



United States Department of the Interior

OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20240



Nov 11/1991
2/9/94 signed another copy, 6/2/94 (M.M.)
4/26/2000 - copy to file of Joan

January 15, 1991

Memorandum

To: Personnel Officers
From: Director of Personnel
Subject: Revised Testing Designated Position Pool

On January 14, 1991, the Assistant Secretary - Policy, Management and Budget approved the Department's revised listing of testing designated positions (TDPs). Attachment (1) is a copy of the new revised TDP pool. The new pool becomes effective immediately. It is especially important that there should be no testing of applicants for positions that are no longer in the testing pool. For those applicants already in the pipeline to be tested, those tests will be completed. Effective immediately, however, no new tests shall be requested or authorized for applicants for positions not included in the revised TDP pool. Please ensure that all field personnel offices are advised of this change regarding the new pool.

Based on Attachment (1), please initiate appropriate actions to begin entering the positions into PAY/PERS. Because the pool is smaller you may be removing the testing designation in many cases. The actual number of positions in the pool has declined to approximately 7600. Additionally, be advised that you cannot only code positions by series. You must also ensure that the duties that made the position a TDP are in the position description (PD). For example, for Foresters (GS-0460), only those that have firefighting responsibilities in their PD should be included. Those with no firefighting responsibilities should not be entered. Please exercise great care in ensuring that the proper positions are coded into PAY/PERS.

All necessary coding must be completed no later than February 15, 1991. On that date, please provide my Office, Attention: Drug Program Coordination Division with a written certification that the coding has been completed. If you have any questions or need additional information, my point of contact is Dave Mathews at 208-5638.

Attachments

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DEPARTMENT OF THE INTERIOR
TESTING DESIGNATED POSITIONS

APPENDIX A

PRESIDENTIAL APPOINTEES

This category encompasses Departmental executives who are appointed by the President. These employees include: the Secretary, Assistant Secretaries and bureau heads. As such, they provide executive direction and policy development for Department- and/or bureau-wide programs. Presidential appointees formulate and implement policy, procedures, goals and objectives for programs and initiatives at the national level. Some appointees have both national and international responsibilities. The conduct of their duties, therefore, requires the highest level of personal integrity and credibility, as well as the exercise of sound personal judgment. Presidential appointees ultimately are responsible for all decisions regarding the nation's natural resources, as well as the health and safety of their employees.

Use of illegal drugs by presidential employees could result in the failure of Departmental and bureau programs and missions, expose the Department to civil liability, and undermine public confidence in the agency. Impairment of performance by the use of illegal drugs may adversely impact stewardship of the nation's natural resources.

Presidential Appointees

Office of the Secretary

Positions - Secretary: 1

Deputy Secretary: 1

Assistant Secretaries: 6

Bureau of Mines

Position - Director: 1

Office of Inspector General

Position - Inspector General: 1

U. S. Geological Survey

Position - Director: 1

Fish and Wildlife Service

Position - Director: 1

Bureau of Indian Affairs

Position - Commissioner: 1

Bureau of Reclamation

Position - Commission: 1

Office of the Solicitor

Position - Solicitor: 1

Bureau of Land Management

Position - Director: 1

Office of Surface Mining

Position - Director: 1

National Indian Gaming Commission

Position - Chairman: 1

TOP SECRET CLEARANCES

This category encompasses employees with "Top Secret" security clearances. "Top Secret" information at the Department of the Interior includes scientific, technological, and defense-related data. "Top Secret" information is that which, if disclosed improperly, reasonably could be expected to cause exceptionally grave damage to national security. Consequently, employees with "Top Secret" security clearances are required to safeguard classified information in their possession. Possession and use of classified information must be coordinated through the Department's Division of Enforcement and Security Management. Employees with "Top Secret" security clearances undergo extensive background investigations and receive special training in the handling of classified information. Security clearances regularly are reviewed and updated.

Illegal drug use by employees with "Top Secret" security clearances may result in unauthorized disclosure of classified information which could cause exceptionally grave damage to national security. Accordingly, employees in this category must remain free from the mental impairment caused by illegal drug use.

Top Secret Clearances

Minerals Management Service

Number of employees in category: 27

Bureau of Mines

Number of employees in category: 37

Office of Inspector General

Number of employees in category: 22

Office of the Secretary

Number of employees in category: 86

U. S. Geological Survey

Number of employees in category: 372

Fish and Wildlife Service

Number of employees in category: 22

Bureau of Indian Affairs

Number of employees in category: 2

Bureau of Reclamation

Number of employees in category: 8

Bureau of Land Management

Number of employees in category: 39

National Park Service

Number of employees in category: 37

Office of Surface Mining

Number of employees in category: 2

MOTOR VEHICLE OPERATORS

This category encompasses employees who are classified as Motor Vehicle Operators in job series number 5703 and Driver Education Instructors in job series number 1710. These employees generally are required to spend most of their duty hours behind the wheel on public thoroughfares as well as on Federal installations or Indian reservations. While some of the employees included in this category carry passengers as a routine and frequent portion of their duties the other employees in this category are those who are likely to carry passengers at least from time to time.

