

107TH CONGRESS
1ST SESSION

S. 1011

To provide the financial mechanisms, resource protections, and professional skills necessary for high quality stewardship of the National Park System and to recognize the importance of high quality outdoor recreational opportunities on federally managed land.

IN THE SENATE OF THE UNITED STATES

JUNE 11, 2001

Mr. GRAHAM (for himself and Mr. AKAKA) introduced the following bill; which was read twice and referred to the Committee on Energy and Natural Resources

A BILL

To provide the financial mechanisms, resource protections, and professional skills necessary for high quality stewardship of the National Park System and to recognize the importance of high quality outdoor recreational opportunities on federally managed land.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the
5 “National Parks Stewardship Act”.

6 (b) TABLE OF CONTENTS.—The table of contents of
7 this Act is as follows:

Sec. 1. Short title; table of contents.

TITLE I—PARK RESOURCE PRESERVATION

- Sec. 101. Activities in units of the National Park System.
 Sec. 102. Federal actions concerning units of the National Park System.
 Sec. 103. Preservation of historical documents, records, and reports.
 Sec. 104. Report on visitation and use.
 Sec. 105. Assessment of outside threats to units of the National Park System.
 Sec. 106. Marine resource protection and restoration study.

TITLE II—FINANCIAL RESOURCES

- Sec. 201. Nonappropriated fund instrumentalities program development.
 Sec. 202. Recreational fee program.
 Sec. 203. Challenge cost share projects.

TITLE III—HUMAN RESOURCES FOR NATIONAL PARKS

- Sec. 301. Establishment of pilot program.
 Sec. 302. Identification of park management position requirements.

- 1 **TITLE I—PARK RESOURCE**
 2 **PRESERVATION**
 3 **SEC. 101. ACTIVITIES IN UNITS OF THE NATIONAL PARK**
 4 **SYSTEM.**
 5 (a) IN GENERAL.—Consistent with the Act entitled
 6 “An Act to establish a National Park Service, and for
 7 other purposes”, approved August 25, 1916 (16 U.S.C.
 8 1 et seq.), and the purposes for which each National Park
 9 unit is created, the Secretary of the Interior (referred to
 10 in this title as the “Secretary”), before authorizing the
 11 use of any unit of the National Park System, shall prohibit
 12 or limit, as appropriate, the conduct of any activity in the
 13 unit that is incompatible with the conservation and preser-
 14 vation of the natural, cultural, and historical resources of
 15 the unit.

1 (b) APPLICABILITY OF OTHER LAW.—Nothing in
2 this section affects the applicability of any other provision
3 of law to the conduct of an activity in any unit of the
4 National Park System.

5 (c) VISITOR EDUCATION.—The Secretary, through
6 the superintendent of each unit of the National Park Sys-
7 tem, shall make available to visitors of the unit edu-
8 cational materials or programs promoting conservation
9 and low impact recreation techniques and practices that
10 minimize the adverse recreation impacts to, and enhance
11 enjoyment of, the natural, cultural, and historical re-
12 sources of the unit.

13 **SEC. 102. FEDERAL ACTIONS CONCERNING UNITS OF THE**
14 **NATIONAL PARK SYSTEM.**

15 (a) LAND UNDER JURISDICTION OF SECRETARY.—
16 The Secretary shall prohibit the conduct of any action that
17 degrades or destroys the natural, cultural, or historical re-
18 sources of a unit of the National Park System on land
19 that is—

20 (1) adjacent to or in the vicinity of, but outside
21 the boundary of, the unit; and

22 (2)(A) under the administrative jurisdiction of
23 the Secretary; and

24 (B) not under the administrative jurisdiction of
25 any other Federal agency.

1 (b) OTHER FEDERAL LAND.—

2 (1) IN GENERAL.—Notwithstanding any other
3 provision of law, the head of any Federal agency
4 having jurisdiction over land, or activities on land,
5 that is adjacent to or in the vicinity of, but outside
6 the boundary of, a unit of the National Park Sys-
7 tem, shall—

8 (A) at the earliest practicable date, notify
9 the Secretary of the potential of the Federal
10 agency to undertake or allow an action on the
11 land that may degrade or destroy the natural,
12 cultural, or historical resources of the National
13 Park unit; and

14 (B) in consultation with the Secretary,
15 shall—

16 (i) identify and select alternatives
17 that, to the maximum extent practicable,
18 do not degrade natural, cultural, or his-
19 toric resources of the unit; or

20 (ii) if no other alternative is prac-
21 ticable, minimize, to the maximum extent
22 practicable, any significant effects of an
23 action described in subparagraph (A) on
24 the unit.

