

106TH CONGRESS  
2D SESSION

# S. 2816

To provide the financial mechanisms, resource protections, and professional skills necessary for high quality stewardship of the National Park System, to commemorate the heritage of people of the United States, to create new opportunities for people of the United States to invest in the legacy of the National Park System, and to recognize the importance of high quality outdoor recreational opportunities on federally managed land.

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## IN THE SENATE OF THE UNITED STATES

JUNE 29, 2000

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

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## A BILL

To provide the financial mechanisms, resource protections, and professional skills necessary for high quality stewardship of the National Park System, to commemorate the heritage of people of the United States, to create new opportunities for people of the United States to invest in the legacy 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,*

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

2 (a) **SHORT TITLE.**—This Act may be cited as the  
3 “National Parks Stewardship Act”.

4 (b) **TABLE OF CONTENTS.**—The table of contents of  
5 this Act is as follows:

Sec. 1. Short title; table of contents.

**TITLE I—FINANCIAL RESOURCES**

Sec. 101. Revenue bond program development.

Sec. 102. Recreational fee program.

Sec. 103. Challenge cost share projects.

**TITLE II—PARK RESOURCE PRESERVATION**

Sec. 201. Activities in units of the National Park System.

Sec. 202. Federal actions concerning units of the National Park System.

Sec. 203. Preservation of historical documents, records, and reports.

Sec. 204. Report on visitation and use.

Sec. 205. Assessment of outside threats to units of the National Park System.

**TITLE III—NATIONAL PARK SYSTEM REPRESENTATION**

Sec. 301. Findings.

Sec. 302. Ethnic and cultural representation.

Sec. 303. Ethnohistorical and anthropological interpretation of National Park  
System.

**TITLE IV—HUMAN RESOURCES FOR NATIONAL PARKS**

Sec. 401. Establishment of pilot program.

Sec. 402. Identification of park management position requirements.

6 **TITLE I—FINANCIAL**  
7 **RESOURCES**

8 **SEC. 101. REVENUE BOND PROGRAM DEVELOPMENT.**

9 Not later than 2 years after the date of enactment  
10 of this Act, the Secretary of the Treasury, in coordination  
11 with the Secretary of the Interior, shall submit to Con-  
12 gress a report that—

13 (1) describes a program that would enable the  
14 Secretary of the Interior to issue revenue bonds to

1 finance improvements at a national park,  
2 including—

3 (A) large scale improvements and other  
4 construction; and

5 (B) maintenance activities, including the  
6 rehabilitation or replacement of facilities to—

7 (i) preserve and protect park re-  
8 sources; and

9 (ii) facilitate visitation; and

10 (2) describes any changes to laws (including  
11 regulations) that govern the Federal budget process  
12 that are necessary to enable the Secretary of the In-  
13 terior to issue revenue bonds under the program de-  
14 scribed in the report.

15 **SEC. 102. RECREATIONAL FEE PROGRAM.**

16 (a) DEFINITIONS.—In this section:

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

18 (A) the National Park Service;

19 (B) the United States Fish and Wildlife  
20 Service;

21 (C) the Bureau of Land Management;

22 (D) the Bureau of Reclamation; and

23 (E) the Forest Service.

24 (2) SECRETARY.—The term “Secretary”  
25 means—

1 (A) with respect to the Department of the  
2 Interior, the Secretary of the Interior, acting  
3 through—

4 (i) the Director of the National Park  
5 Service;

6 (ii) the Director of the United States  
7 Fish and Wildlife Service;

8 (iii) the Director of the Bureau of  
9 Land Management; or

10 (iv) the Commissioner of Reclamation;

11 and

12 (B) with respect to the Department of Ag-  
13 riculture, the Secretary of Agriculture, acting  
14 through the Chief of the Forest Service.