Motor Vehicle Operators in this category include those who are required to drive buses, automobiles, vans or trucks. Motor Vehicle Operators may be required to negotiate rough, unpaved roads, field, open terrain, or paved highways and may have to drive in remote locations and during extremely hazardous, inclement weather.

As an example of the Department's Motor Vehicle Operators, some automobile drivers are assigned principally to ferry passengers, who may be dignitaries, members of the public, or fellow employees at locations such as the Washington, D.C. metropolitan area, national parks, and Hoover Dam. As another example, the Bureau of Indian Affairs employs one hundred school bus drivers to deliver students to and from school and home on Indian reservations. Several bureaus employ Motor Vehicle Operators who operate trucks and other equipment on public roads and at dams, construction sites, or other worksites. These truck drivers may haul materials and equipment to and from worksites or occasionally may tow equipment and other vehicles on public roads or on Federal installations. In the course of their duties, these truck drivers are likely to carry co-workers with them, either on a frequent basis or at least from time to time.

Finally, the Department employs several Driver Education Instructors who are responsible for teaching driving skills to youngsters participating in Job Corps programs. In the course of conducting this training, Driver Education Instructors operate vehicles while the students are in the vehicle or monitor the operation of the vehicles by the students on public thoroughfares and on Federal installations. They are responsible for assuring that the vehicles used during the training are operated safely and that the employees being trained learn safe driving skills.

These employees must remain alert in order to be able to make instant judgments while driving, thereby ensuring the safety of their passengers, themselves, and the public with whom they are sharing the road. Physical and mental reflexes must be sharp at all times. Because motor vehicle operators are required to spend most of their time driving, a single drug-related lapse may have catastrophic effects.

Motor Vehicle Operators

Minerals Management Service

Position: Motor Vehicle Operator WG-5703

Number of employees in category: 1

Office of the Secretary

Position: Motor Vehicle Operator WG-5703

Number of employees in category: 3

U. S. Geological Survey

Position: Motor Vehicle Operator WG-5703

Number of employees in category: 5

Fish and Wildlife Service

Position: Motor Vehicle Operator WG-5703

Number of employees in category: 44

Bureau of Indian Affairs

Position: Motor Vehicle Operator WG-5703

Number of employees in category: 100

National Park Service

Position: Motor Vehicle Operator WG-5703

Number of employees in category: 416

Bureau of Reclamation

Position:	Motor Vehicle Operator	WG-5703
	Driver Education Instructor	GS-1710

Number of employees in category: 18

Bureau of Land Management

Position:	Motor Vehicle Operator	WG-5703
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Number of employees in category: 14

TRAIN OPERATIONS

This category encompasses employees who have direct responsibility for the safety of railroad equipment and passengers. Foremost among the Department's train operations is the National Park Service's developing Steamtown, PA, National Historic Site, which provides a unique railroad heritage experience to the public. Visitors to Steamtown during the main season can take a fifty-six-mile, three-hour rail excursion to neighboring locations on one of the site's full-size steam locomotives. Additionally, visitors year-round may take short steam locomotive shuttles within the site itself. Additional excursion routes are being developed as the site's programs grow. These excursions begin within the site boundaries and move onto privately-owned tracks outside the park, operating along with other railroad companies. Federal Railway Administration safety standards and procedures are followed as a matter of course.

NPS employees in this category operate and maintain full-size diesel and steam locomotives, as well as inspect and perform maintenance on passenger and freight cars, tracks and associated structures. The Trainmaster is responsible for the safety of the entire railroad operation at Steamtown. He performs frequent inspections of locomotives, passenger cars, tracks and associated structures. Railroad Mechanics build, repair and perform general maintenance on passenger and freight cars and coaches. They routinely test and recondition the bearings that make up brake systems as part of necessary overhauls and general maintenance programs. Railroad Mechanics are responsible for maintaining all car and track equipment and determine when equipment must be replaced. Locomotive Engineers actually operate diesel and steam locomotives during daily shuttle runs. They must get the train safely through all crossings, and must remain alert to spot track hazards, as well as unsafe mechanical conditions inside or outside of the train. They control speed and braking so as to avoid a derailment or collision. Breaker/ Switchers help move locomotives and trains by throwing switches, setting brakes, coupling and uncoupling cars, flagging and signaling. They are responsible for spotting operating hazards, malfunctioning or defective equipment, or track obstructions. Conductors coordinate activities of both trains and crews for safety in movement, coupling, and uncoupling. Conductors must ensure that conditions aboard trains remain safe for train movement, that cargo is secure and that cars are sealed properly. Railroad Maintenance Vehicle Operators operate self-propelled maintenance cars over tracks to lay, remove, align, adjust or repair ties, rails, switches, and other railway parts. They operate directly on tracks amid train traffic, and must maintain tracks in a safe manner. Finally, Miscellaneous Transportation Operators run trolleys and related passenger trains and vehicles for park visitors at several facilities. They are responsible for the safety of their passengers as well as pedestrians in the vicinity of the tracks.

