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United States Department of the Interior

NATIONAL PARK SERVICE

1845 C Street, N.W.

Washington, D.C. 20240

VIA ELECTRONIC MAIL: NO HARD COPY TO FOLLOW

P30(2601)

April 15, 2002

Memorandum

To: All Employees

From: Director \s\

Subject: Competitive Sourcing

Thank you for your dedication and hard work in support of the National Park Service (NPS). As I have communicated with you since becoming your Director last summer, the men and women who carry out the mission of the NPS are dedicated and committed public servants. In my visits with many of you, I am impressed continually by the depth of the passion NPS employees bring to their stewardship responsibilities – whether it be the payroll clerk who makes sure all of us are paid, the resource specialist gathering data in support of the park's cultural resources, or the fee collector who greets visitors.

In previous memoranda, I have shared with you communications from the Secretary and the Assistant Secretary – Policy, Management and Budget about the competitive sourcing initiative that is part of the President's Management Agenda. Competitive sourcing is the process by which some commercial-type activities currently performed by governmental agencies are evaluated, reengineered for efficiency, and where appropriate, are offered to the private sector for bidding on a competitive basis. The goal of competitive sourcing is to ensure that our customers, stakeholders, and citizens are provided services at the best possible value. This distinguishes it from past government reforms that have focused specifically on downsizing or outsourcing, without regard for the overall effects of those choices on performance. The Secretary and I are committed to making this effort different. In particular, I am interested in assuring that the "customer interface" with the visiting public remain an NPS presence. We must also recognize, however, that some of the work we do can be considered commercial, and we must assure we are being as effective and efficient in the conduct of our work as possible.

In support of this initiative, the National Park Service and the other bureaus of the Department of the Interior (DOI) developed a competitive sourcing plan that identifies the functions and activities to be studied during FY 2002 and FY 2003. The Department recently approved that plan. A copy of the functions that will be studied in FY 2002 and 2003 can be found on the NPS intranet website <http://www.inside.nps.gov>.

There are about 3,500 positions across the DOI that will be studied in the next two years. Approximately 1,800 of these positions are in the NPS.

That some positions are being studied does not mean that those individuals are going to lose their job. It does mean that the jobs proposed to be studied will be examined to determine the most cost effective way to provide the services of those functions. The study process may take a number of months. The attached frequently asked questions (attachment 1) and questions and answers (attachment 2) were designed to address most issues concerning the competitive sourcing process and future steps. Each region and the Washington office have a representative on the steering committee that will be overseeing NPS' work on this presidential initiative. A list of those individuals is provided (attachment 3). You should also speak with your supervisor if you have further questions. I encourage you to visit the Department's competitive sourcing website, at <http://www.doi.gov/pam/competitivesourcing> for the latest information and news on competitive sourcing.

Let me conclude by saying how much I appreciate your dedication and support to the NPS. I have every confidence many functions that will be studied during this competitive sourcing process will continue to be performed in-house as the best way to provide value to our citizens, customers, and stakeholders.

Attachments (3)

Please go to inside.nps.gov to retrieve the attachments