15 (b) PROGRAM.—Notwithstanding section 4 of the  
16 Land and Water Conservation Fund Act (16 U.S.C. 460l-  
17 6a), effective beginning on October 1, 2001, the  
18 Secretary—

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

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

22 (B) the use of a recreation area, site, facil-  
23 ity, visitor center, equipment, and service (in-  
24 cluding a reservation) of an agency by an indi-  
25 vidual or a group;

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

3           (A) ensure, to the maximum extent prac-  
4 ticable, that the fee is fair and equitable, by  
5 taking into consideration—

6           (i) the direct and indirect cost of the  
7 fee to the Federal Government;

8           (ii) the revenue benefits to the Fed-  
9 eral Government;

10          (iii) the benefits to the visitor derived  
11 from fees;

12          (iv) the cumulative effect of fees  
13 charged to the public;

14          (v) the public policy or management  
15 objectives served by charging the fee;

16          (vi) the comparable recreation fees  
17 charged by other public agencies;

18          (vii) the economic and administrative  
19 feasibility of fee collection; and

20          (viii) other pertinent factors; and

21          (B) require that any implementation or al-  
22 teration of a recreation fee shall be approved in  
23 advance by a board of review, to be appointed  
24 by the Secretary;

1           (3) may enter into contracts, which may provide  
2           for reasonable commissions or reimbursements, with  
3           any public or private entity to provide fee collection  
4           and processing services;

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

7           (5) may sell and accept—

8                   (A) Golden Eagle Passports, Golden Age  
9                   Passports, and Golden Access Passports, estab-  
10                  lished under paragraphs (1), (4), and (5), re-  
11                  spectively, of section 4(a) of the Land and  
12                  Water Conservation Fund Act (16 U.S.C. 460l-  
13                  6a); and

14                   (B) National Park Passports established  
15                  under section 602 of the National Parks Omni-  
16                  bus Management Act of 1998 (16 U.S.C.  
17                  5992); and

18           (6) may develop, sell, and accept single or  
19           multiagency passports.

20           (c) COOPERATIVE AGREEMENTS.—The Secretary  
21           may enter into cooperative agreements with other Federal  
22           agencies and State, local, and tribal governments to collect  
23           fees at areas, sites, or projects located on land under the  
24           jurisdiction of the Secretary or the other Federal agency,  
25           State, local, or tribal government.

1 (d) DISCOUNTED OR FREE ADMISSION OR USE.—In  
2 establishing a fee under this section, the Secretary may  
3 provide discounted or free admission or use, as determined  
4 to be appropriate by the Secretary, for individuals or  
5 groups including—

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

7 (2) volunteers;

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

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

13 (e) ADMINISTRATION.—The Secretary may promul-  
14 gate such regulations as are necessary to carry out this  
15 section.

16 (f) DISTRIBUTION OF RECEIPTS.—

17 (1) IN GENERAL.—Fees collected under sub-  
18 section (a) shall—

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

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

24 (2) DISTRIBUTION.—

1 (A) IN GENERAL.—Not less than 80 per-  
2 cent of amounts collected as fees at a specific  
3 area, site, or project, as determined by the Sec-  
4 retary, shall remain available for use at the spe-  
5 cific area, site, or project at which the fees were  
6 collected.

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

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

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

20 (C) DISBURSEMENT UNDER COOPERATIVE  
21 AGREEMENT.—

22 (i) IN GENERAL.—A cooperative  
23 agreement described in subsection (c) may  
24 provide for an initial disbursement of fees

1 collected under the agreement to parties to  
2 the agreement.

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

7 (g) EXPENDITURES.—

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

11 (A) shall be accounted for separately; and  
12 (B) may be used for—

13 (i) repair, maintenance, facility en-  
14 hancement, and infrastructure (including  
15 projects relating to visitor enjoyment, vis-  
16 itor health and safety, visitor access, and  
17 environmental compliance);

18 (ii) interpretation, visitor information,  
19 visitor services, and signage;

20 (iii) enhancement of habitat;

21 (iv) assessment, protection, preserva-  
22 tion, and restoration of natural, cultural,  
23 and historical resources;

24 (v) law enforcement relating to public  
25 use; and

1 (vi) direct operating or capital costs  
2 associated with the fee system authorized  
3 by this section, including—

4 (I) the costs of fee collections;

5 (II) the costs of notification of  
6 fee requirements;

7 (III) the costs of direct infra-  
8 structure;

9 (IV) fee management administra-  
10 tive costs;

11 (V) the costs of the bonding of  
12 volunteers;

13 (VI) start-up costs; and

14 (VII) the costs of analysis and  
15 reporting of program accomplishments  
16 and impacts.