Illegal drug use by any employees in this category may lead directly to loss of life or severe injury to fellow employees and members of the public, no matter whether a train carries passengers or simply transports its crew along "common

carrier" tracks. These employees, who actually operate trains or are directly responsible for equipment and/or passenger safety, must always be alert and unimpaired in the performance of their duties. Train operators must be able to make quick decisions directly affecting the safe operation of moving trains, whether in yards, at crossings, or on shared tracks. Similarly, maintenance personnel cannot be allowed even one drug-related lapse in their diligence regarding brakes, suspension, couplings, and other safety features. The risk of harm to passengers, crew, and others sharing the tracks and areas adjoining the tracks requires that these employees be subject to random testing for illegal drug use.

Train Operations

National Park Service

Positions: Train Master	GS-2101
Railroad Mechanic	GS-4716
Breaker - Switcher and Conductor	GS-5736
Locomotive Engineer	GS-5737
Railroad Maintenance Vehicle Operator	GS-5738
Miscellaneous Transportation Operator	GS-5701

Number of employees in category: 52

AIRCRAFT OPERATIONS

This category includes the following types of positions with direct responsibility for safe operation and maintenance of Departmental aircraft: Pilots and other employees who are certified by the Office of Aircraft Services to operate Departmental aircraft, aircraft mechanics, service/maintenance personnel, aircraft equipment specialists, and a fuel distribution worker.

Employees who are certified by the Department's Office of Aircraft Services may sign out a Departmental aircraft at any time in the course of performing their duties. This group is not limited only to those classified as pilots, but includes other employees such as hydrologists, geologists, wildlife refuge managers and biologists who are pilots and who are certified to use Departmental aircraft in the course of their duties. Such aircraft operators frequently carry passengers, who are either fellow employees or members of the public conducting business with the Department that necessitates the use of the aircraft.

All employees operating aircraft must pass rigorous training and fitness for duty requirements. All are subject to annual physical examinations. These employees must always be alert and unimpaired, mentally and physically, for the employment of skills necessary for aircraft operation. A single drug-related lapse may cause death or serious injury not only to the pilot and passenger, but to anyone who may be in the flight path.

Aircraft mechanics, service/maintenance employees, and equipment specialists are responsible for the maintenance of aircraft and related equipment in safe operating condition. Failure of engines, brakes, guidance and attitude controls or tires, for example, could lead directly to disastrous consequences for pilots, passengers, and members of the public. Physical dexterity and mental alertness must be maintained at all times while on duty, in order to ensure that the aircraft are always in safe operating condition. Mechanics, maintenance personnel, and equipment specialists must be alert to spot equipment deficiencies and breaches of safety conditions. The Department's Office of Aircraft Services employs an electronics technician, as well, who is responsible for maintenance and repair of electronic equipment on Departmental aircraft. Finally, the Bureau of Land Management's fuel distribution worker must ensure that all aircraft are properly supplied with fuel and that safety procedures are followed in handling the highly-flammable fuel. For these reasons, these employees must remain free from illegal drug use.

Aircraft Operations

National Park Service

Position: Pilot GS-2181

Number of employees in category: 8

Bureau of Land Management

Positions: Pilot GS-2182

Aircraft Servicing/Maintenance WG-8862

Fuel Distribution Worker WG-5413

Number of employees in category: 15

Bureau of Reclamation

Positions: Pilot GS-2181

Aircraft Equipment Specialist GS-1670

Aircraft Mechanic GS-8852

Number of Positions: 18

Bureau of Indian Affairs

Position: Pilot GS-2181

Number of employees in category: 5

Fish and Wildlife Service

Positions: Pilot GS-2181

(Others with Departmental Certification)

Number of employees in category: 51

U. S. Geological Survey

Positions: Pilot GS-2181
(Others with Departmental Certification)