1 (2) EXCEPTIONS.—Paragraph (1) does not
2 apply to—

3 (A) an emergency action that is essential
4 to protect—

5 (i) a human life or property; and

6 (ii) public health and safety; and

7 (B) any action that is necessary to ensure
8 the military preparedness of the United States.

9 (c) INTERAGENCY REVIEW.—Not later than 2 years
10 after the date of enactment of this Act, the Secretary, in
11 cooperation with the heads of other appropriate Federal
12 agencies, shall—

13 (1) review management programs and plans for
14 Federal land adjacent to units of the National Park
15 System for potential impacts on those units; and

16 (2) provide to the head of each appropriate
17 Federal agency recommendations on how the land
18 may be managed by the agency head to minimize
19 degradation or destruction of any natural, cultural,
20 or historical resources of any adjacent units of the
21 National Park System.

22 (d) TECHNICAL ASSISTANCE.—The Secretary, at the
23 request of a Federal agency or unit of a State or local
24 government that manages land within or adjacent to a
25 unit of the National Park System, may provide technical

1 assistance to the Federal agency or unit of government
2 in the management of the land so that the management
3 does not result in the degradation or destruction of any
4 natural, cultural, or historical resource of the unit of the
5 National Park System.

6 (e) FINANCIAL ASSISTANCE.—Before the Secretary
7 provides financial assistance for the design or construction
8 of a facility on private land adjacent to a unit of the Na-
9 tional Park System, the Secretary shall—

10 (1) review the construction project and plans
11 for potential effects on the unit;

12 (2) develop a plan, in conjunction with the re-
13 cipient of the financial assistance, to minimize any
14 risk of degradation or destruction of the natural,
15 cultural, or historical resources of the unit; and

16 (3) require implementation of the plan devel-
17 oped under paragraph (2).

18 **SEC. 103. PRESERVATION OF HISTORICAL ARTIFACTS, DOC-**
19 **UMENTS, RECORDS, AND REPORTS.**

20 (a) FINDING.—Congress finds that the artifacts, doc-
21 uments, records, and reports that are in the permanent
22 possession of the National Park Service for the purposes
23 of ongoing management and administration of the units
24 of the National Park System—

1 (1) are of great value to the people of the
2 United States; and

3 (2) reveal the natural and human history of the
4 United States and the National Park System.

5 (b) PRESERVATION AND ORGANIZATION OF DOCU-
6 MENTS, RECORDS, AND REPORTS.—The Secretary shall
7 ensure, to the maximum extent practicable, that each arti-
8 fact, document, record, and report described in subsection
9 (a) is—

10 (1) housed, secured, and maintained by the Na-
11 tional Park Service in accordance with professional
12 archival and curatorial standards to ensure the long-
13 term preservation of the artifact, document, record,
14 or report; and

15 (2) organized and made available by the Na-
16 tional Park Service to persons researching the nat-
17 ural and human history of the United States in ac-
18 cordance with professional archival standards, taking
19 into consideration—

20 (A) the condition of the artifact, document,
21 record, or report; and

22 (B) the potential effect that any use of the
23 artifact, document, record, or report may have
24 on the preservation of the artifact, document,
25 record, or report.

1 **SEC. 104. REPORT ON VISITATION AND USE.**

2 Not later than 1 year after the date of enactment
3 of this Act, and every 5 years thereafter, the Secretary
4 shall submit to Congress a report that describes—

5 (1) any projected increases or decreases in visi-
6 tation, use of, and demographic patterns at national
7 parks (including park services) through the later
8 of—

9 (A) December 31, 2010; or

10 (B) the date that is 10 years after the date
11 of submission of the report; and

12 (2) any additional resources, including per-
13 sonnel and facilities, that would be required by the
14 National Park Service to accommodate any change
15 in visitation and use of national parks described in
16 paragraph (1).

