

YNP@Work

For Employees of Yellowstone National Park

Tuesday, September 5, 2017



News

Alex Poole sets up a Rotenone drip station near Soda Butte Creek/Neal Herbert

Park Moves to “Very High” Fire Danger

Due to continued warm and dry weather across the park, Yellowstone is now in VERY HIGH fire danger. Please update your respective signage and reports.

- Fire restrictions are not in effect.
- Campfires are still permitted in the various employee fire rings and traditional cook-out areas around the park. These campfires must be cold to the touch before abandoning.
- Custer Gallatin National Forest and Park County, MT are in Stage 1 restrictions outside of the Absaroka Beartooth Wilderness, [restrictions can be viewed online](#).

Yellowstone Hosts Naturalization Ceremony

On Wednesday, September 6, Yellowstone National Park will partner with the U.S. Citizenship and Immigration Services to host this year’s naturalization ceremony at Arch Park in Gardiner, MT. The ceremony will begin at 11:00 a.m. with 43 individuals from 20 different countries who will be sworn in as citizens. If you have questions about the ceremony, contact Public Affairs (307) 344-2015.

Bear Management Closures: A Reminder for Employees

In order to reduce adverse encounters between bears and humans, Yellowstone closes areas where there is a high density of elk and bison carcasses and/or lots of bear activity. These closures apply to everyone, even park employees.

In the last couple of weeks, YCR staff has recently reviewed trail camera photos showing park employees entering closed bear management areas as well as wildlife carcass dumpsites. Entering closed areas is dangerous for people and for wildlife. Please accept this friendly reminder to heed closures and check the Bear Management Areas webpage to make sure you don’t put yourself or park wildlife in danger.

Quick links for:

- [Squad Notes](#)
- [Focus Days Key Messages](#)
- [YNP@Work Archives](#)
- [Employee Safety Committee](#)
- [Suggestion Box](#)

Employee Suggestion Box Updates

This week at Squad, the management team discussed updates on last week's suggestions (see this week's Squad Notes for more details) and discussed the following two suggestions:

- **Road Shoulders:** During the height of the summer, areas like Hayden Valley become overwhelmed with vehicles wanting to take photos of wildlife. The suggestion was to rehab existing shoulders to allow vehicles to pull off the roadway in their current direction of travel, onto safe surfacing. **Action:** Each district maintenance operation has access to materials to rehab the shoulders of the roadway. Depending on current levels of staffing and priorities of for the area, rehabbing of the shoulders may or may not happen. The Hayden Valley road is not currently in the five year road plan for reconstruction, so rehab would be the most reasonable route to pursue.
- **Government Vehicle Parking:** Suggestion to enforce parking government owned vehicles (GOV) around the headquarters building to a specific location to allow for designated spaces for personal vehicles. Any vehicles not used frequently should be moved to the garage or out of the most critical parking area to free up spaces. **Action:** Division Chiefs will revisit their fleet of GOV parked in the administrative parking area. Vehicles not used frequently will be moved to less critical areas like near the Telecomm building or the garage. Once construction is complete on the Canteen, additional spaces will be available for use.

Before you leave: Provide Your Feedback

[Take the Seasonal Employee Exit Survey](#) to tell us what you think, share your experiences, and provide us with your feedback. Your participation is not mandatory, but your responses will help us continue to grow as an organization.

- Your responses will be kept anonymous. If you'd like to see how the results were shared last year, you can view the [2016 Seasonal Employee Exit Survey Results](#).

Safety Corner

Do You Have What it Takes?

Do you have what it takes to do your job safely? [Use OSHA's PPE checklist](#) to see what items you should have for your job, then afterwards, stop by the Supply Center or Safety Office to pick up any items you might need!

- As an employee, you should also know your responsibilities to report injuries and near misses to your supervisor who will then help you [document them in SMIS](#) immediately.

Safe Lifting

Lifting can put great strain on your back. Lifting from the floor can be particularly risky. For example, lifting a 25 pound box from the floor requires about 700 pounds of back muscle force, even when you bend your knees. Below are some tips that can help protect your back when you need to lift heavy objects:

- Try out the load first. If it is too bulky or heavy, get help.
- Don't lift awkward objects such as long pipes or large boxes by yourself. Get help or use mechanical assists.
- Lean slightly forward with one foot just ahead of the other.
- Keep the load as close to your body as possible while lifting it.
- Remember, limit weight you lift to no more than 50 lbs. When lifting loads heavier than 50 pounds, use two or more people to lift the load.

