



# Memorandum

**TO:** JON CICIRELLI  
PRNS - ACTING DIRECTOR

**FROM:** Joe Gregory  
City Safety Officer

**SUBJECT:** PARK RANGER JOB DUTIES  
HAZARD ANALYSIS

**DATE:** November 26, 2018

Approved

*J. Behemto*

Date

*11/27/18*

## DISCUSSION

As part of an ongoing effort to improve Park Ranger safety the Parks, Recreation and Neighborhood Services (PRNS) Department has convened the Park Rangers Working Group. This working group is comprised of representatives from the San Jose Police, Fire, Environmental Services, Housing and Human Resources Departments, as well as several external agencies and community members. The focus of the workgroup is to determine the scope of Park Ranger's job duties and determine what resources, equipment and administrative controls are necessary to achieve the program's objectives in a safe and efficient manner. As part of this effort, the workgroup requested a "Green, Amber, Red" (GAR) study of Park Ranger's job duties. In the study Park Rangers were given a list of current Park Ranger job duties such as routine patrol, parking compliance and suppression of illegal camping and dumping. Rangers were asked to self-assess the hazards associated with each task and assign a hazard score on a scale of 1 – 10. A score of 1 - 4 (green) indicates tasks that can be safely accomplished with no specialized equipment or support. A score of 5 - 7 (amber) indicates tasks that require some specialized equipment or external support. A score of 8 - 10 (red) indicates tasks that are extremely hazardous and require specialized equipment, training and significant support from outside agencies. The GAR scores associated with each task were assigned by the Park Rangers who participated in the GAR study and have not been independently assessed or amended by myself or any independent department or agency. As the PRNS Department Safety Officer I was directed to conduct Job Hazard Analysis (JHA) of tasks the Park Rangers identified as presenting the highest hazards. 23 of the 28 Park Rangers responded to the GAR survey. On average, those Rangers rated Task Groups 1-4 (below) in the Red category. In preparation for conducting the JHAs I did a ride-along with the Park Rangers as they conducted routine patrol in the City's parks. During the ride-along we visited several park sites and creeks, I observed the Rangers contacting multiple members of the public, provide education on various topics and issue citations for violations of park camping and trespassing rules. The Ranger's provided me with information on the specific nature of the hazards they encounter when conducting tasks such as riparian corridor foot patrols, lake patrols and parking abatement. In addition to the ride-along I also met with Supervising Park Rangers Pam Helmke and Kenneth Wong. Rangers Helmke and Wong provided additional context regarding the hazards associated with each of the tasks I evaluated. My analysis and recommendations are based on my observations made on my ride-along, information provided by Park Rangers, my meeting with Supervising Rangers Helmke and Wong and my personal training and experience. The hazards addressed are primarily focused on

Ranger safety as it relates to their law enforcement function. OSHA required safety training recommendations are only addressed as it relates to law enforcement functions.

## **HAZARD ANALYSES AND RECOMMENDATIONS**

The following recommendations are grouped by task. The recommendations are made using the Hierarchy of Controls. This method initially considers if the hazard can be eliminated, substituted or addressed using engineer or administrative controls. Personal Protective Equipment (PPE) (i.e. body armor, safety glasses, gloves etc.) is considered as a last resort after determining the hazard cannot be addressed in a more effective manner.

Task Group #1: Law Enforcement Tasks - Suppression of illegal camping and dumping | Arrests | Park suspensions | Park, trail and riparian corridor patrols

Locations: Watershed and unspecified general parks locations

### Task Description:

Patrol of City parks, contacting individuals engaged in illegal camping or dumping, conducting criminal and civil investigations to determine if violations have been committed, educating, citing, suspending or arresting subjects as appropriate.