17 **SEC. 105. ASSESSMENT OF OUTSIDE THREATS TO UNITS OF**
18 **THE NATIONAL PARK SYSTEM.**

19 (a) IN GENERAL.—Not later than 2 years after the
20 date of enactment of this act, the Secretary shall submit
21 to Congress a report on the units of the National Park
22 System that face the most serious impacts on resources
23 of the units from proposed actions, factors, or occurrences
24 outside unit boundaries.

25 (b) CONTENTS.—The report under subsection (a)
26 shall—

1 (1) describe the nature of the impacts; and

2 (2) recommend corrective action that would re-
3 duce or eliminate the impacts on unit resources.

4 **SEC. 106. MARINE RESOURCE PROTECTION AND RESTORA-**
5 **TION STUDY.**

6 (a) IN GENERAL.—The Secretary, acting through the
7 Director of the National Park Service, shall conduct a
8 study of the natural and cultural marine resources in units
9 of the National Park System.

10 (b) REQUIREMENTS.—The study shall—

11 (1) identify natural and cultural resources in
12 marine environments that are of national signifi-
13 cance;

14 (2) provide a list of those resources that—

15 (A) are threatened or endangered; or

16 (B) require frequent maintenance from in-
17 dividuals with specialized skills;

18 (3) identify options for protection and restora-
19 tion of those resources; and

20 (4) identify a program to carry out the nec-
21 essary protection and restoration activities.

22 (b) REPORT.—Not later than 2 years after the date
23 on which funds are made available to carry out this sec-
24 tion, the Secretary shall submit to the Committee on En-
25 ergy and Natural Resources of the Senate and the Com-

1 mittee on Resources of the House of Representatives a re-
2 port on the study.

3 **TITLE II—FINANCIAL**
4 **RESOURCES**

5 **SEC. 201. NONAPPROPRIATED FUND INSTRUMENTALITIES**
6 **PROGRAM DEVELOPMENT.**

7 (a) IN GENERAL.—Not later than 2 years after the
8 date of enactment of this Act, the Secretary of the Interior
9 shall submit to Congress a report on the use of non-
10 appropriated fund instrumentalities for the benefit of the
11 National Park System.

12 (b) REQUIREMENTS.—The report shall describe—

13 (1) a program that would enable the Secretary
14 to establish and manage nonappropriated fund in-
15 strumentalities in the National Park System for—

16 (A) large-scale improvements and other
17 construction;

18 (B) maintenance activities, including the
19 rehabilitation or replacement of facilities to—

20 (i) preserve and protect park re-
21 sources; and

22 (ii) facilitate visitation; and

23 (C) other purposes the Secretary deter-
24 mines appropriate; and

1 (2) any changes to laws (including regulations)
2 that govern the Federal budget process that are nec-
3 essary to enable the Secretary to implement the pro-
4 gram described in the report.

5 **SEC. 202. RECREATIONAL FEE PROGRAM.**

6 (a) DEFINITIONS.—In this section:

7 (1) AGENCY.—The term “agency” means—

8 (A) the National Park Service;

9 (B) the United States Fish and Wildlife
10 Service;

11 (C) the Bureau of Land Management; and

12 (D) the Forest Service.

13 (2) SECRETARY.—The term “Secretary”
14 means—

15 (A) with respect to the Department of the
16 Interior, the Secretary of the Interior, acting
17 through—

18 (i) the Director of the National Park
19 Service;

20 (ii) the Director of the United States
21 Fish and Wildlife Service; or

22 (iii) the Director of the Bureau of
23 Land Management; and

1 (B) with respect to the Department of Ag-
2 riculture, the Secretary of Agriculture, acting
3 through the Chief of the Forest Service.

4 (b) PROGRAM.—Notwithstanding section 4 of the
5 Land and Water Conservation Fund Act (16 U.S.C. 4601–
6 6a), effective beginning on October 1, 2002, the
7 Secretary—

8 (1) may establish, charge, and collect fees for—

9 (A) admission to an area, site, or project
10 on land under the jurisdiction of an agency; and

11 (B) the use of a recreation area, site, facil-
12 ity, visitor center, equipment, and service (in-
13 cluding a reservation) of an agency by an indi-
14 vidual or a group;

15 (2) in establishing a fee under this section,
16 shall—

17 (A) ensure, to the maximum extent prac-
18 ticable, that the fee is fair and equitable, by
19 taking into consideration—

20 (i) the direct and indirect cost of the
21 fee to the Federal Government;