For more tips and techniques, [visit www.osha.gov](http://www.osha.gov).

Safety Champions

Do you see something we could do to improve safety in Yellowstone? Or have you seen a co-worker who has done something positive about safety? Use the [Safety Recognition Program](#) to report a hazard occurring in the park or nominate a Safety Champion. Full program details can be found on the [YELL SharePoint site](#).

Life & Leisure

Achieve Your Goals, but Love Your Experience

Bethany Lehman, YCC Crew Lead shares her experience this summer, walking over 500 miles in Yellowstone National Park.

“My dad had told me about the 100-Mile Club before I even got to Yellowstone because he joined when he worked here back in 1986. Last summer when I was in Yosemite, I hiked 300 miles on the dot. I didn’t start this summer with a goal mileage-wise. That only occurred after I finished my first 100 in a couple weeks. My coworkers encouraged me to try to reach 500 by the end of the season, and the staff at YCERP told me that to his knowledge, no one had done this before. It instantly became my goal for the rest of the summer, which I completed on August 22, 2017 on the Thorofare Trail. I have hiked 536.3 miles in Yellowstone this summer.



Bethany Lehman snaps a photo on her final leg of her Thorofare trip near Eagle Pass/2017

At the end of the day though, it’s not about the number of miles I’ve hiked. It’s about the places that I was able to visit and the experiences I had. I had some incredible day hikes and a few amazing backpacking trips! I saw a ton of wildlife (some undesired), incredible plant species, and innumerable breathtaking views. I got to experience the park by myself, but I also got to share some of my journeys with my students. The landscape here is a little different than back in rural Iowa, so I really just wanted to make these last few months count and explore as much of the area as I could.

I’m headed back to Iowa in a couple days to work with youth-focused non-profits, and in the fall attending the University of Northern Iowa to obtain my master’s degree in Leisure, Youth, and Human Services. I don’t know where I’ll be next summer season yet, but Yellowstone is always a possibility!”

Save the Date

After 25 years of federal service, Chief of Concessions Management George Helfrich will be retiring. A farewell party will be held on Thursday, September 28 to honor his years of service here in Yellowstone. Details for location, time, and RSVP will be shared next week.

Yellowstone CO-OP Employee Recreation (YCERP)

Looking for a hiking buddy? Wishing you could rekindle your passion for kickball? Look no further than your local YCERP office! YCERP provides recreational opportunities where employees can connect to Yellowstone in fun and meaningful ways. [Visit their webpage](#) to view a full list of events, activities and learning opportunities.

Cougar Seminars

Mountain Lion, cougar, puma, panther, catamount, this animal has more names than any other mammal in the Western Hemisphere, yet it is seldom-seen and shrouded in mystery. Learn where cougars live in Yellowstone, explore their biology and ecology, and get a glimpse into their lives through the lens of research cameras. Presented by Brad Bulin.

August 28, 2017: Mammoth Conference Room at 6:00 p.m.

August 29: Old Faithful Recreation Hall at 7:00 p.m.

September 5: Canyon Recreation Hall at 7:00 p.m.

September 6: Tower Recreation Room at 7:00 p.m.

Big Bear Stampede: Raising Awareness of Depression

This weekend, join the Big Bear Stampede at the Roosevelt Arch for a 9K & 5K trail race, kid’s race or 5K walk to raise awareness of depression. Volunteers are still needed for the morning of the race. Please email bigbearstampede@yahoo.com if interested. Registration can be found [online at bigbearstampede.org](http://onlineatbigbearstampede.org).

3rd Annual Wild & Scenic Film Festival

On Thursday, September 14, join the Bear Creek Council in viewing several wild and scenic films, three of which feature our community! Meet at the Gardiner Public School at 5:00 p.m. for dinner, and the slate of films will be shown from 6:30-8:45 p.m. Tickets are on sale for \$10 each at Yellowstone Wild the Gallery and Park's Fly Shop. Questions can be shared with Leo Leckie from the Bear Creek Council at Yellowstone.leo@gmail.com.

Parkwide Dodgeball Tournament

Friday, September 8 at 7:00 p.m. meet at the Lake Lodge Recreation Hall to join your fellow employees in the 2nd annual parkwide dodgeball tournament! This double elimination tournament will be open to the first 10 teams in the park to turn in a complete roster. Each team will need to submit a \$15 entry fee at the beginning of the tournament. Hurry over to your local recreation office and register a team today! We will take teams that did not have an opportunity to sign up in advance as long as there are not 10 teams already signed up. Teams may have to provide their own transportation. [Contact your local YCERP office](#) for more details.