Number of employees in category: 15

Office of the Secretary

Positions: Pilot GS-2181
(Others with Departmental Certification)

Aircraft Mechanic WG-8852
Electronics Technician GS-0856

Number of employees in category: 40

BOAT OPERATIONS

This category encompasses all personnel who have direct responsibility for the safety of ship/vessel crews and passengers. The positions identified are permanent ship operators and crew members. Three of the Department's bureaus, the National Park Service (NPS), the U. S. Geological Survey (USGS) and the Fish and Wildlife Service (FWS), have missions requiring the use of vessels. The USGS operates the "S.P. Lee" to conduct various types of scientific experiments on the high seas, carrying a crew as well as scientific passengers. The crew member positions identified for testing include Ship Master, Chief Engineer, and Engineer, all of whom have direct responsibility for the operation of the ship and the safety of its passengers. FWS and NPS Small Craft Operators command motor vessels and watercraft in major coastal waterways, the Great Lakes waterways and the open seas. Vessels are used for conducting fishery and wildlife surveys, transporting personnel and supplies, search and rescue operations within the refuge system, and law enforcement activities.

Boat operations personnel insure routine safety of themselves, fellow crew members and passengers, as well as uphold their responsibility for safe boating practices for the protection of other vessels operating nearby. Because of the potential hazards associated with vessel operations, these employees must have specialized knowledge of local channels, currents and conditions. They must remain alert, exercising sound judgment for proper and safe navigation during adverse weather conditions or nighttime operations. These employees must remain free from drug-related impairment.

Boat Operations

U. S. Geological Survey

Positions:	Ship Master	WM-9802
	Chief Engineer	WM-9931
	Engineer	WM-9933

Number of employees in category: 6

Fish and Wildlife Service

Positions:	Ship Operator	WG-5782
	Small Craft Operator	WG-5786

Number of employees in category: 13

National Park Service

Position:	Small Craft Operator	WG-5786
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Number of employees in category: 35

FIRE FIGHTERS

These employees perform duties involving the suppression of fires and operate fire control equipment and apparatus under critical and hazardous conditions. They work long hours in physically and emotionally demanding situations and are called upon to make quick decisions in order to save lives. These fire fighting personnel perform direct-line fire fighting duties; they engage in the full range of initial attack and suppression duties and operate highly specialized fire control equipment. While these employees may have distinct firefighting duties, each employee in this category is vital to the mission of controlling and suppressing fires. Additionally, because of the very nature of this mission, each employee in this category must be prepared to respond at any time to an emergency situation. Although some fire fighters occupy positions that reflect their other non-fire related duties, only employees with fire suppression duties are included in this category. In other words, other employees who do not perform fire fighting duties may nevertheless have the same job titles as those who do perform such duties. However, employees who do not have fire fighting duties are not included in this category.

Within the ranks of the many employees classified simply as Fire Fighters, there is a wide diversity of fire fighting duties and responsibilities. At the fire scene, for example, Supervisory Fire Fighters establish a command post, immediately begin fire suppression activities, and direct the fire fighting crews. They assess the magnitude of the emergency, determine whether or not to call additional fire companies, and have complete authority until the Fire Chief arrives, at which time they join the fire fighting team. Fire Chiefs and Assistant Fire Chiefs in the Bureau of Reclamation not only direct Government and private fire fighting crews at fire emergencies, but also develop and implement specialized fire suppression and alarm systems that protect complex electrical equipment associated with pumping and power generation control equipment at dam sites. Lead Fire Fighters perform fire fighting operations, first aid, rescue operations, fire prevention activities, and training in fire suppression. Fire Fighters drive first-response units, triple combination trucks, and pumper trucks pumping 1,000 gallons per minute or more to the fire scene. They also operate pumps and foam generators, and closely monitor water supply and pressure. Fire Fighters are trained as medical technicians, and in addition to providing emergency medical assistance at the fire scene, they provide emergency medical aid to tourists and Federal employees at dam sites, parks, or other public attractions.

Foresters, Forestry Aids and Forestry Technicians, Range Conservationists, Range Technicians and Range Aids, as well as Fire Management Officers/Coordinators are directly involved in fire suppression duties for wildland (forest and range) and/or structural fire operations on and off Indian reservations. (NOTE: Throughout the bureaus, Fire Management Officers, GS-401, actually are classified under other titles that reflect their non-fire related duties, such as natural resource specialist, biologist, and surface protection specialist. Only those employees who serve as Fire Management Officers/Coordinators are

included in this category.) Forestry and Range employees perform the same fire suppression duties as those employees classified as Fire Fighters, including front-line fire fighting, operation of heavy equipment and motor vehicles, and performing emergency first aid where necessary. Smoke Jumpers parachute from low-flying aircraft into remote, often treacherous, terrain to provide a critical first attack capability. Dispatchers play a crucial role in fire fighting "command centers," directing personnel and equipment to hot spots, rapidly spreading fires, and emergency evacuation areas. Dispatchers must continually monitor the progress of fires and suppression activities; often the lives of those actually at the scene depend on the dispatchers' performance of their duties. Finally, Fire Retardant Mixer Operators are responsible for properly mixing fire suppression chemicals and loading this material on air tankers and large trucks.

