goal Description (Mission or Long-term Goal text):

86% of park visitors understand and appreciate the significance of the park they are visiting.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, 86% of Gates of the Arctic's visitors understand the significance of the Park and Preserve.

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Understanding

Unit Measure:

Percentage

Condition (Desired):

Understand

*Total # Units in
Baseline:*

77

*Status in Base
Year (# Meeting
Condition):*

0

Projected Performance Target, end of strategic planning period: 86

*Projected Performance Target,
End of this Fiscal Year:*

84

Annual Plan of Work & Results:

Our interpretive position is now based in Fairbanks and we plan to have this employee not only provide outreach activities to our neighboring communities but also to Fairbanks. In addition resource management staff will conduct discussions in our communities. We will begin the planning and implementing of our documentary film which is funded by fee demo dollars.

Projected Funding - ONPS Base (,000): 136

All Other Sources (,000): 300

Projected FTE - NPS:

1

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: November 18, 2003

DOI Goal ID Number:

NPS Goal ID Number: IVa3A

Park/ Program Goal ID Number: IVa3A

NPS Servicewide Goal Description (Mission or Long-term Goal text):

100% of employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

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

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Employee performance plans

Unit Measure:

Each

Condition (Desired):

Linked

*Total # Units in
Baseline:*

50

*Status in Base
Year (# Meeting
Condition):*

0

Projected Performance Target, end of strategic planning period: 50

*Projected Performance Target,
End of this Fiscal Year:*

24

Annual Plan of Work & Results:

For all permanent employees performance standards will be written with strategic plan goals and career competencies in mind. Individual Development Plans will be completed for permanent staff to document and work toward completing training critical for their competencies.

Projected Funding - ONPS Base (,000):

0

All Other Sources (,000):

0

Projected FTE - NPS:

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: October 29, 2003

DOI Goal ID Number:

NPS Goal ID Number: IVa4A

Park/ Program Goal ID Number: IVa4A

NPS Servicewide Goal Description (Mission or Long-term Goal text):

Increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% in the 9 targeted occupational series in the permanent workforce.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, the number of Gates of the Arctic permanent positions in the 9 targeted series filled by under-represented groups will be increased by 1 (15%) from the FY99 level

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Diversity

Unit Measure:

Number of Employees

Condition (Desired):

Representation

*Total # Units in
Baseline:*

17

*Status in Base
Year (# Meeting
Condition):*

6

Projected Performance Target, end of strategic planning period: 7

*Projected Performance Target,
End of this Fiscal Year:*

6

Annual Plan of Work & Results:

Aside from hoping to keep our current permanent work force we will plan to recruit through effective means for hiring diverse candidates in any job and not just in the career categories selected for this goal.

Projected Funding - ONPS Base (,000):

0

All Other Sources (,000):

0

Projected FTE - NPS:

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: October 29, 2003

DOI Goal ID Number:

NPS Goal ID Number: IVa4B

Park/ Program Goal ID Number: IVa4B

NPS Servicewide Goal Description (Mission or Long-term Goal text):

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

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, the total number of Gates of the Arctic seasonal/temporary positions annually filled by women and minorities is maintained at the FY99 level of 3 out of 7 (43%)

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Diversity

Unit Measure:

Each

Condition (Desired):

Representation

*Total # Units in
Baseline:*

14

*Status in Base
Year (# Meeting
Condition):*

3

Projected Performance Target, end of strategic planning period: 3

*Projected Performance Target,
End of this Fiscal Year:*

3

Annual Plan of Work & Results:

In the past few years we have converted most of our seasonal positions to subject to furlough (which has been an NPS goal since 1994). This leaves only two recurring positions that are seasonal and several potential positions for the archeological site inventory. We will endeavor to recruit diverse candidates. The UAF Job Fair in the Fall and their Visitor Industry Job Fair will be attended and the local communities Native Corporations will be informed of any vacancies.

Projected Funding - ONPS Base (,000): 0

All Other Sources (,000): 0

Projected FTE - NPS:

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: October 15, 2003

DOI Goal ID Number:

NPS Goal ID Number: IVa4C

Park/ Program Goal ID Number: IVa4C

NPS Servicewide Goal Description (Mission or Long-term Goal text):

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

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, the total number of Gates of the Arctic's permanent employees with disabilities is maintained at the FY99 level of 1.

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Diversity

Unit Measure:

Each

Condition (Desired):

Representation

*Total # Units in
Baseline:*

33

*Status in Base
Year (# Meeting
Condition):*

1

Projected Performance Target, end of strategic planning period: 1

*Projected Performance Target,
End of this Fiscal Year:*

1

Annual Plan of Work & Results:

Currently we have 2 permanent employees that meet this goal. However, when recruiting for future permanent positions we will contact our local Vocational Rehab office regarding potential candidates.

Projected Funding - ONPS Base (,000): 0

All Other Sources (,000): 0

Projected FTE - NPS:

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: October 29, 2003

DOI Goal ID Number:

NPS Goal ID Number: IVa4D

Park/ Program Goal ID Number: IVa4D

NPS Servicewide Goal Description (Mission or Long-term Goal text):

increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the seasonal and temporary workforce.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005 the total number of Gates of the Arctic's seasonal employees with disabilities is increased from 0 (FY99) to one.