Jobs

USAJOBS.gov connects job seekers with federal employment opportunities. As the federal government's official employment site, USAJOBS.gov provides resources to help the right people find the right jobs. The position listed below is an internal lateral-transfer opportunity.

[Engineering Equipment Operator](#)

(WG-08)

Full Time- Permanent

Current/Status Candidates

Closes 9/06/2017

[Utility Systems Operator](#)

(WG-07)

Full Time- Permanent

Current/Status Candidates

Closes 9/07/2017

Training

NPS and DOI offer multiple types of practical training and career development options. Trainings are usually in-person or online, while development programs are geared towards an overall professional development goal. Listed below are current trainings available to employees.

Retirement Training

Hosted by Catherine Bermond from HROC, sign-up will be available in September.

- October 10: Mammoth (full day), time TBD
- October 11: Mammoth (half-day sessions), time TBD

YNP@Work is a newsletter for employees, by employees and is edited by Internal Communications Specialist, Bethany Gassman. If you have questions or would like to submit content, please email Bethany_gassman@nps.gov.

YNP@Work

For Employees of Yellowstone National Park

Wednesday, September 13, 2017



News

Session Two Youth Conservation Corps Volunteers 2017/Provided by Alicia Shubert

Youth Conservation Corps (YCC) Finishes the 2017 Season

This year, the YCC program received nearly 800 youth applications from teens 15-18 years old requesting to spend a summer volunteering in Yellowstone. A lucky 62 were selected for a one-month tour. While in Yellowstone, the groups completed a variety of outdoor projects and spent their weekends exploring America's first national park. This year a team of nineteen NPS employees, two SCA interns, and one camp cook helped to run the YCC program. However, it would not have been possible without the efforts of employees throughout the park who took the time to assist in organizing work projects and shared information about careers within the NPS. YCC crew leads would like to extend a thank you to all those who supported the program, your time was greatly appreciated and helped make the YCC experience rich for all who participated!

Backcountry Office Closures

As our seasonal staff finish out their last few weeks in the park, our backcountry offices will begin their closing procedures. Here is a list of the backcountry offices and their tentative closing dates for 2017.

- Canyon: Closed
- Tower: Closed
- Bridge Bay: 9/14
- Old Faithful: 9/30
- Grant: 10/9
- Albright Visitor Center: 10/15
- Bechler: 10/31

Contact the Central Backcountry Office (307) 344-2160 year-round with questions, or [visit the Backcountry Situation Report](#) online to view closing dates and to read more on the backcountry status around the park.

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Opportunities to Volunteer

The National Park Service is recruiting local residents to assist with managing visitor and wildlife interaction during the elk rut in Mammoth Hot Springs. This is an annual effort to promote safety for both wildlife and visitors. Yellowstone National Park utilizes uniformed volunteers with exceptional patience who are willing to help educate visitors and project a positive, proactive image of the National Park Service and its mission. Training will be provided. If interested, please contact yell_volunteer_office@nps.gov or Joe Bueter at (307) 344-2729.

Before you leave: Check Your Housing

Supervisors or designated housing clerks are responsible for employee housing checkouts. If you are checking out of housing be sure they know when you plan to leave.

- **Cleaning** prior to checkout is required by all seasonal tenants.
- **Got Roommates?** Charges for damage or additional cleaning, not attributed to a specific roommate, are *divided among all roommates*. Bring up any roommate concerns with your supervisor prior to checkout.
- For more details on housing policies, review the [Resident's Handbook](#), or read specifics found in the [Employee Handbook](#).

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Safety Corner

Safety Champions

Do you see something we could do to improve safety in Yellowstone? Or have you seen a co-worker who has done something positive about safety? Use the Safety Recognition Program to report a hazard occurring in the park or nominate a Safety Champion. Full program details can be found on the [YELL SharePoint site](#).

Life & Leisure

Old Faithful Annual Hog Roast

The 3rd annual employee hog roast will be held at Old Faithful this Saturday, September 16. Festivities begin at 7:00 p.m. and attendees are encouraged to bring a dish to share! Help spread the word by [sharing the roast flyer](#) in community areas!