These are truly sensitive positions from the standpoint of public safety. Illegal drug use by incumbents could result directly in loss of life or severe physical injury to the public, the employee, and fellow employees. Fire suppression activities require that fire fighters be physically and mentally alert to face emergencies and unexpected challenges. The drug-impaired fire fighter places the lives of coworkers and the public in jeopardy and may cause the destruction of Federal and private property. Fire fighting is a team effort; an error in judgment by any fire fighter, whether operating equipment or rescuing individuals, can have unacceptable, disastrous consequences.

Fire Fighters

Bureau of Indian Affairs

Positions:	Firefighter	GS-0081
	Fire Management Officer/Coordinator	GS-0401
	Range Conservationist	GS-0454
	Range Technicians/Aid	GS-0455
	Forester	GS-0460
	Forestry Technician, Smokejumper	GS-0462
	Dispatcher	GS-2151

Number of employees in category: 275

Bureau of Land Management

Positions:	Fire Management Officer	GS-401
	Range Conservationist	GS-454
	Range Technician	GS-455
	Forester	GS-460
	Forestry Technician	GS-462
	Fire Dispatcher	GS-2151
	Fire Retardant Mixer Operator	GS-5001

Number of employees in category: 646

National Park Service

Positions:	Firefighter	GS-0081
	Fire Management Officer/Coordinator	GS-0401
	Range Conservationist	GS-0454
	Range Technicians/Aid	GS-0455
	Forester	GS-0460
	Forestry Technician, Smokejumper	GS-0462
	Fire Dispatcher	GS-2151

Number of employees in category: 124

Fish and Wildlife Service

Positions:	Forester	GS-0460
	Forestry Technician/Aid	GS-0462
	Range Technician	GS-0435
	Fire Management Officer/Coordinator	GS-0401

Number of employees in category: 155

Bureau of Reclamation

Position:	Firefighter	GS-0081
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Number of employees in category: 17

LAW ENFORCEMENT PERSONNEL REQUIRED TO CARRY FIREARMS

These employees are required to carry firearms in the execution of responsibilities involving the enforcement of Federal, state or tribal laws. They perform the full range of law enforcement duties and are required to conduct themselves judiciously at all times. These officers are fully trained in the use of firearms, and are uniformly required to meet stringent physical fitness requirements.

Police Officers maintain law and order at such locations as Hoover Dam, wildlife refuges, District of Columbia monuments and parks, and Indian reservations. These men and women must respond to emergencies, accidents and disturbances in a prompt and careful manner. Police Officers protect Government employees from harm and facilities from theft or sabotage. They are called upon to subdue violent criminals, make arrests and transport arrestees to locations for formal charging. Armed, Commissioned Park Rangers and Refuge Law Enforcement Officers perform similar duties, investigate crimes, have constant contact with the public, and often make on-the-spot decisions regarding the personal safety of other individuals. They also must operate high-speed emergency vehicles in cases of accident, injury or commission of crimes. Special Agents, in addition to enforcing Federal laws, enforce special regulations, investigate crimes, and apprehend persons suspected of criminal activity. BLM Rangers protect public resources enforce laws and regulations regarding use of public lands, and are in contact with users of public land resources on a daily basis. Criminal Investigators may perform undercover operations, forensic science, and arson investigations, as well as provide training on the safe operation and use of equipment and approved weapons. Additionally, the Fish & Wildlife Service employs Commissioned Law Enforcement Officers who are classified in a wide-ranging array of positions, reflecting their primary duties. These employees generally are the only law enforcement personnel at a remote installation, thus do not serve as law enforcement officers on a full-time basis. Nevertheless, they are issued service weapons, and are fully trained in their use and in law enforcement techniques.

Finally, the Geological Survey and the Bureau of Indian Affairs employ guards who, though not commissioned as law enforcement officers, are required to carry bureau-issued firearms. These employees receive training in the use of firearms. The Geological Survey employees guard secure installations related to the Survey's defense mapping work, much of which is classified. The BIA guards are required to escort prisoners during judicial proceedings following arrest.