17 (2) REMAINING AMOUNTS.—Amounts available  
18 under subsection (f)(2)(B) for expenditure agency-  
19 wide—

20 (A) shall be accounted for separately; and

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

24 (3) PRIORITIZATION OF PROJECTS.—In  
25 prioritizing expenditures under this subsection for

1 projects, an agency should give high priority to de-  
2 ferred maintenance projects.

3 (h) SIGNAGE AND INFORMATION AT RECREATION  
4 FEE PROJECT SITES.—

5 (1) IN GENERAL.—The Secretary shall develop,  
6 and require the display of, uniform signage at each  
7 unit where work is being performed or services are  
8 being provided using recreation fee revenues.

9 (2) USE.—Signs developed under paragraph (1)  
10 shall—

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

13 (B) include a contact number and an  
14 Internet address where the public may access  
15 additional information about the recreation fee  
16 program; and

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

19 (i) are used at the site from which  
20 they are collected; and

21 (ii) are appreciated by the agency and  
22 other visitors.

23 (i) ENFORCEMENT AND PROTECTION OF RE-  
24 CEIPTS.—

25 (1) IN GENERAL.—

1 (A) ENFORCEMENT.—The Secretary shall  
 2 enforce payment of the fees authorized by this  
 3 section.

4 (B) EVIDENCE OF NONPAYMENT.—If the  
 5 display of proof of payment of a fee, or the pay-  
 6 ment of a fee within a certain time period, is  
 7 required, failure to display the proof or pay  
 8 within the time specified shall be considered  
 9 prima facia evidence of nonpayment.

10 (C) VEHICULAR VIOLATIONS.—The reg-  
 11 istered owner and occupants of a vehicle  
 12 charged for a violation involving the vehicle  
 13 shall be jointly liable for penalties imposed  
 14 under this subsection, unless the owner can  
 15 show that the vehicle was used without the ex-  
 16 press or implied permission of the owner.

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

19 (A) break into;

20 (B) tamper with; or

21 (C) attempt to break into;

22 with the intent to commit larceny, any device or  
 23 structure used, in whole or in part, to collect or  
 24 store fees under this section.

25 (3) PENALTY.—

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

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

6 (i) as a Class B misdemeanor, if the  
7 violation results in a loss to the Federal  
8 Government in an amount that is less than  
9 \$10,000; or

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

14 (j) FUNDS FOR OPERATION AND MAINTENANCE.—  
15 Income derived from fees collected under this Act shall  
16 not be used to displace any funds requested in any budget  
17 submission for—

18 (1) the National Park Service;

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

20 (3) the Bureau of Land Management; or

21 (4) the Bureau of Reclamation.

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

1 (1) section 33 of the Act of July 22, 1937  
2 (commonly known as the “Bankhead-Jones Farm  
3 Tenant Act”) (7 U.S.C. 1012);

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

5 (3) section 13 of the Act of March 1, 1911  
6 (commonly known as “Weeks Law”) (16 U.S.C.  
7 500);

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

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

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

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

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

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

19 (10) any other provision of law relating to rev-  
20 enue allocations.

21 **SEC. 103. CHALLENGE COST SHARE PROJECTS.**

22 Section 814(g) of Public Law 104–333 (16 U.S.C.  
23 1f) is amended—

1           (1) in paragraph (1)(A), by striking “in carrying out” and all that follows through “Trail.” and  
 2           inserting the following: “in carrying out—

3                           “(i) any authorized function or re-  
 4                           sponsibility of the Secretary of the Interior  
 5                           with respect to any unit or program of the  
 6                           National Park System (as defined in sec-  
 7                           tion 2(a) of the Act of August 8, 1953 (16  
 8                           U.S.C. 1c(a))), any affiliated area, or any  
 9                           designated National Scenic or Historic  
 10                           Trail; or

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

13   “(I) is mutually beneficial to the  
 14   Secretary and the cooperator; and

15   “(II) enhances 1 or more activi-  
 16   ties or services of the National Park  
 17   Service.”;

18           (2) in paragraph (3)—

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

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

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

23   “(B) MATCHING REQUIREMENT.—

24

1           “(i) FEDERAL SHARE.—Except as  
2 provided in clause (iii), the Federal share  
3 of the cost of carrying out a project under  
4 this subsection shall be not more than 50  
5 percent.

