



National Park Service
U.S. Department of the Interior

Permanent and Term New Employee Checklist - New Employee Orientation Program (NEO)

The National Parks – America’s Best Idea

Since 1916, the American people have entrusted the National Park Service with the care of their most special places – their national parks. The National Park System comprises 417 plus units covering more than 84 million acres, and we share our stories with more than 275 million visitors every year. Taking care of the national parks is a job we love, and the more than 20,000 uncommon men and women of the National Park Service share a common trait: A passion for caring for the nation’s special places and sharing their stories. We know you will love working for the National Park Service as much as we do!

Introduction

As part of the new employee onboarding process, this checklist was created to assist you through the first few days, weeks and months as a new employee with the National Park Service. Using the checklist and accessing the helpful websites in this document will assist you through the entire orientation process.

Once you are on board, you’ll have access to InsideNPS.gov the NPS Intranet site. Note that until you are granted access (typically during your first week on the job) you may be unable to access some of the sites listed on the checklist. Once you have access, visit the New Employee Orientation Program (NEO) site (<https://www.nps.gov/aboutus/neo.htm>) to read the NPS Onboarding Handbook and obtain other helpful resources and information about your orientation experience and employment with NPS.

Key Websites

National Park Service	http://www.nps.gov
Leave & Earnings Statement	http://www.employeeexpress.gov
Training (Coming soon DOI Talent)	http://www.doi.gov/doilearn
Association of National Park Rangers	http://www.anpr.org

Your Federal Benefits

Health & Life Insurance	http://www.opm.gov/insure
Retirement Planning	http://www.opm.gov/retire
401K	http://www.tsp.gov
Flexible Spending Account	http://www.fsafeds.com
Dental & Vision Insurance	http://www.benefeds.com
Long Term Care Insurance	http://www.ltcfeds.com

Human Resources (HR) and New Employee Appointment Paperwork

As a National Park Service Employee, you will be supported by a Servicing Human Resources Office (SHRO) and a centralized Human Resources Operations Center (HROC). Your designated SHRO is available to assist you with HR activities such as employee relations, ethics, training, recruiting, etc.

The HROC, located in Lakewood, Colorado is available to answer questions and process actions related to health insurance, life insurance, retirement, and payroll forms. To contact the HROC please call: 1-877-642-4743. Fax: 303-985-6945

Address:
National Park Service
Attention: HROC
12795 W. Alameda Pkwy
Lakewood, CO 80228



National Park Service
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Your Name:	Enter on Duty (EOD) Date:
Position, Title, Pay Plan, Series, Grade:	
Your Supervisor's Name:	

How to use this checklist

This document serves as a list of activities for you to complete with corresponding timelines. While many of the items listed below are transactional (i.e., completing a form), most items involve having important discussions with your supervisor in order to equip you with the foundational knowledge of the National Park Service mission, history, culture, and organization. Use this document in partnership with your supervisor to ensure you receive all of the necessary and beneficial tools and information.

#	Topic	Links and/or Contacts
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PART A: BEFORE YOUR FIRST DAY

1	<input type="checkbox"/>	Complete Background Investigation (eQIP).	http://www.opm.gov/e-qip/
2	<input type="checkbox"/>	Return security and other forms provided by the Servicing Human Resources Office (SHRO).	SHRO address in your informational email or letter
3	<input type="checkbox"/>	Return payroll forms provided by the centralized Human Resources Operations Center (HROC). These documents should be completed as soon as possible and returned to the HROC no later than two days after you begin your new position.	National Park Service Attention: HROC 12795 W. Alameda Pkwy Lakewood, CO 80228 Fax: 303-985-6945
4	<input type="checkbox"/>	Review the websites listed under “ Your Federal Benefits ” section of this document to learn more about the excellent benefits package you are eligible for as a National Park Service employee.	Employee checklist (this document)
5	<input type="checkbox"/>	Complete Permanent Change of Station (PCS) relocation paperwork (<i>if applicable</i>).	http://share.inside.nps.gov/sites/comp/acc/SitePages/Home.aspx
6	<input type="checkbox"/>	Complete the online training named “ <i>NPS Overview</i> ”.	http://www.nps.gov/training/fundamentals/html/NPS_overview.html
7	<input type="checkbox"/>	Learn more about the National Park Service and your local park or business unit.	http://www.nps.gov