22 (ii) the revenue benefits to the Fed-
23 eral Government;

24 (iii) the benefits to the visitor derived
25 from fees;

1 (iv) the cumulative effect of fees
2 charged to the public;

3 (v) the public policy or management
4 objectives served by charging the fee;

5 (vi) the comparable recreation fees
6 charged by other public agencies;

7 (vii) the economic and administrative
8 feasibility of fee collection; and

9 (viii) other pertinent factors; and

10 (B) require that any implementation or al-
11 teration of a recreation fee shall be approved in
12 advance by a board of review, to be appointed
13 by the Secretary;

14 (3) may enter into contracts, which may provide
15 for reasonable commissions or reimbursements, with
16 any public or private entity to provide fee collection
17 and processing services;

18 (4) may authorize the use of volunteers to col-
19 lect fees charged under paragraph (1);

20 (5) may sell and accept—

21 (A) Golden Eagle Passports, Golden Age
22 Passports, and Golden Access Passports, estab-
23 lished under paragraphs (1), (4), and (5), re-
24 spectively, of section 4(a) of the Land and

1 Water Conservation Fund Act (16 U.S.C. 460l–
2 6a); and

3 (B) National Park Passports established
4 under section 602 of the National Parks Omni-
5 bus Management Act of 1998 (16 U.S.C.
6 5992); and

7 (6) may develop, sell, and accept single or
8 multiagency passports.

9 (c) COOPERATIVE AGREEMENTS.—The Secretary
10 may enter into cooperative agreements with other Federal
11 agencies and State, local, and tribal governments to collect
12 fees at areas, sites, or projects located on land under the
13 jurisdiction of the Secretary or the other Federal agency,
14 State, local, or tribal government.

15 (d) DISCOUNTED OR FREE ADMISSION OR USE.—In
16 establishing a fee under this section, the Secretary may
17 provide discounted or free admission or use, as determined
18 to be appropriate by the Secretary, for individuals or
19 groups including—

20 (1) persons 17 years of age or younger;

21 (2) volunteers;

22 (3) groups from schools or other bona fide edu-
23 cational institutions in cases in which admission or
24 use is for educational purposes; and

1 (4) other entities or individuals that the Sec-
2 retary determines to be appropriate.

3 (e) ADMINISTRATION.—The Secretary may promul-
4 gate such regulations as are necessary to carry out this
5 section.

6 (f) DISTRIBUTION OF RECEIPTS.—

7 (1) IN GENERAL.—Fees collected under sub-
8 section (a) shall—

9 (A) be deposited in a special account in the
10 Treasury established for each agency that col-
11 lects fees under this section; and

12 (B) remain available to the Secretary with-
13 out further Act of appropriation until expended.

14 (2) DISTRIBUTION.—

15 (A) USE OF FEES AT COLLECTION
16 SITES.—

17 (i) IN GENERAL.—Not less than 60
18 percent, nor more than 80 percent, of
19 amounts collected as fees at a specific
20 area, site, or project, as determined by the
21 Secretary, shall remain available for use at
22 the specific area, site, or project at which
23 the fees were collected.

24 (ii) APPLICABLE PERCENTAGE.—The
25 Secretary shall determine the applicable

1 percentage of amounts to be retained at
2 the collection site under clause (i) based on
3 the demonstrated need of the site com-
4 pared to the overall needs of the National
5 Park System.

6 (B) USE OF FEES AT NONCOLLECTION
7 SITES.—

8 (i) IN GENERAL.—The amounts col-
9 lected as fees at a specific area, site, or
10 project that are not distributed in accord-
11 ance with subparagraph (A) shall remain
12 available for use by each agency that col-
13 lected the fees, on an agency-wide basis.

14 (ii) USE BY AGENCY.—Amounts under
15 clause (i) shall be distributed for use in ac-
16 cordance with subsection (g)(1) to units of
17 each agency having the greatest need for
18 funds, as determined by the Secretary.

19 (C) DISBURSEMENT UNDER COOPERATIVE
20 AGREEMENT.—

21 (i) IN GENERAL.—A cooperative
22 agreement described in subsection (c) may
23 provide for an initial disbursement of fees
24 collected under the agreement to parties to
25 the agreement.

1 (ii) REMAINING AMOUNTS.—Fees col-
2 lected under clause (i) that are retained by
3 an agency shall be distributed under sub-
4 paragraphs (A) and (B).