6           “(ii) NON-FEDERAL MATCH.—The  
7 non-Federal share of the cost of carrying  
8 out a project under this subsection may be  
9 provided in cash or in kind, including real  
10 or personal property or volunteer labor.

11           “(iii) FEDERAL AGENCY COOP-  
12 ERATOR.—In a case in which a cooperator  
13 in an agreement under this subsection is a  
14 Federal agency—

15                   “(I) the Federal share of the cost  
16 of carrying out a project under this  
17 subsection may be greater than 50  
18 percent;

19                   “(II) the Secretary may enter  
20 into a cost-sharing agreement with the  
21 Federal agency cooperator; and

22                   “(III) the appropriated funds of  
23 the Federal agency cooperator may be  
24 used to pay the matching share re-  
25 quired under this subparagraph.”; and

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

2 “(4) FEDERAL AUTHORITY.—

3 “(A) IN GENERAL.—This subsection shall  
4 not apply to any project described in paragraph  
5 (1)(A), the resources for which are provided  
6 solely by a cooperator.

7 “(B) NO FEDERAL EMPLOYEE STATUS.—  
8 Nothing in this subsection, and nothing under  
9 any agreement under this subsection, shall con-  
10 vey to any employee of a cooperator Federal  
11 employee status for the purpose of liability cov-  
12 erage.

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

17 “(A) preserve or restore the natural, cul-  
18 tural, or historical resources of a unit of the  
19 National Park System;

20 “(B) assist in the preservation or restora-  
21 tion of nationally significant buildings, sites, or  
22 objects that are not within the National Park  
23 System; or

24 “(C) provide new or improved opportuni-  
25 ties for people of the United States to enjoy, or

1 learn about natural resources or cultural herit-  
2 age through, programs of the National Park  
3 Service.”.

4 **TITLE II—PARK RESOURCE**  
5 **PRESERVATION**

6 **SEC. 201. ACTIVITIES IN UNITS OF THE NATIONAL PARK**  
7 **SYSTEM.**

8 (a) IN GENERAL.—Consistent with the Act entitled  
9 “An Act to establish a National Park Service, and for  
10 other purposes”, approved August 25, 1916 (16 U.S.C.  
11 1 et seq.), and the purposes for which each National Park  
12 unit is created, the Secretary of the Interior (referred to  
13 in this title as the “Secretary”), before authorizing the  
14 use of any unit of the National Park System, shall prohibit  
15 or limit, as appropriate, the conduct of any activity in the  
16 unit that is incompatible with the conservation and preser-  
17 vation of the natural, cultural, and historical resources of  
18 the unit.

19 (b) APPLICABILITY OF OTHER LAW.—Nothing in  
20 this section affects the applicability of any other provision  
21 of law to the conduct of an activity in any unit of the  
22 National Park System.

23 (c) VISITOR EDUCATION.—The Secretary, through  
24 the superintendent of each unit of the National Park Sys-  
25 tem, shall make available to visitors of the unit edu-

1 cational materials or programs promoting conservation  
2 and low impact recreation techniques and practices that  
3 minimize the adverse recreation impacts to, and enhance  
4 enjoyment of, the natural, cultural, and historical re-  
5 sources of the unit.

6 **SEC. 202. FEDERAL ACTIONS CONCERNING UNITS OF THE**  
7 **NATIONAL PARK SYSTEM.**

8 (a) LAND UNDER JURISDICTION OF SECRETARY.—  
9 The Secretary shall prohibit the conduct of any action that  
10 degrades or destroys the natural, cultural, or historical re-  
11 sources of a unit of the National Park System on land  
12 that is—

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

15 (2)(A) under the administrative jurisdiction of  
16 the Secretary; and

17 (B) not under the administrative jurisdiction of  
18 any other Federal agency.

