

**Natural Resources Management
Career Development Steering Committee
Teleconference Meeting Minutes
31 March 2010
1330 hrs**

Attendees: Steve Austin, Ben Bremer, Phil Deffenbaugh, Vin Gualtieri, Pat Kline, Marilyn Jones, James Murphy, Renee Stacey, and Adam Tarplee.

Headquarters Updated: Steve Austin

- Career Guide has cleared Office of Counsel and Human Resources and Mary and Mike are making their final review and chop. Anticipating having out to the field by 1 May 10. Steve intends to give a hard copy to all attendees of Visitor Assistance.
- The HR community in Huntsville likes our Recruitment DVD and will be working with the Committee to potentially add to the DVD or to create a new one for HR recruitment needs.
- Firearms in the Parks – We are not directly involved. The new DOI law does not apply to Corps lakes and there is no change to Title 36.
- Ranger Safety – The Park Ranger CoP will be conducting a more narrow focused and specific survey to gain a greater understanding of what the issues are concerning safety and what are the perceived dangers to park rangers.
- CP18 Maps – Steve will get an answer back to Pat on the status and location of this Map and how will they be used. Steve also noted that Valerie Mavis is working on CP18 Maps for the 1301 and 0028 series.

MIPRs: Marilyn will send a message to request info from new members for a MIPR and will get updated info from current members to make sure their MIPRs have the proper funding in place.

Update from Pat Kline:

- Natural Resources Management Learning Consortium – Pat gave a short background on the Consortium, noting the Forest Service was the impetus for developing the consortium, to assist their employees in being able to convert to the 0401 series and gain assistance to the educational community to help where needed. The Consortium is made up of 10 universities, with extensive programs from these universities that can assist an employee with gaining the 24 hours of sciences to qualify for the 0401 series, offering 8 to 9 degree programs.
- Pat is working with the Consortium to help develop a professional certification for the NRM Community to basically put the teeth into the professional series. He noted Karen Lindsey from Virginia Tech would like to see the Corps as a working partner in the Consortium and this is a start to that end. Pat stated that we may be seen as the next cash infusion for the Consortium, as USFS was in past years. But now that the USFS has come to the end of getting their employees converted to 0401, they will be pulling back from the Consortium. Committee agreed that the Corps should partner with the

Consortium and begin process of an MOU for setting up a Professional Certification and requirements.

- Professional certification program will require an MOU between the Corps and the Consortium. **TASK: Pat will start a draft MOU and forward to Marilyn by 15 May 2010.** Will need to work this MOU through HQ at the same time we work with Mary for a formal Partnership with the Consortium. **TASK: Steve will send Marilyn the name of the Office of Counsel POC for this effort.**
 - Set up PDT to include Consortium to develop the program and testing requirements. **TASK: Marilyn will draft a PDT and PMP and forward to Committee for review and approval, along with suggested PDT members.**
 - Ensure funds are available, which has been verified and we have approximately \$150k available for this effort this year.
 - Need to decide how difficult we want to make the testing.
 - Decide if 70% will be acceptable for a passing score for the first attempt of the test.
- Other notes from the Consortium meeting:
 - The Consortium would like to use the Corps logo on the Consortium web page, as a sign of our partnership. **TASK: Marilyn and Steve will work this through HQ in conjunction with an MOU.**
 - The question was asked about how we could incorporate a tribal government communication and relationship building course into the Consortium's offerings. **TASK: Marilyn will talk with Steve on this a little bit later.**

Items from the NRM Conference:

- The Committee discussed the need for Worker's Compensation Training. It was agreed this kind of training should be provided by HR, as they are the subject matter experts. The Career Guide has been modified to identify Worker's Compensation training.
- James Murphy attended the 3 Break Out Sessions and will provide the Questionnaire/Survey that was given to the NRM community to respond to and he will also send the link to the Recreation Roadmap website.
- Vin Gaulteiri attended the Master Plan session and noted the thought is to move toward Master Plan supplements, instead of full blown Plan updates. He also noted the use of EngLink for minor and serious incidents is extremely important to be able to tell the story of what is taking place in and around our Project and how these incidents affect Ranger safety. He noted that HQ would like to ramp up the use of Corps Watch to better aid in the apprehension and prosecution of individuals who commit crime on Corps' property.
- Discussion about volunteer management being highlighted in the Career Guide. Marilyn and Steve stated volunteer management is in the Guide, along with mentioning the course developed by US Fish and Wildlife Service as a source of training. Also, the Learning Consortium offers a certification in Volunteer Management through some of its member schools. **TASK: Pat will provide Marilyn the link to this certification and she will**

get it posted on the Gateway, on our webpage for “Good Enough Share”. The Career Guide has been modified to include the Fish and Wildlife Service’s volunteer training courses.

- Training for ATVs or ORVs & Tread Lightly?????? (someone help me here)

Other:

- **TASK: Marilyn will send a copy of the latest Task Matrix to show products and items the Committee is working, with the status of work.**
- **Next Face to Face Meeting is scheduled for the week of 6-10 Sep 10 in the northeast either at Cold Regions Lab or Southbridge, MA Federal Conference Center. Vin Gualteiri was asked to work out a location for the committee to meet and stay.**