The risks of harm from illegal drug use by armed law enforcement personnel and guards are unacceptable, since the safety of the public and fellow employees certainly is at stake. The use of drugs is flatly inconsistent with the physical and mental alertness and that must accompany the responsible and safe use of firearms. The unintentional or unwise discharge of weapons at any time, whether in the course of apprehension of suspected criminals or during a period of inactivity while on duty directly threatens the safety of members of the public and other employees.

Armed Law Enforcement Personnel

National Park Service

Positions:	Commissioned Law Enforcement Officer	GS-025
	Park Police	GS-083
	Criminal Investigator	GS-1811

Number of employees in category: 1907

Bureau of Land Management

Positions:	Ranger	GS-1801
	Criminal Investigator	GS-1811

Number of employees in category: 162

Bureau of Reclamation

Position:	Police Officer	GS-083
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Number of employees in category: 13

Bureau of Indian Affairs

Positions:	Police Officer	GS-0083
	Criminal Investigator	GS-1811
	Guard	GS-0085

Number of employees in category: 570

Fish and Wildlife Service

Positions:	Police Officer	GS-083
	Commissioned Law Enforcement Officer	GS-025
	Refuge Law Enforcement Officer	GS-1802
	Special Agent	GS-1812

Miscellaneous additional FWS positions with law enforcement commissions/service weapons (20 positions)

	Outdoor Recreation Planner	GS-0023
	Fish & Wildlife Biologist	GS-0401,-0486
	Biologist Technician	GS-0404

Refuge Manager/Operations Specialist	GS-0485
Fishery Biologist	GS-0482
Forester	GS-0460
Forestry Aid	GS-0462
Range Conservationist	GS-0454
Animal Caretaker	GS-0485
Facility Manager	GS-1640
Carpenter	WG-4607
Maintenance Leader/Worker	WG-4749
Engineering Equipment Operator	WG-5716
Crane Operator	WG-5725
Heavy Mobile Equip Operator	WG-5803
Small Craft Operator	WG-5786
Automobile Worker	WG-5823

Number of employees in category: 726

U. S. Geological Survey

Position: Security Guard GS-085

Number of employees in category: 5

DIVE TEAM

Dive Team members are specialists in a variety of positions throughout several bureaus who conduct scientific dives or underwater examinations of bureau dam and related facilities to ensure the structural integrity, operational efficiency, and adequacy of water-related facilities.

Underwater investigations of bureau facilities frequently require diving in conditions of cold water, low-to-zero visibility, high velocity, and inclement weather. Access to structures usually is difficult, often involving carrying equipment over riprap, down steep slopes or long ladders. Activity in high places or in enclosed and confined spaces is common. Bureau of Reclamation divers are specially authorized to descend below 100 feet when necessary, a depth that poses extremely high risk of disorientation and nitrogen buildup due to increased pressure. Scientific divers, primarily in the Geological Survey, and Outer Continental Shelf divers in the Minerals Management Service, perform dives in open waters and remote locales.

All divers must undergo rigid training in dive procedures and safety, and must satisfy minimum physical condition requirements. Divers must meet rigid stamina requirements. Preparedness must be constant. For example, Bureau of Reclamation divers must be available for at least eight dives per year in order to remain on the dive team. When underwater, divers are highly dependent upon one another for their safety. Divers rarely, if ever, dive alone, and operate on a "buddy system" while underwater in order to be fully alert to potential hazards, unsafe conditions, or unusual equipment limitations. Consequently, they must be alert at all times both when preparing for and undertaking dives. Impairment of physical or mental faculties due to illegal drug use by any individual could pose life-threatening risks and is unacceptable for the safety of the entire team.

Dive Teams

Minerals Management Service

Number of employees in category: 5

U. S. Geological Survey

Number of employees in category: 29

Bureau of Reclamation

Number of employees in category: 14

MEDICAL PERSONNEL

This category encompasses all personnel responsible for providing direct patient care to either employees or recreational facility visitors. The positions include Medical Officers, Nurses, and certified Emergency Medical Technicians (EMTs). EMTs include employees in a variety of occupational positions who are trained in emergency medical techniques.

The Department operates two permanent medical facilities staffed by Medical Officers and nurses. One is located in the Headquarters building and the other is in Bruceton, PA. The primary purpose of these facilities is to provide medical and occupational health services to Departmental employees. The Medical Officers and nurses provide complete evaluation of health needs, based on screening examinations for conditions or concerns such as glaucoma, blood pressure, diabetes, hearing, vision, or cancer. Additionally, medical staff administer appropriate treatment for medical conditions, and refer employees to their private physician or local hospital. The nurses are responsible for ordering, inventorying, and dispensing both prescription and non-prescription medications. When necessary and appropriate, the medical staff provide counseling services to employees with problems related to alcohol or drug use.