5 (D) REPORT.—

6 (i) IN GENERAL.—Not later than July
7 1, 2002, and each July 1 of each year
8 thereafter, the Secretary shall submit to
9 the appropriate congressional committees a
10 report on the distribution of receipts under
11 this subsection.

12 (ii) REQUIREMENTS.—The report
13 shall include—

14 (I) a list of all areas, sites, or
15 projects collecting fees;

16 (II) an estimate of revenue col-
17 lected at each area, site, or project;

18 (III) the distribution of receipts
19 between the collecting area, site, or
20 project and the agency account; and

21 (IV) the totals for subclauses (II)
22 and (III).

23 (g) EXPENDITURES.—

1 (1) IN GENERAL.—Amounts available under
2 subsection (f)(2)(A) for expenditure at a specific
3 area, site, or project—

4 (A) shall be accounted for separately; and

5 (B) may be used for—

6 (i) repair, maintenance, facility en-
7 hancement, and infrastructure (including
8 projects relating to visitor enjoyment, vis-
9 itor health and safety, visitor access, and
10 environmental compliance);

11 (ii) interpretation, visitor information,
12 visitor services, and signage;

13 (iii) enhancement of habitat;

14 (iv) assessment, protection, preserva-
15 tion, and restoration of natural, cultural,
16 and historical resources;

17 (v) law enforcement relating to public
18 use; and

19 (vi) direct operating or capital costs
20 associated with the fee system authorized
21 by this section, including—

22 (I) the costs of fee collections;

23 (II) the costs of notification of
24 fee requirements;

1 (III) the costs of direct infra-
2 structure;

3 (IV) fee management administra-
4 tive costs;

5 (V) the costs of the bonding of
6 volunteers;

7 (VI) start-up costs; and

8 (VII) the costs of analysis and
9 reporting of program accomplishments
10 and impacts.

11 (2) REMAINING AMOUNTS.—Amounts available
12 under subsection (f)(2)(B) for expenditure agency-
13 wide—

14 (A) shall be accounted for separately; and

15 (B) may be used for the purposes de-
16 scribed in paragraph (1) for areas, sites, or
17 projects selected by each agency.

18 (3) PRIORITIZATION OF PROJECTS.—In
19 prioritizing expenditures under this subsection for
20 projects, an agency should give priority to deferred
21 maintenance projects.

22 (h) SIGNAGE AND INFORMATION AT RECREATION
23 FEE PROJECT SITES.—

24 (1) IN GENERAL.—The Secretary shall develop,
25 and require the display of, consistent signage at

1 each unit where work is being performed or services
2 are being provided using recreation fee revenues.

3 (2) USE.—Signs developed under paragraph (1)
4 shall—

5 (A) inform park visitors of examples of
6 their “recreation fees at work”;

7 (B) include a contact number and an
8 Internet address where the public may access
9 additional information about the recreation fee
10 program; and

11 (C) be presented in such a way as to in-
12 form visitors that recreation fees—

13 (i) are used at the site from which
14 they are collected; and

15 (ii) are appreciated by the agency and
16 other visitors.

17 (i) ENFORCEMENT AND PROTECTION OF RE-
18 CEIPTS.—

19 (1) IN GENERAL.—

20 (A) ENFORCEMENT.—The Secretary shall
21 enforce payment of the fees authorized by this
22 section.

23 (B) EVIDENCE OF NONPAYMENT.—If the
24 display of proof of payment of a fee, or the pay-
25 ment of a fee within a certain time period, is

1 required, failure to display the proof or pay
2 within the time specified shall be considered
3 prima facia evidence of nonpayment.

4 (C) VEHICULAR VIOLATIONS.—The reg-
5 istered owner and occupants of a vehicle
6 charged for a violation involving the vehicle
7 shall be jointly liable for penalties imposed
8 under this subsection, unless the owner can
9 show that the vehicle was used without the ex-
10 press or implied permission of the owner.

11 (2) FEE COLLECTION DEVICES.—It shall be un-
12 lawful for a person to—

13 (A) break into;

14 (B) tamper with; or

15 (C) attempt to break into;

16 with the intent to commit larceny, any device or
17 structure used, in whole or in part, to collect or
18 store fees under this section.