19 (b) OTHER FEDERAL LAND.—

20 (1) IN GENERAL.—Notwithstanding any other  
21 provision of law, the head of any Federal agency  
22 having jurisdiction over land that is adjacent to or  
23 in the vicinity of, but outside the boundary of, a unit  
24 of the National Park System, shall—

1 (A) at the earliest practicable date, notify  
2 the Secretary of the potential of the Federal  
3 agency to undertake or allow an action on the  
4 land that may degrade or destroy the natural,  
5 cultural, or historical resources of the National  
6 Park unit; and

7 (B) in consultation with the Secretary,  
8 seek to minimize, to the maximum extent prac-  
9 ticable, any significant effects of an action de-  
10 scribed in subparagraph (A) on the unit.

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

13 (A) emergency actions that are essential to  
14 protect—

15 (i) a life or property; and

16 (ii) public health and safety; and

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

19 (c) INTERAGENCY REVIEW.—As soon as practicable  
20 after the date of enactment of this Act, the Secretary, in  
21 cooperation with the heads of other appropriate Federal  
22 agencies, shall—

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

1           (2) provide to the head of each appropriate  
2       Federal agency recommendations on how the land  
3       may be managed by the agency head to minimize  
4       degradation or destruction of any natural, cultural,  
5       or historical resources of any adjacent units of the  
6       National Park System.

7       (d) **TECHNICAL ASSISTANCE.**—The Secretary, at the  
8       request of a Federal agency or unit of a State or local  
9       government that manages land within or adjacent to a  
10      unit of the National Park System, may provide technical  
11      assistance to the Federal agency or unit of government  
12      in the management of the land so that the management  
13      does not result in the degradation or destruction of any  
14      natural, cultural, or historical resource of the unit of the  
15      National Park System.

16      **SEC. 203. PRESERVATION OF HISTORICAL DOCUMENTS,**  
17                                      **RECORDS, AND REPORTS.**

18      (a) **FINDING.**—Congress finds that the documents,  
19      records, and reports that are in the permanent possession  
20      of the National Park Service for the purposes of ongoing  
21      management and administration of the units of the Na-  
22      tional Park System—

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

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

3           (b) PRESERVATION AND ORGANIZATION OF DOCU-  
4           MENTS, RECORDS, AND REPORTS.—The Secretary shall  
5           ensure, to the maximum extent practicable, that each doc-  
6           ument, record, and report described in subsection (a) is—

7           (1) housed, secured, and maintained by the Na-  
8           tional Park Service in accordance with professional  
9           archival standards to ensure the long-term preserva-  
10          tion of the document, record, or report; and

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

16                (A) the condition of the document, record,  
17                or report; and

18                (B) the potential effect that any use of the  
19                document, record, or report may have on the  
20                preservation of the document, record, or report.

21 **SEC. 204. REPORT ON VISITATION AND USE.**

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

1           (1) any projected increases or decreases in visi-  
2           tation and use of national parks (including park  
3           services) through the later of—

4                   (A) December 31, 2010; or

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

7           (2) any additional resources, including per-  
8           sonnel and facilities, that would be required by the  
9           National Park Service to accommodate any change  
10          in visitation and use of national parks described in  
11          paragraph (1).

12 **SEC. 205. ASSESSMENT OF OUTSIDE THREATS TO UNITS OF**  
13 **THE NATIONAL PARK SYSTEM.**

14          (a) **IN GENERAL.**—Not later than 2 years after the  
15          date of enactment of this act, the Secretary of the Interior  
16          shall submit to Congress a report on the units of the Na-  
17          tional Park System that face the most serious impacts on  
18          resources of the units from proposed actions, factors, or  
19          occurrences outside unit boundaries.

20          (b) **CONTENTS.**—The report under subsection (a)  
21          shall—

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

23                   (2) recommend corrective action that would re-  
24          duce or eliminate the impact on unit resources.

1       **TITLE III—NATIONAL PARK**  
2       **SYSTEM REPRESENTATION**

3   **SEC. 301. FINDINGS.**

4       Congress finds that—

5           (1) the National Park System should reflect the  
6       diverse heritage of all people of the United States;

7           (2) the history of the United States, as depicted  
8       and preserved by units of the National Park System,  
9       should include fair and accurate representations of  
10      people with a diverse heritage that significantly in-  
11      fluenced the history of the United States; and

12          (3) all people of the United States should be  
13      able to trace the various explorations, migrations,  
14      immigrations, and movements of people in the  
15      United States through—

16           (A) significant natural, cultural, and his-  
17      torical sites preserved in units of the National  
18      Park System; and

19           (B) educational and interpretive programs  
20      at those sites.