PART B: YOUR FIRST DAY

8	<input type="checkbox"/>	Take the oath of office and complete Affidavit Form (SF-61) on your first day of employment.	Provided in advance by your SHRO
9	<input type="checkbox"/>	Complete OF-306 Form and sign on line 17b on your first day of employment	Provided in advance by your SHRO
10	<input type="checkbox"/>	Complete I-9 Form on your first day of employment. Make sure you bring two forms of ID (valid driver's license, birth certificate, passport, etc.)	Provided in advance by your SHRO
11	<input type="checkbox"/>	Meet your supervisor and the rest of your department at your park/office.	Supervisor
12	<input type="checkbox"/>	Meet your Peer Assistance Liaison (PAL), if assigned.	Supervisor



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13	<input type="checkbox"/>	Obtain your New Employee Meet and Greet Card from your supervisor. Make sure it includes your office phone number, fax, office address and email address.	Supervisor
14	<input type="checkbox"/>	Take a tour of the building with your supervisor, PAL, or other colleague to find out where communal office equipment is located (fax machine, copiers, etc.). Also review security and safety procedures for the building.	Supervisor
15	<input type="checkbox"/>	Discuss uniform policies with your supervisor and order a uniform (<i>if required</i>). Ask questions about uniform standards, the history of the uniform and what it symbolizes.	Park or Office Uniform Coordinator; Supervisor https://sites.google.com/a/nps.gov/uniform/home/uniform-program-contacts NPS Uniform System https://uniforms.vfimagewear.com/vfweb/uniforms/coms/index_lma.htm Reference Manual www.nps.gov/policy/DOrders/DORM43.doc NPS Uniforms History https://www.nps.gov/parkhistory/online_books/workman1/vol1i.htm
16	<input type="checkbox"/>	Take the Federal Information System Security Awareness + Records Management Training + Privacy Act Orientation + Rules of Behavior for Network Access training to obtain a network user ID, password and email access (<i>if applicable</i>). Access to DOI Learn is not available until 4-6 weeks after you come on board. Your supervisor can provide you with a CD, or access to a computer to complete the training.	https://gm2.geolearning.com/geonext/doi/coursesummary.coursecatalog_geo?id=199500

PART C: YOUR FIRST WEEK

17	<input type="checkbox"/>	View the NPS Director's Welcome video	New Employee Orientation Program Website http://www.nps.gov/av/nri/avElement/aboutus-WelcomeVideoFinalcaptions.wmv
18	<input type="checkbox"/>	Watch the 45-minute Ken Burns "The National Parks" documentary from the National Park Ken Burn's Screening Event, 26 September 2009 and the We Are Beautiful video ; discuss the film with your supervisor.	Supervisor NPS: We are Beautiful https://www.youtube.com/watch?v=YSvIPznDc04



National Park Service
U.S. Department of the Interior

Permanent and Term New Employee Checklist - New Employee Orientation Program (NEO)

19		Navigate to Inside NPS and make it your home page.	https://sites.google.com/a/nps.gov/insidenps/home?pli=1
20		Watch NPS Welcome Webinar	https://sites.google.com/a/nps.gov/nps-fundamentals/home/webinars
21	<input type="checkbox"/>	Discuss your specific work schedule, lunch breaks, and hours of operation with supervisor.	Supervisor
22	<input type="checkbox"/>	Review inclement weather procedures. Sign up for emergency notifications, if available.	Supervisor
23	<input type="checkbox"/>	Review pay and leave policies and understand how to request leave, overtime, compensatory time, and credit hours with your supervisor.	https://www.opm.gov/policy-data-oversight/pay-leave/
24	<input type="checkbox"/>	Schedule an appointment to pick up your Department of Interior (DOI) identification and building access card. Talk to your supervisor about the purpose and use of these cards.	Supervisor
25	<input type="checkbox"/>	Work with your supervisor & IT Department to determine IT equipment and needs.	Supervisor / IT
26	<input type="checkbox"/>	Review Employee Assistance Program (EAP)	https://www.doi.gov/pmb/hr/eap
27	<input type="checkbox"/>	Review and discuss position description and performance standards with your supervisor.	Supervisor
28		<p>Review the following Federal Government policies:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Prevention of Sexual Harassment <ul style="list-style-type: none"> • How to report • Other avenues for relief • Policies • Support <input type="checkbox"/> Zero Tolerance of Discrimination <input type="checkbox"/> Workplace Violence <input type="checkbox"/> Illegal Drug Use <input type="checkbox"/> Weingarten Notice (for employees covered by a bargaining unit agreement) <input type="checkbox"/> Employee Relations Policies including CorePlus <input type="checkbox"/> Whistleblower Protection <input type="checkbox"/> Ombuds Office 	<p>EEO and Diversity Policies https://sites.google.com/a/nps.gov/employeecenter/relevancy-diversity-and-inclusion/policies</p> <p>Ethics https://sites.google.com/a/nps.gov/employeecenter/ethics</p> <p>Sexual Harassment Prevention https://sites.google.com/a/nps.gov/employeecenter/employee-support-options/sexual-harassment-prevention-1</p> <p>Other Policies https://sites.google.com/a/nps.gov/employeecenter/employee-center/nps-policies</p> <p>Ombuds Office https://sites.google.com/a/nps.gov/employeecenter/employee-support-options/ombuds</p> <p>Weingarten Notice- Check region</p>