19 (3) PENALTY.—

20 (A) IN GENERAL.—A violation relating to
21 a payment of a fee described in paragraph (1)
22 shall be punishable as a Class B misdemeanor.

23 (B) FEE COLLECTION DEVICES.—A viola-
24 tion of paragraph (2) shall be punishable—

1 (i) as a Class B misdemeanor, if the
2 violation results in a loss to the Federal
3 Government in an amount that is less than
4 \$10,000; or

5 (ii) as a Class A misdemeanor, if the
6 violation results in a loss to the Federal
7 Government in an amount of \$10,000 or
8 more.

9 (j) FUNDS FOR OPERATION AND MAINTENANCE.—
10 Income derived from fees collected under this Act shall
11 not be used to displace any funds requested in any budget
12 submission for—

13 (1) the National Park Service;

14 (2) the United States Fish and Wildlife Service;

15 or

16 (3) the Bureau of Land Management.

17 (k) NO ACCOUNTING AS REVENUE ALLOCATIONS.—
18 Amounts collected under this section shall not be taken
19 into account for purposes of—

20 (1) section 33 of the Act of July 22, 1937

21 (commonly known as the “Bankhead-Jones Farm
22 Tenant Act”) (7 U.S.C. 1012);

23 (2) the Act of May 23, 1908 (16 U.S.C. 500);

1 (3) section 13 of the Act of March 1, 1911
2 (commonly known as “Weeks Law”) (16 U.S.C.
3 500);

4 (4) the Act of March 4, 1913 (16 U.S.C. 501
5 et seq.);

6 (5) section 401 of the Act of June 15, 1935 (16
7 U.S.C 715s);

8 (6) chapter 69 of title 31, United States Code;

9 (7) the Act of June 14, 1926 (43 U.S.C. 869–
10 4);

11 (8) section 6 of the Act of May 24, 1939 (43
12 U.S.C. 1181f et seq.);

13 (9) title II of the Act of August 8, 1937 (43
14 U.S.C. 1181f–1 et seq.); and

15 (10) any other provision of law relating to rev-
16 enue allocations.

17 **SEC. 203. CHALLENGE COST SHARE PROJECTS.**

18 Section 814(g) of Public Law 104–333 (16 U.S.C.
19 1f) is amended—

20 (1) in paragraph (1)(A), by striking “in car-
21 rying out” and all that follows through “Trail.” and
22 inserting the following: “in carrying out—

23 “(i) any authorized function or re-
24 sponsibility of the Secretary of the Interior
25 with respect to any unit or program of the

1 National Park System (as defined in sec-
2 tion 2(a) of the Act of August 8, 1953 (16
3 U.S.C. 1e(a))), any affiliated area, or any
4 designated National Scenic or Historic
5 Trail; or

6 “(ii) any project related to a program
7 of the National Park Service that—

8 “(I) is mutually beneficial to the
9 Secretary and the cooperator; and

10 “(II) enhances 1 or more activi-
11 ties or services of the National Park
12 Service.”;

13 (2) in paragraph (3)—

14 (A) by striking “in carrying out” and in-
15 serting the following:

16 “(A) IN GENERAL.—In carrying out”; and

17 (B) by adding at the end the following:

18 “(B) MATCHING REQUIREMENT.—

19 “(i) FEDERAL SHARE.—Except as
20 provided in clause (iii), the Federal share
21 of the cost of carrying out a project under
22 this subsection shall be not more than 50
23 percent.

24 “(ii) NON-FEDERAL MATCH.—The
25 non-Federal share of the cost of carrying

1 out a project under this subsection may be
 2 provided in cash or in kind, including real
 3 or personal property or volunteer labor.

4 “(iii) FEDERAL AGENCY COOP-
 5 ERATOR.—In a case in which a cooperator
 6 in an agreement under this subsection is a
 7 Federal agency—

8 “(I) the Federal share of the cost
 9 of carrying out a project under this
 10 subsection may be greater than 50
 11 percent;

12 “(II) the Secretary may enter
 13 into a cost-sharing agreement with the
 14 Federal agency cooperator; and

15 “(III) the appropriated funds of
 16 the Federal agency cooperator may be
 17 used to pay the matching share re-
 18 quired under this subparagraph.”; and

19 (3) by adding at the end the following:

20 “(4) FEDERAL AUTHORITY.—

21 “(A) IN GENERAL.—This subsection shall
 22 not apply to any project described in paragraph
 23 (1)(A), the resources for which are provided
 24 solely by a cooperator.