21   **SEC. 302. ETHNIC AND CULTURAL REPRESENTATION.**

22       As soon as practicable after the date of enactment  
23   of this Act, the Secretary of the Interior (referred to in  
24   this title as the “Secretary”) shall—

1           (1) review the National Park System for ade-  
2           quate representation of sites that are material to all  
3           people significantly involved in the settlement and  
4           development of the United States (including people  
5           whose actual or ancestral presence in the geo-  
6           graphical area of the United States predates the es-  
7           tablishment of the United States);

8           (2) through the review under paragraph (1),  
9           identify—

10                   (A) deficiencies in the inclusion of sites de-  
11                   scribed in paragraph (1) in the National Park  
12                   System; and

13                   (B) the nature and location of sites (in-  
14                   cluding trails) that should be studied for inclu-  
15                   sion in the National Park System to eliminate  
16                   those deficiencies;

17           (3) develop a system by which an ethnic or cul-  
18           tural group of the United States may identify and  
19           propose to the Secretary for inclusion in the Na-  
20           tional Park System 1 or more sites described in  
21           paragraph (2); and

22           (4) include on the list of areas recommended  
23           for study for potential inclusion in the National  
24           Park System under section 8(b) of the Act entitled  
25           “An Act to improve the administration of the na-

1 tional park system by the Secretary of the Interior,  
2 and to clarify the authorities applicable to the sys-  
3 tem, and for other purposes”, approved August 18,  
4 1970 (16 U.S.C. 1a–5(b)) such sites identified under  
5 paragraph (3) as are appropriate to improve the de-  
6 gree and manner of cultural and heritage represen-  
7 tation of the National Park System.

8 **SEC. 303. ETHNOHISTORICAL AND ANTHROPOLOGICAL IN-**  
9 **TERPRETATION OF NATIONAL PARK SYSTEM.**

10 (a) IN GENERAL.—As soon as practicable after the  
11 date of enactment of this Act, the Secretary shall ensure,  
12 to the maximum extent practicable, that the complete and  
13 accurate record of the establishment and settlement of the  
14 United States (including the record of people whose actual  
15 or ancestral presence in the geographical area of the  
16 United States predates the establishment of the United  
17 States) is appropriately portrayed at relevant units of the  
18 National Park System without cultural, linguistic, or ra-  
19 cial bias.

20 (b) INVOLVEMENT.—In carrying out subsection (a)  
21 (including identifying cases in which the interpretation of  
22 a unit of the National Park System should be reviewed  
23 for modification to include or more accurately depict the  
24 cultural record with respect to the people in an ethnic or  
25 cultural group), the Secretary shall actively seek the in-

1 v olvement of ethnic and cultural groups that contributed  
2 to the history of any site in the unit.

3 **TITLE IV—HUMAN RESOURCES**  
4 **FOR NATIONAL PARKS**

5 **SEC. 401. ESTABLISHMENT OF PILOT PROGRAM.**

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

13 (b) PILOT PROGRAM.—

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

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

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

1 (B) establish a Federal intake program to  
2 place qualified employee candidates in middle  
3 and upper management positions on adminis-  
4 trative staffs in the National Park Service.

5 (3) STUDENT LOAN PHASE-OUT.—To encourage  
6 participation in the pilot program under paragraph  
7 (1), the Secretary shall develop a student loan  
8 phase-out program through which a student that  
9 completes a graduate-level management program  
10 and accepts an offer of employment with the Na-  
11 tional Park Service may receive graduated assistance  
12 in repaying student loan debt.

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

16 (1) review the program; and

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

20 **SEC. 402. IDENTIFICATION OF PARK MANAGEMENT POSI-**  
21 **TION REQUIREMENTS.**

22 (a) FINDINGS.—Congress finds that—

23 (1) the duties of a superintendent of, and other  
24 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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