Local School Looking for School Bus Drivers

Gardiner Public School is in need of any interested individuals who:

- Possess or are willing to obtain a Class B CDL license with passenger endorsement and air brakes endorsement
- Available to drive the morning and afternoon bus routes

If interested, please contact Julie Rehmer @ 406-848-7563 as soon as possible.

Save the Date

After 25 years of federal service, Chief of Concessions Management George Helfrich will be retiring. A farewell party will be held on Thursday, September 28, from 4:30 p.m.-7:30 p.m. in the Mammoth Hotel Conference Room to honor his years of service in Yellowstone. Please RSVP to Kimberly_flanagan@nps.gov by September 14.

Yellowstone CO-OP Employee Recreation (YCERP)

Looking for a hiking buddy? Wishing you could rekindle your passion for kickball? Look no further than your local YCERP office! YCERP provides recreational opportunities where employees can connect to Yellowstone in fun and meaningful ways. [Visit their webpage](#) to view a full list of events, activities and learning opportunities.

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Jobs

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[Park Ranger- Law Enforcement \(Lake/Lamar\)](#)

(GS 09)

Full Time- Permanent

Current/Status Candidates

Closes 10/4/2017

Training

NPS and DOI offer multiple types of practical training and career development options. Trainings are usually in-person or online, while development programs are geared towards an overall professional development goal. Listed below are current trainings available to employees.

Healthcare (BLS) Provider CPR

Check your CPR training expiration dates! Old Faithful will be hosting a Healthcare Provider CPR class on September 30, from 4:00-8:00 p.m. To register, email nicholas_derene@nps.gov. Preference will be given to interior employees if space becomes limited.

Winter EMS Course

Yellowstone National Park Emergency Medical Services (EMS) will host an EMT class beginning on November 6, 2017. Upon completion of this class, graduates will be eligible to test for Montana certification as well as National Registry of Emergency Medical Technicians Basic (NREMT-B) certification. For details on class dates, pre-requisites and for information on how to apply, [view the full message and course syllabus](#) from Lloyd Kruger.

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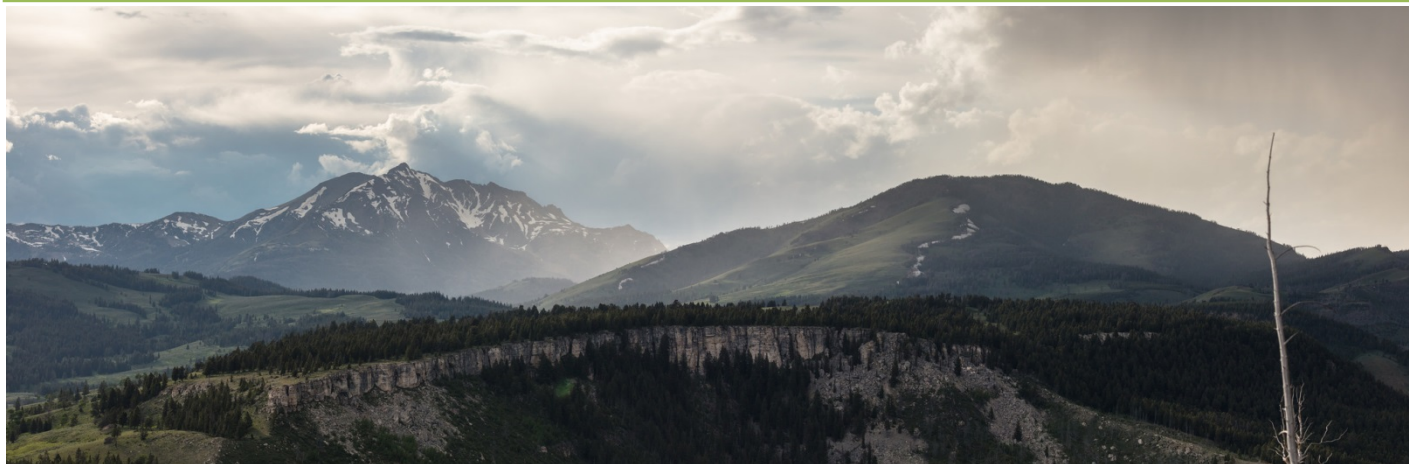
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Send feedback or content to Bethany Gassman (Internal Communications Specialist) at Bethany_gassman@nps.gov.

YNP@Work

For Employees of Yellowstone National Park

Monday, September 18, 2017



News

Terrance Mountain, Electric Peak, and Sepulcher Mountain during a storm June 2017/ Jake Frank

Wait! Before you leave:

This year, over 440 seasonal employees were working in Yellowstone for NPS. Your efforts, time and dedication to the park helped make this season successful. Thank you! As you begin to prepare for the end of your season, here is a checklist of items to keep track of.