In addition to the two centralized Departmental medical staffs, the Bureau of Reclamation employs nurses who provide the same kinds of medical services to employees as in the headquarters medical office. Nurses at field installations have an unusually high degree of independence, and often may be the only person available to provide initial medical treatment.

Additionally, at the Fish & Wildlife Service's Wichita Mountain (Oklahoma) National Wildlife Refuge, a resident nurse provides medical services and health care for 120 to 150 students enrolled at any one time in and residing at FWS's Treasure Lake Job Corps Center. Her medical duties include routine care for ordinary daily accidents, illnesses and medical conditions, as well as full responsibility for treatment for emergencies, as well. She is responsible for any routine medications required by the students, including the administration of prescription medications and inoculations. There is a high turnover of students - as much as 50 each month - which requires constant attention to details regarding prescriptions, medication inventories, and treatment records. The youths are involved in a wide range of strenuous, rugged outdoor conservation programs, with all the associated risks of injury such activities generate. The Center is very remotely located, and the nurse, who lives on the site with the students, is on call 24 hours a day. She is responsible for emergency treatment of employees at the site, as well, and is the sole provider of medical treatment and care until a patient can be transported to distant medical facilities.

EMTs in the National Park system administer medical assistance to park visitors experiencing a variety of medical conditions such as heart attacks, drownings, falls, motor vehicle accidents, etc. EMTs often are the first to arrive on a medical emergency scene and are responsible for initiating treatment and stabilizing seriously ill or injured persons until they can be transported to the nearest medical facility. They may be required to traverse rough and dangerous terrain, and may be called upon to transport injured persons, as well.

Illegal drug use by medical personnel in this category may lead directly to loss of life or exacerbation of injuries. Impaired judgment could render incumbents unable to respond to an emergency situation in a timely manner, which could seriously threaten the life of the employee or visitor. Additionally, impaired judgment could lead to insufficient or improper care. Nurses and physicians may administer the wrong type or amount of medication, or may harm a patient through the improper handling of injuries or injections. In order to properly assess a patient's condition and provide appropriate treatment medical personnel may be required to lift or move incapacitated or unconscious patients, or communicate with impaired patients. Further, nurses and physicians may be required to monitor patients confined to bed, in order to assess and treat changing health indications. These employees often must react instantaneously and independently as well as use sound judgment both in emergency and non-emergency situations. Following an appropriate treatment protocol is crucial, and requires constant mental alertness and physical dexterity. Consequently, medical personnel must always remain free from physical and mental impairment caused by illegal drug use.

Medical Personnel

Office of the Secretary

Positions:	Medical Officer	GS-602
	Occupational Health Nurse	GS-610

Number of employees in category: 9

Fish and Wildlife Service

Position:	Occupational Health Nurse	GS-610
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Number of employees in category: 1

Bureau of Reclamation

Position:	Occupational Health Nurse	GS-610
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Number of employees in category: 7

National Park Service

Position:	Emergency Medical Technician (EMTs include a variety of occupational positions.)
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Number of employees in category: 50

LIFEGUARDS AND SEARCH AND RESCUE PERSONNEL

The Department employs lifeguards at public swimming facilities, such as oceans and lakes, and in the National Parks. Lifeguards must be physically fit and must be trained in lifesaving techniques, including drowning resuscitation. They must pass rigorous physical endurance tests. They must be able to subdue and control panicking swimmers - perhaps more than one person at a time - and carry them great distances to safety. Lifeguards in recreation areas on the open ocean must be able to bring imperiled swimmers to safety through strong tides and currents. Once on land, lifeguards must administer resuscitative procedures where necessary. They must be clear-headed in order to identify acute health conditions such as heart attacks and administer appropriate procedures such as CPR while awaiting professional medical assistance. Members of the public willingly place their trust in lifeguards for protection of themselves and their children. The mental and physical impairment caused by illegal drug use would result in loss of life or serious injury. Lifeguards must be able to respond to emergency situations instantaneously and independently.

Search and rescue personnel, similarly, must be ever alert and ready to be called into emergency service with minimal supervision. Search and rescue missions almost invariably involve hazardous, remote terrain and dangerous conditions, such as swift water. The employees in this category are trained in rescue techniques, including first aid. They must exercise instantaneous, independent, and sound judgment in order to locate and rescue members of the public visiting Federal installations, as well as fellow employees. Once such parties are located, search and rescue personnel must plan a course of rescue, as well as assessment and emergency treatment of the victim's medical condition. Accordingly, they must be free of impairment caused by illegal drug use.

