



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS, ST. LOUIS DISTRICT
1222 SPRUCE STREET
ST. LOUIS, MISSOURI 63103-2833

CEMVS-OD-B

09 April 2026

MEMORANDUM FOR ALL REND LAKE STAFF AND VOLUNTEERS

SUBJECT: Rend Lake Volunteer Safety Incentive Program

1. References.

AR 385-10, Chapter 8, The Army Safety Program
AR 672-20, Incentive Awards
ER 385-1-224, USACE Safety Award and Recognition Program
DR 385-1-2, Safety and Occupation Health Awards Program
WRDA 2024 Sec 1112, USACE HQ Guidance Memo
Water Resources Development Act of 2024, Sections 1112, P.L. 118-272.

2. Purpose. The Rend Lake Safety Committee has established this Volunteer Safety Incentive Program as part of an ongoing effort to promote a strong culture of safety and encourage volunteers to prioritize safe practices while supporting project operations.

3. Applicability. Effective immediately, the attached Rend Lake Volunteer Safety Incentive Program shall be implemented. This incentive program is designed to recognize exemplary achievement and significant contributions to the Safety and Occupational Health Program, support effective safety practices, and help prevent accidents and incidents within recreation areas.

4. Point of Contact. The point of contact for the Rend Lake Volunteer Safety Incentive Program is Gavin Richardson, Rend Lake Volunteer Coordinator and Rend Lake Safety Council Member.

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James L. Ford
Operations Manager

Attachments:

A. Rend Lake Volunteer Safety Incentive Program

Rend Lake Project

Volunteer Safety Incentive Program

Purpose:

This Volunteer Safety Incentive Program is established to sustain and enhance the strong safety performance at the Rend Lake Project while improving overall safety awareness and participation among volunteers. Rend Lake is committed to fostering a positive, grassroots-driven safety culture in which every volunteer understands their role in promoting safety and recognizes that each individual shares responsibility for maintaining a safe environment.

Volunteers are expected to prioritize safety in all activities and contribute to a culture of accident prevention, hazard recognition, and risk reduction. This program is intended to increase safety awareness, reinforce safe behaviors, and encourage active participation in safety practices consistent with District goals.

To support these objectives, a recognition and incentive component will be implemented to acknowledge volunteers who demonstrate exemplary commitment to safety, contribute to improving the safety culture, and exhibit safety leadership. On a monthly basis, at the conclusion of the program period (March 1 through November 1), volunteers who have not been involved in an accountable accident and who have demonstrated positive safety performance and leadership will be eligible for recognition.

Implementation:

There will be both individual and team awards (Village Volunteers & Hosts/Gate Volunteers) presented at the end of each program period. Each team will consist of one department to allow for proper safety encouragement. The team award program is to motivate employees to encourage safety to their members and every employee at the project. Individual award programs are to encourage everyone to be proactive about safety and to promote a safety culture at Rend Lake. Names for the individual award and annual team safety awards shall be submitted to the Operations Manager and Assistant Operations Manager by the safety committee, with a short description of why this person or team should receive the award. The selection will be made by the managers.

Monthly Awards- These awards shall be given to the Rend Lake volunteer(s) for the following:

- May – Personal Protective Equipment (PPE) Knowledge Award-This award recognizes a volunteer who demonstrates a strong understanding of proper PPE use, including the correct selection, application, and purpose of PPE based on identified job hazards. Evaluation will include a timed practical exercise in which volunteers demonstrate their ability to correctly wear appropriate PPE, reinforcing both knowledge and proper safety practices.
 - Award: Rend Lake Safety Item
- June: Safety Trivia Award–This award shall be given to the volunteer to correctly answer the most trivia questions during the June volunteer safety meeting. Questions will cover the

EM385-1-1, CE-SOHMS, and Rend Lake Safety plans applicable to work performed by the volunteers.

- Award: Rend Lake Safety Item
- July – Public Safety Award: This award recognizes a volunteer who makes a significant contribution to public safety by promptly identifying and reporting safety concerns to appropriate staff and providing effective recommendations to address the issue, thereby minimizing risk to visitors. This award may also be given to a volunteer who demonstrates initiative and effective action in supporting public safety during a medical emergency within a recreation area at Rend Lake.
 - Award: Rend Lake Safety Item and/or Star of Life if Applicable
- August: Water Safety Award-This award recognizes a volunteer who demonstrates exceptional commitment to promoting water safety at the Rend Lake Project. Recipients actively engage visitors through education and outreach, helping to increase awareness of safe boating practices, life jacket use, swimming safety, and hazard recognition. Through proactive communication, positive interaction with the public, and consistent support of safety initiatives, the volunteer plays a key role in reducing risk and enhancing the safety of the visitors to Rend Lake.
 - Award: Rend Lake Safety Item
- September – Team Safety Award-This award shall be given when a group of volunteers have successfully and safely completed a complicated and non-routine project. Team members should show commitment to safety during the project and have experienced no accountable accidents.
 - Award: Rend Lake Safety Item
- October-Excellence in Safety Award: This award shall be presented to a volunteer who demonstrates exemplary contributions to promoting Rend Lake's safety culture during the period of March 1 through September 30. The award will be presented at the annual October Volunteer Appreciation Luncheon. Any volunteer meeting one or more of the following criteria may be nominated:
 - Proactively identifies and corrects unsafe conditions or behaviors involving visitors, staff, or contractors, helping to prevent potential incidents or injuries.
 - Assists in the development or support of safety initiatives, including preparing or delivering safety information, briefings, or demonstrations that promote safe practices.
 - Contributes to the improvement of safety through innovative ideas, tools, or modifications to existing equipment or processes that enhance operational safety for the volunteers or staff at the Rend Lake Project.
 - Demonstrates efforts or contributions that significantly improve safety practices or have a broader positive impact on safety awareness and culture across the project.
 - Award: Safety in Excellence Incentive item, Certificate, Coin of Excellence, and nomination for the MVS Excellence in Safety Volunteer Award

Accountable Accidents:

For this safety program period, the following accidents will be considered accountable.

1. Lost time personal injury accident.
2. Property damage accident
3. Motor vehicle accident
4. Reportable accident

If the volunteer is involved in an accident and is not at fault in any way, the accident will not be considered accountable during this incentive campaign. The Rend Lake Safety Council will determine questionable accountable accidents.

Monthly Safety Items:

Portable Battery Charging Station
T-Shirts
Lunch Box
Leatherman
SPF 50 Shirt

Hoodie
Water Bottle
Safety Blanket
Car Safety Kit
Other Misc.

Excellence in Safety Items:

Personalized Yeti Cup
Fleece Jacket
Backpack Cooler
Duffel Bag
First Aid/Trauma Kit

Outdoor Chair
Disaster Preparedness Kit
Highway Roadside Tool Kit
Backpack
Other Misc.