- **Got a vacuum?** Cleaning prior to checkout is required by all tenants. Utilize the [cleaning checklist](#) to make sure you are on track. If you don't have the equipment or tools necessary to clean your housing, work with your supervisor or local maintenance staff to locate the items you need. You can also have someone stop by the Supply Center for a variety of items.
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Safety Corner

Injury Reports: August-September

There's a lot we can learn to prevent accidents and injuries from happening in the workplace. In the last month, thirteen incidents were filed with Human Resources. Here's a glimpse of what was reported mid-August through mid-September (includes precautionary filings):

- Lacerated chin, tongue and chipped tooth when struck by log

- Foot numb and stiff from working most of the day in a crouched position
- Knee strained slip/no fall along a hiking trail
- Finger on right hand crushed between parts of a machine
- Eye irritated due to windblown debris
- Finger on hand cut when using a knife
- Leg above and below the knee bruised when horse fell and landed on leg
- Elbow struck by visitor's RV mirror while in work zone
- Finger punctured by nail
- Eye scratched by tree branch/needles
- MVC caused by visitor, employee strained neck, back & bruised hand knuckles
- Palm of hand lacerated while hiking in backcountry
- Thrown from horse, reported bruised tailbone, rope-burned finger & jammed finger
- Braces loosened up and became painful while working

Safety Champion: Rick Lee

REYP employee, Rick Lee, was nominated this last month for the Safety Program's highest award for the following reason:

- *Rick found out that the new apartments at Norris didn't have any fire extinguishers in them. He talked to staff in Mammoth and was able to get fire extinguishers for all of the apartments.*

Fire extinguishers are required to be in all housing units. Rick's quick action to locate and supply these life saving devices to residents is why the Employee Safety and Wellness Team agreed that this nomination deserved recognition. If you see something that can be done to improve safety in Yellowstone, or if you have seen a co-worker who has done something positive about safety, send an [email nomination to the SRP program manager](#). You can also use this same link [to report a hazard occurring in the park](#). Full program details can be found on the [YELL SharePoint site](#).

Life & Leisure

Gardiner Public School

Gardiner Public School (GPS) is hosting an informational meeting for any individuals interested in employment opportunities with the school district. Current vacancies include school bus driver, substitute teacher/staff and custodian. The meeting is intended to provide information on how individuals can become licensed in Montana for school bus driving and answer any questions individuals may have about any of these positions. The meeting will be at 6:00 p.m. on Wednesday, September 27 in the high school library. Please join us and learn more about becoming a school bus driver and/or substitute teacher. Please call 406-848-7563 if you have any questions.

Landscapes for the People

On Wednesday, September 20, at 6 p.m. in the Yellowstone Forever classrooms in Gardiner there will be a historic Yellowstone photography presentation. Ren and Helen Davis, award-winning writers and authors of [Landscapes for the People](#), will be giving a special talk about the first chief photographer of the National Park Service, George Alexander Grant. Please call 406-848-2400 for more information.

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YNP@Work

For Employees of Yellowstone National Park

Thursday, September 28, 2017



News

SAR horse team Catrina Foss and Kevin Dooley, June 2017 / Jake Frank

Fall All Employees Meeting: Help us improve

The park's next all employee meeting is scheduled for Thursday, November 2, 2017 from 10:00 a.m.-12:00 p.m. at the Mammoth Community Center. An inter-divisional employee group has taken on the task of improving employee meetings and to do this, they need to know: what matters to you? What do you want to talk about at this meeting? [Please take our ONE question survey](#) by **Tuesday, October 3**, so the team can begin to build an agenda for the meeting based on employee feedback. Further meeting details and logistics will be shared over the next three weeks, so stay tuned!

Interior Officials Ready a Big Fashion Statement

[E&E Publishing](#) (9/27, Doyle) reports that officials at the Interior Department are "now tailoring a lucrative uniform contract to help park rangers and other employees dress for success." According to the article, "the new uniform contract for eight different agencies could button up the business for the next five years and be worth an estimated \$60 million to the winning vendor." Interior Department spokeswoman Heather Swift said, "Getting new uniforms for field personnel is actually a topic that is frequently brought up. The secretary and deputy secretary are both motivated to get this done for the [Interior] team." The article says that "the new uniform issue has become one of the pressing topics repeatedly cited by career employees on Interior's electronic 'ideas box,' established about a month ago (Greenwire, Sept. 25)."