Lifeguards and Search and Rescue Personnel

National Park Service

Positions: Lifeguards (primarily seasonal) GS-0189
Search and Rescue (includes a variety
of occupational positions)

Number of employees in category: 200

Bureau of Reclamation

Position: Recreation Assistant (Lifeguard) GS-189

Number of employees in category: 10

EXPLOSIVES OPERATIONS

The Department has two bureaus that use explosives in research. The Bureau of Mines operates two research centers at which experiments are conducted utilizing explosives. The centers are located in Pittsburgh, PA, and Minneapolis, MN. Additionally, the U.S. Geological Survey (USGS) employs 14 explosives handlers with various position titles. Only individuals directly responsible for conducting explosives operations are included in this category.

The USGS employees perform experiments in order to generate data for earthquake and related seismic research. Although the explosive charges are relatively small (less than one-half stick of dynamite each), improper handling due to drug use could result in severe physical injury or death to the handler and to fellow employees. Each charge is required to be buried and detonated so as not to break the surface of the ground. Employees are required to wear ear plugs and hard hats, and to retreat 100 feet from the charge. Improper burial or handling, or failure to adequately evacuate the detonation site, likely would directly result in severe physical harm, including deafness, or loss of limb or life.

At the Bureau of Mines' Minneapolis center, the Bureau employs individuals who detonate explosives ranging in size from small-scale model set-ups in an experimental laboratory to bench-scale blasts in a working quarry. Employees must observe safety procedures and wear protective equipment. Positions at this center include Supervisory Physical Scientist, Civil Engineer, Geophysicist, and Mining Engineering Technician.

Similarly, at the Bureau of Mines' Pittsburgh center, the Bureau employs Firing Officers who must ensure that the handling, set-up, and firing of explosive charges are conducted in a manner consistent with all applicable safety regulations. The Firing Officers perform these duties on a frequent and regular basis. Firing Officers include the positions of Physical Science Technician, Electronics Technician, and Mining Engineer.

Incumbents in these positions frequently and regularly handle potentially lethal amounts of explosives and related materials. Performance of the duties of these positions require that the employees be free of any physical or mental impairment caused by illegal drug use. The safety of all personnel working around any explosives site is inextricably linked to the safe performance of each individual. A single drug-related lapse of judgment or dexterity could directly cause the death or serious injury of nearby employees.

Explosives Handlers

U. S. Geological Survey

Positions:	Geophysicist	GM-1313
	Geologist	GS-1350
	Physical Science Technician	GS-1311
	Electronics Technician	GS-856

Number of employees in category: 14

Bureau of Mines

Positions:	<u>Pittsburgh</u>	- Physical Science Technician	GS-1311
		- Electronics Technician	GS-0856
		- Mining Engineer	GS-0880
	<u>Minneapolis</u>	- Supervisory Physical Scientist	GS-1301
		Civil Engineer	GS-0810
		Geophysicist	GS-1313
		Mining Engineering Technician	GS-0802

Number of employees in category: 15

PRESSURIZED CONTAINER OPERATIONS

This category encompasses personnel associated with helium cylinder operations at the Bureau of Mines' helium plant in Amarillo, TX. Because of the hazards associated with the duties of these employees, and the attendant responsibility for public safety as the pressurized containers enter the stream of commerce, only those employees with direct responsibility for maintaining the safety protective devices and the integrity of the cylinders are included in this category.

Specifically, this category includes Helium Plant Mechanics and Helium Container Equipment Mechanics. Employees in these positions maintain high-pressure gaseous helium trailers and tank cars. They are responsible for insuring that the handling and transport of containers are in accordance with Department of Transportation shipping regulations. The types of equipment for which the incumbents are responsible include tank/trailer brakes, wheel bearings, lighting, etc.

Because of the hazardous nature of pressurized helium, the Bureau must strictly enforce transportation safety procedures. The Bureau's tanks and trailers are conveyed through public commerce on trucks and train cars. Incumbents regularly handle highly pressurized gas that can cause deaths or extensive injury or property damage if sudden depressurization were to occur due to human error. Improper handling of liquid helium, which is maintained at -450 degrees F., can result in a 700-fold expansion of helium gas which, in high concentrations in air, is fatal. Handling of the pressurized cylinders must be free from accident or incident that could cause immediate or delayed release of the gas. Their sound judgment and physical dexterity are essential to safe handling of the helium. Accordingly, these employees must remain free from impairment caused by illegal drug use.

Pressurized Container Operations

Bureau of Mines

Positions:	Helium Plant Mechanic	WG-5378
	Helium Container Equipment Mechanic	WG-5352

Number of employees in category: 4