National Park Service
U.S. Department of the Interior

Permanent and Term New Employee Checklist - New Employee Orientation Program (NEO)

29	<input type="checkbox"/>	Introduction to Fundamentals and Essentials.	NPS Fundamentals https://sites.google.com/a/nps.gov/nps-fundamentals/home?pli=1
30	<input type="checkbox"/>	Meet with your supervisor at the end of the week to discuss how your first week went, any surprises, challenges, and how to prepare for the next week.	Supervisor

PART D: YOUR FIRST MONTH

31	<input type="checkbox"/>	Review your electronic Official Personnel Folder (eOPF). Print your Notice of Personnel Action (SF-50).	https://eopf.nbc.gov/doi/
32	<input type="checkbox"/>	Sign into Employee Express and review and print your 1 st Leave and Earnings Statement (LES). Add your Emergency Contact information to that site. Review the site and see what other changes to your benefits and allotments you can make on this site. You should receive your password and ID in the mail about 3-4 weeks after your first day on the job. More information on how to read your LES can be found in the employee Onboarding Handbook. To access Employee Express, you'll need a Personal Identification Number (PIN). You can request a PIN by calling 478-757-3030 or 1-888-353-9450. Upon receipt of the PIN, you can change it.	Employee Express http://www.employeeexpress.gov/ New Employee Onboarding Handbook https://www.nps.gov/aboutus/upload/Employee-Handbook-Final.pdf
33	<input type="checkbox"/>	Review the federal holiday schedule with your supervisor.	Employee Center https://www3.ibr.doi.gov/services/hr/payroll/payrolltopics/payrollschedules.cfm
34	<input type="checkbox"/>	Complete the DOI purchase/travel credit card application and take required training, if applicable.	Everything Charge Card https://sites.google.com/a/nps.gov/nps/ccprogram/
35	<input type="checkbox"/>	Talk with your supervisor about your eligibility for career ladder promotions, step increases and Telework in the future.	Supervisor
36	<input type="checkbox"/>	Talk with your supervisor about obtaining business cards <i>(if applicable)</i> .	Supervisor
37	<input type="checkbox"/>	Review the goals and mission of your work unit and the NPS by reading strategic plans, business plans, management policies, etc. Discuss with your supervisor how your work contributes to the local and NPS mission.	Supervisor
38	<input type="checkbox"/>	Register for the first residential course of the NPS Fundamentals Training Program and attend within your 1 st year. <i>The Fundamentals program is limited to new permanent employees within their first two years of employment (EOD date). If there is space available, the program will consider those who are within their third year of permanent employment, are in Pathways, or are Term employees.</i>	NPS Fundamentals http://www.nps.gov/training/fundamentals/html/index.html
39	<input type="checkbox"/>	Meet with your supervisor at end of 30 days to discuss how your first month went, any surprises, challenges, etc.	Supervisor