1 “(B) NO FEDERAL EMPLOYEE STATUS.—
2 Nothing in this subsection, and nothing under
3 any agreement under this subsection, shall con-
4 vey to any employee of a cooperator Federal
5 employee status for the purpose of liability cov-
6 erage.

7 “(5) PREFERENCE FOR PROJECTS.—In enter-
8 ing into an agreement for a project under this sub-
9 section, the Secretary shall give preference to agree-
10 ments for projects that—

11 “(A) preserve or restore the natural, cul-
12 tural, or historical resources of a unit of the
13 National Park System;

14 “(B) assist in the preservation or restora-
15 tion of nationally significant buildings, sites, or
16 objects that are not within the National Park
17 System; or

18 “(C) provide new or improved opportuni-
19 ties for people of the United States to enjoy, or
20 learn about natural resources or cultural herit-
21 age through, programs of the National Park
22 Service.”.

1 **TITLE III—HUMAN RESOURCES**
2 **FOR NATIONAL PARKS**

3 **SEC. 301. ESTABLISHMENT OF PILOT PROGRAM.**

4 (a) FINDING.—Congress finds that the National
5 Park Service must be able to attract and retain profes-
6 sionals with the expertise necessary to address its core
7 missions of resource preservation and education, including
8 professionals with expertise in areas, such as business
9 management, who are not typically attracted to careers
10 in the National Park Service.

11 (b) PILOT PROGRAM.—

12 (1) IN GENERAL.—As soon as practicable after
13 the date of enactment of this Act, in coordination
14 with appropriate nonprofit organizations, the Sec-
15 retary of the Interior (referred to in this section as
16 the “Secretary”) shall establish a pilot program, to
17 be known as the “Professionals for Parks Program”.

18 (2) GOALS.—The goals of the program under
19 paragraph (1) shall be to—

20 (A) increase outreach to prospective em-
21 ployees completing graduate-level public admin-
22 istration and business management programs;
23 and

24 (B) to provide for a permanent Federal in-
25 take program to place qualified employee can-

1 candidates in middle and upper management posi-
2 tions on administrative staffs in the National
3 Park Service.

4 (3) STUDENT LOAN PHASE-OUT.—To encourage
5 participation in the pilot program under paragraph
6 (1), the Secretary shall prepare a plan to administer,
7 in accordance with section 5379 of title 5, United
8 States Code, a student loan phase-out program
9 through which a student that completes a graduate-
10 level management program and accepts an offer of
11 employment with the National Park Service may re-
12 ceive graduated assistance in repaying student loan
13 debt.

14 (c) REPORT.—Not later than 5 years after the date
15 of implementation of the program under subsection (b)(1),
16 the Secretary shall—

17 (1) review the program; and

18 (2) submit to Congress a report that describes
19 any recommendations for the continuance of the pro-
20 gram.

21 **SEC. 302. IDENTIFICATION OF PARK MANAGEMENT POSI-**
22 **TION REQUIREMENTS.**

23 (a) FINDINGS.—Congress finds that—

24 (1) the duties of a superintendent of, and other
25 leadership positions in, a unit of the National Park

1 System, including the exercise of decisionmaking au-
2 thority, have increased in scope and complexity; and

3 (2) the National Park Service faces challenges
4 in hiring individuals that possess qualities and quali-
5 fications, such as accountability and skills in deci-
6 sionmaking, that are required of National Park
7 managers.

8 (b) REPORT.—Not later than 3 years after the date
9 of enactment of this Act, the Director of the Office of Per-
10 sonnel Management shall submit to Congress a report
11 that—

12 (1) identifies the core qualifications, including
13 any specific knowledge, skills, or abilities, that are
14 required of an individual to successfully carry out
15 the position of superintendent of, or other manage-
16 ment position in, a unit of the National Park Sys-
17 tem;

18 (2) recommends qualifications, including appro-
19 priate education, experience, and other factors, that
20 are appropriate for National Park superintendent
21 and other management positions; and

22 (3) describes any changes to Federal personnel
23 regulations that are necessary to improve the re-
24 cruitment, hiring, promotion, remuneration, and re-

- 1 tention of qualified National Park superintendents
- 2 and other managers.

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