Need Power in the Field?

Mechanical engineering students at MSU partnered with Yellowstone's Sustainability Program to build a portable solar array and power supply. This was a capstone project and is designed for use by campground hosts, incident command posts, research projects or any other situation where small electrical equipment is needed in a field setting. The solar panels are those removed from the Lamar Buffalo Ranch in 2014. Their production is enough to run small electrical equipment e.g. computers, charge cell phones, monitors, GPS etc.

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Park Enters LOW Fire Danger

Due to the recent precipitation, the park has moved into low fire danger. Please update the respective park signage and reports.

Geotechnical Drilling Projects

The Federal Highway Administration will be conducting a geotechnical drilling project this week. These investigatory borings provide valuable information that will be used for pending design projects.

- **Lewis River Bridge:** Tuesday, September 26 through Friday, October 6: Several borings located in the pavement, through the bridge deck, and off-road adjacent to the bridge. Up to 20-minute delays possible; likely to be much less as they will be flagging one-lane traffic around the drill rig and not blocking the entire roadway.

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Safety Corner

Mental Health First Aid Class

Did you know, you are more likely to encounter someone in an emotional or mental crisis than someone having a heart attack? Mental Health First Aid is a course that teaches you how to offer initial help to those with the signs and symptoms of a mental illness or in a crisis, and connect them with professional, peer, social, or self-help care. Anyone can take the course because sometimes, the best first aid is you.

Course Details

- Tuesday, October 3, 2017 from 8:00 a.m.-5:00 p.m.
- Yellowstone Forever Conference Room (Gardiner)
- To register, email Juanita Bueter at yellowstone4911@gmail.com, or call (406) 224-2629. Include: name, phone, email, occupation/employer, and a brief description of why you are enrolling in the course.
- Breakfast and lunch will be provided

[Mental Health First Aid at Work](#) is a workplace mental health training program that teaches participants how to notice and support an individual who may be experiencing a mental health or substance use concern or crisis and

connect them with the appropriate employee resources. Mental Health First Aid at Work is a skills-based, experiential and evidence-based practice.

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Life & Leisure

Gardiner Public School Homecoming Schedule

- Thursday 9/28/17
 - o 5:00 p.m. Girls volleyball vs Manhattan Christian
- Friday 9/29/17
 - o 12:30 p.m. Homecoming Parade
 - o 5:00 p.m. Girls volleyball at West Yellowstone
- Saturday 9/30/17
 - o 1:00 p.m. Homecoming Football Game vs Broadview/Lavina
 - o 4:00 p.m. Homecoming Volleyball Game vs Park High

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[Supervisory Business & Commercial Services Manager](#)

(GS 14)

Full Time- Permanent

Current/Status Candidates

Closes 9/29/2017

[Visitor Use Assistant \(Career-Seasonal\)](#)

(GS 05)

Full Time- Permanent

Current NPS/Status Candidates

Closes 10/4/2017

[Park Ranger- Law Enforcement \(Lake/Lamar\)](#)

(GS 09)

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Check your CPR training expiration dates! Old Faithful will be hosting a Healthcare Provider CPR class on September 30, from 4:00-8:00 p.m. To register, email nicholas_derene@nps.gov. Preference will be given to interior employees if space becomes limited.

Winter EMS Course

Yellowstone National Park Emergency Medical Services (EMS) will host an EMT class beginning on November 6, 2017. Upon completion of this class, graduates will be eligible to test for Montana certification as well as National Registry of Emergency Medical Technicians Basic (NREMT-B) certification. For details on class dates, pre-requisites and for information on how to apply, [view the full message and course syllabus](#) from Lloyd Kruger.

Healthcare Benefits Training

There will be an FEHB Open Season Q&A Wednesday, October 25, from 9:00 a.m. to 11:00 a.m. at the Mammoth Community Center. I expect GEHA, Aetna, BCBS, and Benefeds to be attending.

Retirement Training

Hosted by Catherine Bermond from HROC. [Sign-up online for the half-day or full-day session.](#)

- October 10: Mammoth (two half-day sessions), time TBD
- October 11: Mammoth (full day), time TBD

YNP@Work is a newsletter for employees, by employees.

Send feedback or content to Bethany Gassman (Internal Communications Specialist) at Bethany_gassman@nps.gov.