### Potential Hazards:

- Hazards associated with subject physically fighting/attacking Rangers
- Uncooperative/impaired/intoxicated persons
- Hazards associated with contacting subjects with mental illness
- Potential for lack of communication (radio) based on remote location

### Hazards Associated with Watershed Areas:

- Hazards with working in and around homeless encampments
  - Armed subjects (edged weapon or firearm);
  - Animal hazards (guard dogs, wild animals, poisonous snakes/insects);
  - Intoxicated subjects (alcohol/narcotics);
  - Mentally ill subjects
- Biological hazards - Blood Borne Pathogens, hypodermic needles, human waste etc.
- Remote locations that are difficult to identify and access, resulting in a delayed/extended time for emergency back up and assistance;
- Hazards associated with working around streams/rivers
- Walking/hiking hazards such as fall hazards and uneven walking surfaces

### Recommended Training:

- Police Officer Standards and Training (POST) basic Ranger training (including defensive tactics);
- Crisis Intervention/de-escalation training;
- Applicable weapons training;
- Radio use/location identification;
- Blood borne pathogens/universal precautions



Task Group #2: Rules and procedures education and enforcement - General park user education on rules and procedures | Response to onsite park user concerns, conflicts and issues | Enforce park rules | Picnic table compliance | Issuing citations

Locations: Watershed and unspecified general parks locations

Task Description:

Contacting individuals violating park rules and procedures, educate community members regarding park rules, citing or arresting subjects as appropriate.

Potential Hazards:

- Hazards associated with subject physically fighting/attacking Ranger
- Uncooperative/impaired/intoxicated subjects
- Hazards associated with contacting subjects with mental illness
- Potential for lack of communication (radio) based on remote location

Hazards Associated with Watershed Areas:

- Hazards with working in and around homeless encampments
  - Armed subjects (edged weapon or firearm);
  - Animal hazards (guard dogs, wild animals, poisonous snakes/insects);
  - Intoxicated subjects (alcohol/narcotics);
  - Mentally ill subjects
- Biological hazards - Blood Borne Pathogens, hypodermic needles, human waste etc.
- Remote locations that are difficult to identify and access, resulting in a delayed/extended time for emergency back up and assistance;
- Hazards associated with working around streams/rivers
- Walking/hiking hazards such as fall hazards and uneven walking surfaces

Recommended Training:

- Police Officer Standards and Training (POST) basic Ranger training (including defensive tactics);
- Crisis Intervention/de-escalation training;
- Applicable weapons training;
- Radio use/location identification;
- Blood borne pathogens/universal precautions

Task Group #3: Traffic/parking control – Parking control / fee enforcement | Vehicle abatement

Locations: General parks parking locations

Task Description:

Direct traffic in event of roadway obstruction, patrol City parks parking lots, ensure compliance with fees, ensure all vehicles are out of parking lots before closing. Initiate enforcement action to remove abandoned or inoperable vehicles, cite individuals illegally camping in vehicles.

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Potential Hazards:

- Traffic hazards
- Uncooperative/impaired/intoxicated subjects
- Hazards associated with contacting subjects with mental illness
- Potential for lack of communication (radio) based on remote location

Recommended Training:

- Police Officer Standards and Training (POST) basic Ranger training (including defensive tactics);
- Crisis Intervention/de-escalation training;
- Applicable weapons training;
- Radio use/location identification;
- Blood borne pathogens/universal precautions
- Temporary traffic control/flagger training

Task Group #4: Lake Patrols

Task Description: Patrol lakes located within City Parks in watercraft.

Potential Hazards:

- Uncooperative/impaired/intoxicated subjects
- Hazards associated with contacting subjects with mental illness
- Hazards associated with working around lakes/rivers;
- Operating, trailering, loading/unloading water craft;
- Blood borne pathogens/environmental biological hazards

Recommended Training:

- Police Officer Standards and Training (POST) basic Ranger training (including defensive tactics);
- Crisis Intervention/de-escalation training;
- Applicable weapons training;
- Radio use/location identification;
- Blood borne pathogens/universal precautions
- Inland boating operations & safety training
- Training on water specific biological hazards (i.e. blue green algae)



JOE GREGORY  
Safety Officer, Human Resources

For questions, please contact Joseph Gregory, City Safety Officer, at (408) 975-1403.