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40	<p>Review the following list of trainings. Check with your supervisor to see which ones are applicable to your position and timeframes for completing them.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Discrimination and Whistleblowing in the Workplace (No FEAR). Required every 2 years. The 2018 version of the No FEAR online training course is currently available. <input type="checkbox"/> Federal Information System Security Awareness + Records Management Training + Privacy Act Orientation + Rules of Behavior for Network Access. <input type="checkbox"/> Equal Employment Opportunity Training. Annual requirement. 1-hour forums or courses are usually offered by bureau and program EEO offices throughout the year. <input type="checkbox"/> Diversity Training. Annual requirement. 1-hour forums or courses are usually offered by bureau and program Diversity and Civil Rights offices. <input type="checkbox"/> Ethics and Awareness Online Training Course. Annual requirement. <input type="checkbox"/> Safety Training. <input type="checkbox"/> Charge Card Training. <input type="checkbox"/> Uniformed Services Employment and Reemployment Rights Act (USERRA). Annual requirement for Supervisors, Managers and Human Resources personnel. <input type="checkbox"/> Veteran Employment Training. Annual requirement for Hiring Managers and HR Professionals. <input type="checkbox"/> Telework Training. One-time requirement. Online courses are available: Telework for Employees and Telework for Managers. 	<p>https://gm2.geolearning.com/geonext/doi/coursesummary.coursecatalog.geo?id=199597</p> <p>https://gm2.geolearning.com/geonext/doi/coursesummary.coursecatalog.geo?id=199500</p> <p>https://www.eeoc.gov/</p> <p>https://sites.google.com/a/nps.gov/employeecenter/relevancy-diversity-and-inclusion/employee-resource-groups</p> <p>https://www.oge.gov/</p> <p>https://sites.google.com/a/nps.gov/nps-operational-leadership/</p> <p>https://gm2.geolearning.com/geonext/doi/coursesummary.coursecatalog.geo?id=203251</p> <p>https://gm2.geolearning.com/geonext/doi/coursesummary.coursecatalog.geo?id=214975</p> <p>https://gm2.geolearning.com/geonext/doi/coursesummary.coursecatalog.geo?id=214973</p>
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PART E: YOUR FIRST 60 DAYS

41	<input type="checkbox"/>	Health Insurance Election form (SF-2809) must be turned into the HROC within first 60 Days.	http://www.opm.gov/insure/
42	<input type="checkbox"/>	Life Insurance Election form (SF-2817) must be turned into the HROC within first 60 Days.	http://www.opm.gov/insure/
43	<input type="checkbox"/>	Flexible Spending Account (FSA) / Dental / Vision / Long Term Care Elections must be made within first 60 Days. To complete enrollment you must go to the individual websites and register.	http://www.fsafeds.com http://www.benefeds.com http://www.ltcfeds.com
44	<input type="checkbox"/>	Access the Thrift Savings Plan (TSP) website with the Pin information you received in the mail.	https://www.tsp.gov/index.shtml
45	<input type="checkbox"/>	Meet with your supervisor to discuss and develop your Individual Development Plan (IDP).	http://www.nps.gov/training/LD/html/idp.html
46	<input type="checkbox"/>	Meet with your supervisor at end of your first 60 days to discuss how things are going, any surprises, challenges, areas for improvement, etc.	Supervisor

PART F: YOUR FIRST 90 DAYS

47	<input type="checkbox"/>	Meet with your supervisor to discuss how your employment is going, progress, any surprises, challenges, areas for improvement, etc.	Supervisor
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PART G: YOUR FIRST YEAR

48	<input type="checkbox"/>	Provide your supervisor with your accomplishments for the fiscal year. The fiscal year ends on Sept. 30 th of each year.	
49	<input type="checkbox"/>	Complete the first residential course of the NPS Fundamentals Training Program. <i>The Fundamentals program is limited to new permanent employees within their first two years of employment (EOD date). If there is space available, the program will consider those who are within their third year of permanent employment, are in Pathways, or are Term employees.</i>	NPS Fundamentals http://www.nps.gov/training/fundamentals/html/index.html
50	<input type="checkbox"/>	Register for the second residential course of the NPS Fundamentals Training Program and attend within your first two years of employment.	NPS Fundamentals http://www.nps.gov/training/fundamentals/html/index.html
51	<input type="checkbox"/>	The end of the year is a good time to review your Thrift Savings Plan (TSP) contribution elections. Go on the TSP website to make any adjustments in your contributions.	https://www.tsp.gov/index.shtml

Congratulations on your One Year Anniversary with the National Park Service!!