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Diversity

Unit Measure:

Each

Condition (Desired):

Representation

*Total # Units in
Baseline:*

7

*Status in Base
Year (# Meeting
Condition):*

0

Projected Performance Target, end of strategic planning period: 1

*Projected Performance Target,
End of this Fiscal Year:*

0

Annual Plan of Work & Results:

Should we recruit for seasonal employees we will contact Vocational Rehab in Fairbanks regarding the vacancy. This office is also able to determine if there are any clients in these remote areas that would be interested in employment.

Projected Funding - ONPS Base (,000): 0

All Other Sources (,000): 0

Projected FTE - NPS:

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: October 29, 2003

DOI Goal ID Number: NPS Goal ID Number: IVa5 Park/ Program Goal ID Number: IVa5

NPS Servicewide Goal Description (Mission or Long-term Goal text):

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

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, the number of Gates of the Arctic employee housing units listed in poor or fair condition is reduced from 5 in FY97 assessments to 2 (60% reduction).

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Classification

Unit Measure:

Number of Housing Units

Condition (Desired):

Good, Replaced, or Removed

*Total # Units in
Baseline:*

5

*Status in Base
Year (# Meeting
Condition):*

5

Projected Performance Target, end of strategic planning period: 2

*Projected Performance Target,
End of this Fiscal Year:*

2

Annual Plan of Work & Results:

Only routine maintenance and repairs are planned.

Projected Funding - ONPS Base (,000): 0

All Other Sources (,000): 0

Projected FTE - NPS:

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: October 29, 2003

DOI Goal ID Number: NPS Goal ID Number: IVa6A Park/ Program Goal ID Number: IVa6A

NPS Servicewide Goal Description (Mission or Long-term Goal text):

the NPS employee lost-time injury rate will be at or below 2.989 per 200,000 labor hours worked.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, the number of Gates of the Arctic employee lost time injuries is reduced to zero from the FY92-96 five-year average of 3.78.

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Employee Lost Time Injury Rate

Unit Measure:

Incident Rate

Condition (Desired):

Reduced

*Total # Units in
Baseline:*

3.78

*Status in Base
Year (# Meeting
Condition):*

3.78

Projected Performance Target, end of strategic planning period: 0

*Projected Performance Target,
End of this Fiscal Year:*

1

Annual Plan of Work & Results:

We do make safety our number one concern and we will continue to provide "tailgate" safety sessions, provide safety training in the use of any equipment, shotguns, etc; and discuss/train in safety out in the field (injuries, bears, crossing rivers, etc). Safety in the office will also be stressed, such as proper lifting, ergonomics, etc.

Projected Funding - ONPS Base (,000): 0

All Other Sources (,000): 0

Projected FTE - NPS:

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: December 15, 2003

DOI Goal ID Number:

NPS Goal ID Number: IVa6B

Park/ Program Goal ID Number: IVb6B

NPS Servicewide Goal Description (Mission or Long-term Goal text):

The servicewide total number of hours of Continuation of Pay (COP) will be at or below 50,500 hours.

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, the number of Gates of the Arctic hours of Continuation of Pay will be maintained at 0.

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Unit Measure:

Condition (Desired):

*Total # Units in
Baseline:*

*Status in Base
Year (# Meeting
Condition):*

Continuation of Pay (COP) Hours

Hours

Reduced

7.2

0

Projected Performance Target, end of strategic planning period: 0

*Projected Performance Target,
End of this Fiscal Year:*

0

Annual Plan of Work & Results:

The work plan is the same for IVa6: We do make safety our number one concern and we will continue to provide "tailgate" safety sessions, provide safety training in the use of any equipment, shotguns, etc; and discuss/train in safety out in the field (injuries, bears, crossing rivers, etc). Safety in the office will also be stressed, such as proper lifting, ergonomics, etc.

Projected Funding - ONPS Base (,000):

0

All Other Sources (,000):

0

Projected FTE - NPS:

Non - NPS:

Annual Performance Plan (APP), FY 2004

Park/ Program Name: GATES OF THE ARCTIC NP & PRES

Park/ Program Org Code: 9840

Date Last Updated: November 20, 2003

DOI Goal ID Number: NPS Goal ID Number: IVb1 Park/ Program Goal ID Number: IVb1

NPS Servicewide Goal Description (Mission or Long-term Goal text):

Increase by 26% the number of volunteer hours [from 3.8 million hours in 1997 to 4.8 million hours].

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2005, the number of Gates of the Arctic volunteer hours will be maintained at 2500 (1997 base).

*Baseline
Year:*

2001

*Target
Year:*

2005

*Performance Indicator
(what is measured):*

Volunteer Hours

Unit Measure:

Hours

Condition (Desired):

Increase

*Total # Units in
Baseline:*

2500

*Status in Base
Year (# Meeting
Condition):*

2500

Projected Performance Target, end of strategic planning period: 2500

*Projected Performance Target,
End of this Fiscal Year:*

2500

Annual Plan of Work & Results:

We will continue to recruit volunteers for rangering and resource assistance. We are very proactive in utilizing this program.

Projected Funding - ONPS Base (,000): 0

All Other Sources (,000): 0

Projected FTE - NPS:

Non - NPS: