Volunteer Program

Partnerships in NRM PROSPECT Course



US Army Corps of Engineers
BUILDING STRONG®









The Corps Volunteer Program



Volunteers play an important role in protecting the natural resources and maintaining recreation facilities at Corps projects.

In 2013: 51,368 Corps volunteers contributed 1,593,542 hours of work with an estimated value of \$35.2 million

Volunteers can perform almost any task that a paid employee can do, provided they have received training or have experience:

- Park/Campground/Visitor Center hosts
- Interpretation/education
- Fish and wildlife habitat improvements
- Invasive species management
- > Trail construction and maintenance
- Photography.... And more!



Why You Need Volunteers

 Budget realities do not allow you to accomplish your mission with the staff you have.





 Volunteers are your link to the local community. They are often some of the best advocates of the Corps of Engineers and our partners.

Volunteers have unique skills and abilities that you can draw on.
 Anything from a life time of experience to the strength and enthusiasm of youth



What Volunteers Can and Can't Do

- Volunteers can perform almost any task that a paid employee can do, provided they have received training or have experience.
- They can perform duties that once were, or are currently preformed by Corps employees.

Cannot Do:

Enforce Title 36

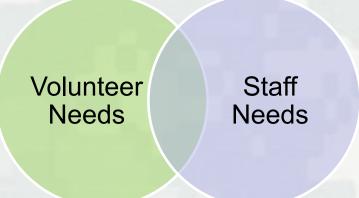


 Volunteers will not be used to displace any personnel of the Corps of Engineers



Basic Job Design Questions

- What part of your job do you really enjoy that someone else may like to help out with?
- What part of your job don't you enjoy, but someone else might really like?
- What are some things you would like to see done that on one has the time to do?
- What are some things you would like to see done that no one has the skill to do?





Creating Strategic Volunteer Jobs

- What is the problem your organization is trying to solve or the community need it is trying to meet?
- What are the forces contributing to that problem/ what are the obstacles you must overcome to solve the problem?
- Which strategies can you afford to pursue with paid staff?
- What can volunteers do to pursue the other strategies?



Motivating your Volunteers

- Manager's job is to achieve planned results through other people.
 - Ownership
 - Responsibility for outcomes
 - Authority to think
 - Develop a way to determine success



- Create a sense of community
- Constantly inquire about good volunteer's future plans. Let them know you want them back.
- Have FUN. Having fun and spending time with volunteers trumps any certificate.



Volunteer Program Authorities

- Public Law 98-63 (33 USC 569c): Authority to accept the services of volunteers and provide for their incidental expenses to carry out any Corps activity <u>except</u> policy making, law or regulatory enforcement
- WRDA 1992: Sec 203 (33 USC 2325) Authority to accept contributions of cash, funds, materials, and <u>services</u> from persons, including government entities but excluding project sponsor



WRDA 1992: Sec 225 (33 USC 2328)
 Authority to accept contributions of funds, materials, and <u>services</u> from non-Federal public and private entities



Volunteer Program Guidance

- ER/EP 1130-2-500, Chapter 10 Corps of Engineers Volunteer Program. Updated March 2013
- Policy Letter 04-01, October 2004: Established the Corps use of the Independent Sector's hourly rate to determine the value of service
 - > FY14 rate = \$22.55
- EP 1130-2-429, Volunteer Coordinator's Handbook. April 1993. (Very outdated)
 - Some divisions, districts, and projects have developed their own updated versions. Available on the NRM Gateway:
 - Fort Worth
 - Bonneville Lock and Dam
 - Lake Kaweah
 - Lake Okeechobee
 - Saylorville Lake

Legal Alien/Permanent Resident Volunteers

Permanent Resident Card or Alien Registration Receipt Card (Form I-551)





Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa (MRIV)





- Volunteer service may be accepted from legal aliens (permanent residents) or foreign exchange students.
 - Must present Visa (or passport if in the U.S. in tourist status from a visawaiver country where visas are not required) or U.S. Permanent Resident Card INS Form I-551 (formerly known as Alien Registration Receipt Card) for review and verification.

Appendix E of ER: Examples of acceptable documentation forms

Background Check Procedures

- Required for any volunteer in <u>one or more</u> of the following scenarios:
 - > Individuals who volunteer for more than 120 calendar days in a year
 - Positions that require wearing the Corps volunteer clothing/name tag who work independently of Corps personnel
 - > Positions that require access to government files and records
 - Positions that require the collection or handling of fees
 - Positions that require access to a Corps networked computer
- May be conducted, but **not required** for any of the following:
 - Individuals who volunteer for one-time events
 - Individuals who volunteer for less than 120 days and who do not meet any of the scenarios as described above
 - Volunteers who only work in proximity and direct supervision by a Corps employee



Background Check Procedures

- Volunteer Coordinators shall work with their District Security Office to obtain background checks and ensure proper procedures are followed.
 - Districts with procedures in place (on NRM Gateway): LRN, LRP, NAD, NWP, NWS, SAJ, SAW, SWL, SWT
- Background checks shall be paid for out of project operating funds or District Security Office funds (if available).
- All information received as a result of a background check will be held in confidence and handled according to Privacy Act regulation.
 Required components include, at a minimum:
 - Social security verification
 - Address trace
 - State or county criminal history
 - > Sex offender registry to search all 50 states for known sex offenders

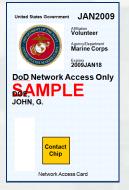


Computer Access for Volunteers

 Volunteers requiring government computer access connected to Department of Defense (DOD) networks must be issued a Volunteer Logical Access Credential (VOLAC) card.



There is no cost for the VOLAC card, but there may be a cost associated with obtaining the required fingerprints during the background check process.





Volunteers who only use stand alone government computers that are not connected to a DoD network do not require a VOLAC



VOLAC Requirements

- Volunteers must meet the following requirements to obtain a VOLAC:
 - Require frequent access to a DoD network to perform their duties.
 - > Be a U.S. citizen
 - ➤ Be registered in the Defense Enrollment Eligibility Reporting System (DEERS) through the Trusted Associate Sponsorship System (TASS)
 - ➤ Receive a favorable National Agency Check with Inquiries (NACI) and a favorable FBI National Criminal History Check (fingerprint check).
 - ➢ Be eligible for a DoD sponsored unclassified network account in Army Knowledge Online (AKO)
 - Agree to be photographed and have fingerprints taken and stored in the volunteer's DEERS record.



VOLAC Procedures

- Work with CPAC or the Security Office (SO) in requesting support from the Personnel Security Investigation - Center of Excellence.
 Fingerprints may be obtained by the SO or by local law enforcement officials on the SF-87 and submitted to the SO.
- District offices must establish a TASS VOLAC program infrastructure by completing the following steps:
 - Submit a request for approval on DD Form 2875 to Meredith Walters, the HQUSACE TASS Service POC to establish a Trusted Agent Security Manager (TASM) in the District Office and a TASS Site ID for the District.
 - ➤ The TASM will need to complete six online training courses to become certified. (Training takes approx. 6 hours and must be renewed annually.)
 - Once approved, the TASM may appoint Trusted Agents (TA) for each of the project offices within the District. The TAs will need to complete three online training courses to become certified. (Approx. 4 hours)

VOLAC Procedures

- Once a District has the program set up, the following procedures must be followed to issue VOLAC cards to eligible volunteers:
 - ➤ The project volunteer coordinator (sponsor) will submit a request for a VOLAC card to a Trusted Agent (TA), which will typically be the Operations Project Manager, Natural Resource Manager, or Natural Resource Specialist/Park Ranger at the project.
 - ➤ The volunteer must complete an NACI questionnaire, OF-306 Declaration of Employment, have fingerprints done, and complete an SF-85 via a PSIP request.
 - ➤ The TA will review the request, create a volunteer record in TASS, and notify the volunteer coordinator to complete the request in TASS. (10 min)
 - The volunteer sponsor or volunteer will complete the application and return it to the TA for verification and approval in TASS.

VOLAC Procedures

- ➤ The volunteer will be notified to report to the servicing DEERS/RAPIDS ID Card issuance facility for VOLAC issuance.
- ➤ Volunteer Access Cards expire after 180 days, but may be re-verified by the TA without any input by the volunteer. The eligibility expiration date should be set for the duration of the expected length of service.
- VOLAC cards must be returned to a RAPIDS ID Card issuance facility for disposition, and access revoked in the TASS system when the volunteer completes their service.

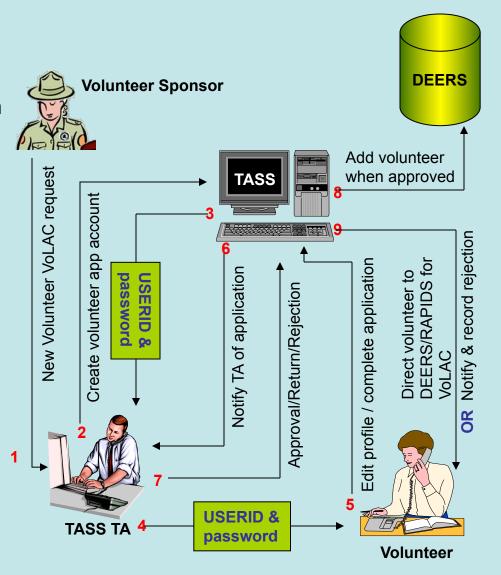


VOLAC Responsibilities

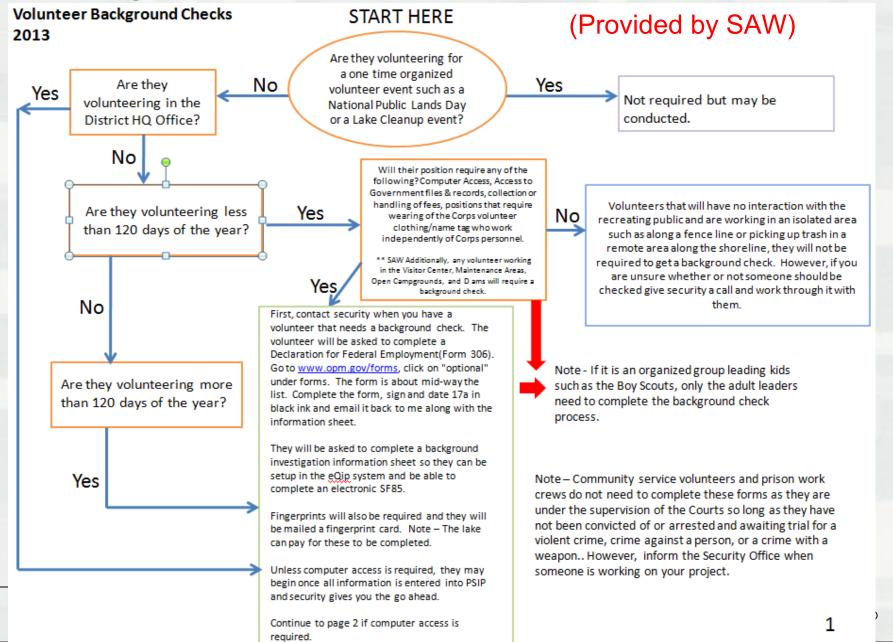
Roles	Responsibilities
HQUSACE VOLAC/TASS Service POC	• Receive, process, and approve requests for TASS Site IDs and Trusted Agent Security Manager (TASM) appointments.
VOLAC Trusted Agent Security Managers (TASM)	Register Trusted Agents (TA)Transfer volunteer sponsorship between TAsRemove TAs
VOLAC Trusted Agents (TA)	 Create new VOLAC account in TASS Approve, reject, or return VOLAC application Re-verify VOLAC requirement
Volunteer Sponsors	 Determine the validity of a request for a VOLAC. Obtain verification of a favorable NACI and favorable FBI (finger print check) background check. Ensure that the VOLAC is retrieved and the TA is notified whenever a VOLAC is no longer required.
Volunteer	 Obtain VOLAC at DEERS/RAPIDS ID Card facility when approved. Return VOLAC to vol. sponsor upon termination

VOLAC Process Flow Chart

- Volunteer Sponsor notifies TASS TA of new volunteer requirement
- 2. TA creates new account
- TASS generates USERID and initial login password
- TA passes USERID and initial login password to Volunteer or Volunteer Sponsor
- Volunteer or Volunteer Sponsor completes application / submits to TA
- 6. TA receives / reviews application & verifies background vetting
- 7 TA:
 - > Accepts application (or)
 - Returns application for corrections (or)
 - > Rejects application
- 8. DEERS Updated
- Volunteer / Volunteer Sponsor notified of approval. Volunteer goes to DEERS/ RAPIDS facility for VOLAC card



Background Check/VOLAC Flow Chart



Obtaining Computer Access

Volunteers requiring government computer access connected to Department of Defense (DOD) networks must be issued a Volunteer Logical Access Credential (Vol.AC) card.

STEP 1 - Volunteer must initiate a National Agency Check with Inquiries (NACI) through Security and have favorably returned results on their FBI National Criminal History Check (fingerprint check). Once complete, volunteer sponsor or supervisor should notify Carmen Boyette, carmen.b.boyette@usace.army.mil or 919-542-4501 x27 and provide a short justification as to why computer access is required.



STEP 2 - Carmen will verify with security that the NAC check has been initiated and the volunteer's fingerprint results have been returned favorably. Volunteer will be asked to provide the following information in a secure manner. Volunteer sponsor/supervisor may send an encrypted email or the volunteer may call with the information. They key is that it must be done securely. Please do not allow the volunteer to send the information from their home computers.

- 2. Volunteer will need to provide the following information.
- a. Last Name
- b. First Name
- c. Middle Name
- d. Cadency Name (if they have one such as Junior, Senior, II)
- e. Personal ID #(SSN)
- f. Home Email
- g. Date of Birth
- How long they will be volunteering so a card expiration date can be determined? Cards automatically expire after 180 days but can be renewed automatically.

The volunteer should also answer the following question.

Does the volunteer fall under any of the following?

- Current Contractor requesting a CAC re-issuance.
- -Contractor for another DoD Service or Agency.
- -Current or previous Reserve/Guard Member.
- -Military Retiree.
- -Current or previous DoD Civilian Employee.
- Dependent of Military Member.

STEP 3 Carmen will enter the information provided in Step 2 into the Trusted Associate Sponsorship System (TASS). Once the application is initiated, Carmen will securely provide the volunteer's user name and password to the volunteer sponsor/manager or directly to the volunteer if requested. The user name and password should be provided securely to the volunteer. Avoid emailing to a personal home computer.

STEP 4 Volunteer has 7 days to complete an initial login to the Contractor Verification System and 30 days to complete their application. The faster a volunteer can complete their application, the sooner they will be able to get a VolAC.

https://www.dmdc.osd.mil/tass

STEP 5 Carmen will approve the completed application. Once approved, an automatic email will be sent directly to the volunteer's home email provided with a carbon copy to Carmen. As a courtesy, Carmen will send the email to the volunteer sponsor and security letting them know the volunteer is now eligible to get a VOLAC. The following guidance will be in the email. Those in the District Office should contact Linda Williams regarding the card.

Your Trusted Associate Sponsorship System (TASS) application for a Common Access Card or government credential was approved. Please proceed to the nearest RAPIDS issuance facility with 2 valid forms of identification (see link below) for card issuance. Please check with the RAPIDS issuance facility to determine if an appointment is required.

For card issuance, a DD-2842 may still be required. The form can be obtained at the following Web Site, or one can be obtained at the RAPIDS issuance facility: http://www.dtic.mil/whs/directives/infomgt/forms/forminfopage2452.html

Web Site provided for a list of valid forms of identification: https://www.dmdc.osd.mil/tass/docs/List Of Valid IDs.pdf

TASS Web Site: https://www.dmdc.osd.mil/tass/

RAPIDS Locator Web Site: http://www.dmdc.osd.mil/rsl/

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Continue to Page 4

STEP 6 – Carmen will monitor the VolACs status in the system and reverify cards as needed. At the end of the VolACs expiration date, volunteers still working will need to reapply.

At the conclusion of their volunteer service, volunteers must return their cards in a secure manner to the security office. Volunteer supervisors must also notify Carmen Boyette so she can revoke their cards in the TASS system after they depart.

Note – ACEIT will establish computer access for the volunteer. Be sure to submit an online <u>ServiceTrak</u> request. You may begin this process at the same time you are obtaining a VOLAC.

Volunteer Clothing

- Clothing items may be provided only if essential to a volunteer's specified duties, such as in cases where clothing items are needed for safety reasons or when volunteers must be easily identifiable to Corps employees or the public, such as park hosts, visitor center staff, etc.
- Official Corps volunteer clothing items may be purchased from the Corps uniform contract provider.
- Multiple quantities of items may be provided to an individual.
 (Recommend 1 clean shirt per day of work week.)
- For volunteers performing maintenance duties, T-shirts may be ordered from a local vendor with the Corps logo and "Volunteer"
- Volunteers are not authorized to wear the NRM uniform patch or any other item of the official NRM Class A-B-C-D Park Manager/Park Ranger uniform.

Volunteer Clothing

Available from VF Imagewear:

- Vests: red
- Sweatshirt jacket: red
- Polo shirt: tan, white or red
- Polo shirt-long sleeve: white or red
- Ball cap: beige/black
- Ball cap- summer: khaki or red
- Name Plate
- Patch











To order:

Go to the Website:

https://www.vfsolutions.com/lma/

- Account Number: UAA code in CAPS (or project code typically 5-6 letters total, with 3 letters for district and 2-3 letters for project.)
- **Example**: **LRNOLD** is the code for Old Hickory Lake in the Nashville District.
- Password: UAA code in CAPS (same as above Account #).
- Click on "Login" "Continue" "Volunteer Program" is at the bottom left.
- Use the government VISA credit card to purchase.







Food/Beverage Purchases

- Food and beverages may be provided to volunteers only when such subsistence is incidental to the rendering of volunteer services.
- Meals and beverages provided for a recognition event are not incidental to the rendering of volunteer services, and are therefore impermissible.
- Any food or beverages purchased under this policy must be reviewed and approved by the District Resource Management Office (RM) and documented (i.e. email or Memorandum for Record (MFR) by telephone).



Volunteer Safety

- The same safety briefings, trainings, and equipment provided to Corps personnel will also be provided to volunteers
- Job Hazard Analysis (JHA) should be completed and signed by the Corps volunteer coordinator/supervisor and the volunteer, and saved with the Volunteer Agreement form
- Activity Hazard Analysis (AHA) may also be completed for specific one time tasks/events, or to supplement the JHA
- Samples of JHAs and AHAs on the Gateway
- Injuries to volunteers are reported in the same manner as those involving Corps personnel

ACTIVITY HAZARD ANALYSIS		
ACTIVITY: Entering excavations or trenches	ANALYZED BY/DATE: Bill Clevenger 13 April 2002	REVIEWED BY/DATE:
PRINCIPAL STEPS	POTENTIAL SAFETY/HEALTH HAZARDS	RECOMMENDED CONTROLS
Ensure work area is safe	Injuries to head or feet, falls	Wear hardhat, safety-toed shoes and safety glasses. Use ladders for access or exit of excavations
Entering excavations/trenches	Slide slope failure. Shoring collapse	Excavation/trench sides should be sloped according to the OSHA Regulations concerning side slopes for excavations/trenches. Do not enter an excavation/trench unless you feel it is safe, all unsecured objects should be moved away from the edge of the excavation/trench. Assure that slopes are according to regulation or approved shoring and ladders are used. Reference EM385-1-1, Section 23.
Briefly inspect excavation/trench side slopes or shoring	Objects falling into excavation/trench	All materials should be moved at least two feet from the edge of the excavation
Exit excavation/trench	Falling off ladder	See JHA for "Using Ladders". Do not use a backhoe bucket to enter/exit an excavation/trench

Volunteer Appreciation



Projects are encouraged to show appreciation for volunteer services received. Volunteers may be issued a certificate of appreciation to acknowledge their service, as well as be featured in articles, on websites, and thanked in person.

- Items such as celebration meals, appreciation gifts, or cash awards are not authorized for purchase with appropriated funds for volunteers, but may be donated by Friends groups, cooperating associations, or other partners to recognize outstanding volunteers.
- Volunteers may be eligible for DoD Public Service Awards.
- Volunteers may also be nominated for special awards of appreciation by sources outside the Corps such as the Presidential Volunteer Service Award. http://www.presidentialserviceawards.gov/

Volunteer Pass Program

- Approved in November 2012: enables volunteers who have served a minimum of 100 hours at Corps managed areas to receive a free Annual Day Use Pass
- Volunteers can accumulate hours toward a pass at multiple Corps projects.
- Volunteer hours will be verified and entered by volunteer coordinators in a centralized database.
- Database launched in late May 2013
- 44 lakes participating with 125 passes issued
- Future plans to expand to a 7-day camping pass voucher



Reimbursable Expenses

- Volunteers do not receive any salary, but in some cases may be reimbursed for actual out-of-pocket expenses.
- Reimbursement is not required, should be approved in advance, and identified on the Volunteer Agreement.
- Some expenses might include local transportation costs and meals during duty hours.
- Reimbursement is authorized by ER1130-2-500, Ch. 10. Document the incidental expenses on Standard Form 1164, Claim for Reimbursement and follow your district's procedure.



Volunteer Frequently Asked Questions

- Volunteers under the age of 18:
 - May volunteer with written consent of their parent or guardian.
 - ➤ If volunteering as part of a group volunteer agreement, leader must provide a complete list of group participants and separate agreements signed or parental consent on another organization's form signed by the parents/ guardians for all participants under the age of 18.



- Use of government-owned or leased vehicles, vessels, machinery, etc.
 - Requirement for use should be stated on the volunteer agreement and acknowledged by the volunteer's signature.
 - Must have proper training, license, and/or experience in accordance with USACE operator permit policies
 - Volunteers are liable for damages to government property if their negligence is the proximate cause.



Volunteer Frequently Asked Questions

 Volunteers can perform duties that once were, or are currently performed by Corps employees

Volunteer benefits:

- ➤ Volunteers have the same benefits of protection as Federal employees under the Federal Employee's Compensation Act and the Tort Claims Act
- May be reimbursed for approved out-of-pocket expenses such as local transportation and meals during duty hours.
- May receive a free campsite while volunteering

Use of inmate volunteers:

May serve as volunteers after receiving a background check at the discretion of the volunteer coordinator so long as they have not been convicted of or arrested and awaiting trial for a violent crime, crime against a person, or a crime with a weapon.

Civilian Inmate Labor Program

- AR-210-35 provides Army policy and guidance for establishing and managing civilian inmate labor programs (CILP) with Federal corrections facilities.
- MOA signed and labor plan developed with Federal facility
- Only inmates classified as minimum level security
- Inmates may perform custodial tasks, building demolition, debris removal, mowing, landscaping, painting, carpentry, trash pickup, debris removal, construction, maintenance and similar activities.
- Benefits of the program include:
 - Provide a source of labor at no direct labor cost to the Corps
 - Accomplish unfunded tasks
 - Provide meaningful work for inmates
- 5 year savings at Carlyle and Rend = \$4.5 million



Volunteer Reporting for OSHA

 January 1, 2014 new requirement for Federal OSHA recordkeeping to include volunteer injuries and illnesses

Prefix "V" before OPM job series # on OSHA 300 column C Example - V0334 Computer Specialist OSHA 300A Summary of Work-Related Injuries and Illnesses OSHA 300 OSHA'S FORM 300 Formand and Injuries and Illnesses OSHA's Form 301 Injury and Illness Incident Report first forms you must fill out when a recordable worl related injury or illness has occurred. Together with ing Summary, these forms help the mation that a recordable work-related injury of illness has occurred, you must fill out this form or ar any substitute must contain all the information his form on file for 5 years following the year t **OSHA 301**

Volunteer Reporting in OMBIL

- Volunteer data must be captured each year during October in the REC – Annual Update (Wizard)
- Annual Project Data Update: Record total number of volunteers, volunteer hours, and reimbursable expenses
- Annual Partnerships Update: Record number of volunteers and volunteer hours that the partner provides
- Hours served SCA and other youth conservation corps groups should be entered as volunteer hours in both update sections.
- National Fair Labor Standard Act: Participants who make less than minimum wage are technically and legally considered "volunteers"



Volunteer Data Decision Tree

Available on OMBIL Partnerships FAQ page:

http://corpslakes.usace.army.mil/employees/faqs.cfm?ld=partner-OMBIL&Nav=partner&View=Yes

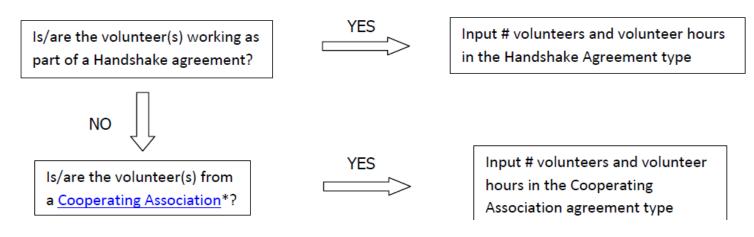
Step 1. Recreation Annual Update- Annual Project Data Update

Enter ALL volunteer hours in this section of OMBIL. This is where you will capture the total number of volunteers, total hours of volunteer service (which will auto-calculate the total value of the service), and total incidental expenses reimbursed to all volunteers for the FY.

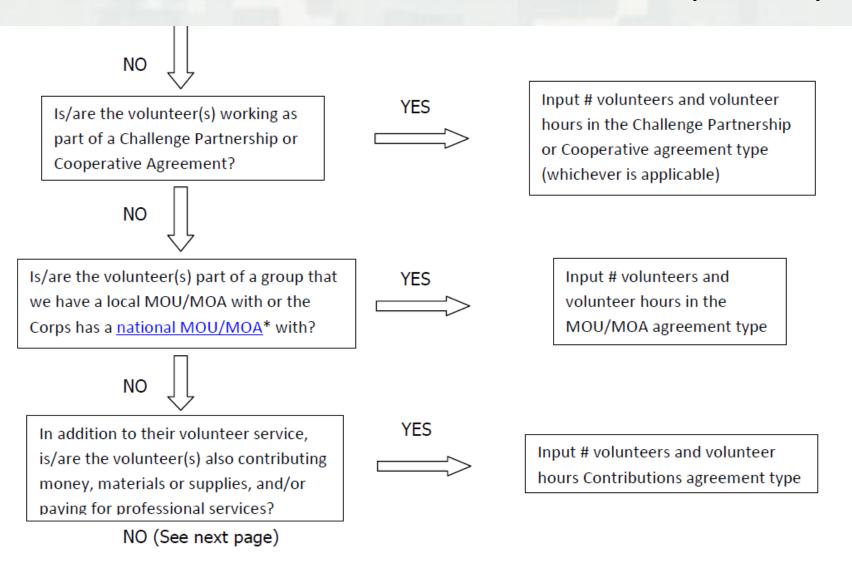
Step 2. Recreation Annual Update- Partnership Update

In addition to gathering information about the overall number of volunteers, hours, and value, we are also trying to capture more detailed data about volunteers that are part of a partnership. Some volunteers such as camp hosts, gate attendants, and other individuals that volunteer may only be counted in the Annual Project Data Update. Other volunteers that are part of a group which falls under a partnership agreement, should also have their hours counted in the Partnership Update.

Please use the flow chart below to determine whether to count a particular individual volunteer's or group of volunteers' hours in the Partnership Update section of OMBIL.



Volunteer Data Decision Tree (Cont.)





If you answer No to all of the questions above, the data for these volunteers will ONLY be input in the Annual Project Data Update section of OMBIL. If you answer Yes to any of the questions above, input the data into the first category with a Yes answer starting from the top down. Some volunteers may fit into multiple categories, but you should input the data in the first applicable category encountered in the flow chart.

Example 1: A volunteer group from IMBA (International Mountain Biking Association) may provide service to the Corps as part of a Challenge Partnerships Agreement, but they are also part of a national MOU. Because the Challenge Partnership agreement is an agreement for a limited, specific period of time and project, the volunteer hours for the particular project in the agreement should be input in the Challenge Partnership category instead of the MOU. If IMBA also volunteers hours not related to the Challenge Partnership Agreement, those additional hours would be input separately in the MOU category.

Example 2: Volunteers from a Cooperating Association, such as the Friends of Raystown Lake provide services for a project that is part of a Handshake Agreement. These hours should be input in the Handshake category instead of the Cooperating Association category, because the Handshake agreement is for a specific project. Additional hours volunteered by Association members such as working in a bookstore, creating interpretive materials, or managing a campground should be captured in the Cooperating Association category if they are not specifically associated with the Handshake project.

Note: Although all Cooperating Associations set up their relationship with the Corps through a Cooperative Agreement, for the purposes of OMBIL, hours donated by members of a Cooperating Association should be input in the Cooperating Association category (or Handshake/Challenge Partnership if applicable to a specific project), not in the Cooperative Agreement category.

^{*}See NRM Gateway for list of national organizations with MOU/MOA and NRM Gateway Cooperating Association page for list of associations in OMBIL. There is a pick-list of cooperating associations already in OMBIL. If you have a new cooperating association that is not on the list, please contact Heather Burke the get it added to the system.

OF 301: Volunteer Application (Approved by OMB for all agency use)

	11 \ \ 11	
Volunteer Application for Natural Resources Agencies 1. Name (Last, First, Middle) 2. Age	Instructions: Mark 🗹 in the appropriate boxes, for other items either print or type responses. If extra space is needed use item 18. 3. Telephone Number 4. Email Address	15. a. Which months would you be available for volunteer work? January
Street Address (include apartment no., if any)	6. City, State, and Zip Code	15c. Which days per week would you be available for volunteer work? Monday Tuesday Wednesday Thursday Friday Saturday Sunda
Computers Office/Clerical Conservation Education Range/Livesto Fish/Wildlife Research/Libi 8. What qualifications/skills/experience/education do you have Backpacking/Camping Heavy Equipm Biology Horses—Care Boat Operation Landscaping/I Carpentry Land Surveyir Clerical/Office Machines Livestock/Rand Computer Programming Map reading Drafting/Graphics Mountaineerin Driver's License Photography First Aid Certificate Public Speaking Hand/Power Tools Research/Libi	aservation Soil/ Watershed Control Timber/Fire Prevention Clogy Trail/Campground Maintenance Trail/Campground Maintenance Tour Guide/Interpretation Cock Tother (Please specify) Cother (Please specify) Cother (Please specify) Cother (Please specify) Cother Trade skills (Please specify) Cother (Please describe	16. Specify at least three states or specific locations within a state where you would like to do volunteer work. 17. Specify your lodging needs:
40. Assumus United Otatas Officero	//for additional information may be appointed	is estimated to average 15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data neede and completing and reviewing the collection of information. The U.S. Department of Agriculture (USDA) and U.S. Department of the Interior prohibit discrimination in all programs and activities on the basis of race, color, nation origin, gender, religion, age, disability, political beliefs, sexual orientation, and martial or family status. (Not all prohibited bases apply to all programs.) Persons we disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at 20.
Are you a United States Citizen? Yes No 11. a. Have you volunteered before? Yes No b. If Yes, please briefly describe your volunteer experien		720-2600 (voice and TDD). To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, 1400. Independence, Avenue, SWL, Washington, DC 20250-9410 or call (800) 795-32 (voice) or (202) 720-5382 (TDD). USDA and USDI are equal opportunity providers and employers.
		Notice to Volunteer Volunteers are not considered Federal employees for any purposes other than tort claims and injury compensation. Volunteer service is not creditable for leave accrual or any other benefit. However, volunteer service is creditable work experience. By signing this application the volunteer(s) understand(s) s/he may be subject to a reference check, background check, and/or criminal history inquiry.
12. Would you like to supervise other volunteers?	es 🔲 No	Privacy Act Statement
13. What are some of your objectives for working as a volun	nteer? (Optional)	Collection and use is covered by Privacy Act System of Records OPM/GOVT-1 and USDA/OP-1, and is consistent with the provisions of 5 USC 552a (Privacy Act of 1974), which authorizes acceptance of the information requested on this form. The data will be used to maintain official records of volunteers of the USDA and USDL for the purposes of tort claims and injury compensation. Furnishing this data is voluntary, however if this form is incomplete, enrollment in the program cannot proceed.
		20. Signature (Signinink) 20. Date
Please specify any physical limitations that may influence	ce your volunteer work activities:	

OF 301a: Volunteer Agreement (Approved by OMB for all agency use)

			•	` .		
Volunteer Services for Individuals or Group	os -	for Natural Reso	urces Age	encies	for any o	lerstand that I will not receive any compensation for the above servic ny purpose other than tort claims and injury compensation. I underst other employee benefits. I also understand that either the governmen r party.
Please print when completing this Site Name/Project Leader	storm	Reimbursement (if any)	lund	lerstand that my volunteer position may require a reference check, b		
Site Marine/Frojed Leader		Agency		Neimbursement(ir arry)		rforme to perform my duties.
Name of Volunteer or Group Lead	der – Last, First, Middle			26-55	state	lerstand that all publications, films, slides, videos, artistic or similar e ed in the attached job description, will become the property of the Uni ect to copyright laws.
Are you a U.S. Citizen? ☐ Yes ☐ No Visa Type	Email Address	Home Phone		Mobile Phone		lerstand the health and physical condition requirements for doing the tion, and certify that the statement I have checked below is true:
Street Address		City	State	Zio		know of nomedical condition or physical limitation that may adverse
Officer Address		Oity	State	Zip	it to_	
IF VOLUNTEER IS UNDER AGE	IX - Name of Parent o	rLegal Home Phone	Mobile Phone	e Email Address	a	(Name of Agency Official)
Guardian	10-Ivallie of Falento	r Legar Trome Trome	WODIET HOR	Ellidii Addiess		he reby volunteer my services as described above, to assist in agenc elines.
Street Address		City	State	Zip		(6)
					_	(Signature of Volunteer) above-named agency agrees, while this arrangement is in effect, to
I have read the attached descripti I give my permission for by	on of the service that th		te in the specified	volunteer activity sponsored		as and injury compensation to the extent not covered by your volunte
(Name of Sponsoring Orga	nization, if applicable)		olunteer Duty Stat	tion)	Tern	nination of Agreement
From to					Volu	nteer requests formal evaluation Yes No
(Date) (D	late) (I	Parent/Guardian Signature)		(Date)		
Emergency Contact Name		Home Phone	Mobile Phone	Email Address	Agre	ement terminated on
Lineigency Contact Name		Tione i none	Wobile I Hone	Lindi Address	<u>.</u>	(Date) (Signature of Go
Street Address		Citv	State	Zio		Public Burden St
Olicet Address		Oity	Otate	24		rding to the Paperwork Reduction Act of 1995, an agency may not ction of information unless it displays a valid OMB control number. The
	COVEDNMENT OF	FFICIAL COMPLETES T	LIE SECTION		0080	. The time required to complete this information collection is estima
Description of service to be per				of personal equipment		wing instructions, searching existing data sources, gathering and mainta formation.
government vehicle, skills require description and job hazard analys group participants to be attached	d (note certifications if r sis to this form. If this is	necessary), level of physical a a group agreement, the lead	activity required, e er is to provide the	tc. Attach the complete job group name, a complete list of	The U the bi prohi	J.S. Department of Agriculture (USDA) and U.S. Department of the Inte asis of race, color, national origin, gender, religion, age, disability, politic bited bases apply to all programs.) Persons with disabilities who req lle, large print, audiotape, etc.) should contact USDA's TARGET Cent
						e a complaint of discrimination, write USDA, Director, Office of Civil Rigi II (800) 795-3272 (voice) or (202) 720-6382 (TDD). USDA and USDI are
						Privacy Act Stat
Government Vehicle required?	☐ Yes ☐ No	☐ Valid State Driver's Lic	_	ernational Driver's License		ction and use is covered by Privacy Act System of Records OPM/GOV
Please verify that the volunteer is in possession of one of these documents.						(Privacy Act of 1974), which authorizes acceptance of the information r

ce and that volunteers are NOT considered Federal employees and that volunteer service is not creditable for leave accrual or nt or I may cancel this agreement at any time by notifying the ackground investigation, and/or a criminal history inquiry in ndeavors, resulting from my volunteer services as specifically ited States, and as such, will be in the public domain and not work as described in the job description and at the project ly affect my ability to provide this service. sely affect my ability to provide this service and have explained y-authorized work. I agree to follow all applicable safety: provide such materials, equipment, and facilities that are nsider you as a Federal employee only for the purposes of tort eergroup, ifan y. (Date) Evaluation Completed remment Representative)

conduct or sponsor, and a person is not required to respond to a valid OMB control number for this information collection is 0596ated to average 15 minutes per response, including the time for aining the data needed, and completing and reviewing the collection

rior (USDI) prohibit discrimination in all programs and activities on al beliefs, sexual orientation, and marital or family status. (Not all uire alternative means for communication of program information er at 202-720-2600 (voice and TDD).

hts, 1400 Independence Avenue, SW, Washington, DC 20250-9410 equal opportunity providers and employers.

T-1 and USDA/OP-1, and is consistent with the provisions of 5 USC equested on this form. The data will be used to maintain official records of volunteers of the USDA and USDI for the purposes of tort claims and injury compensation. Furnishing this data is voluntary, however

OF 301b: Volunteer Group Agreement (New form awaiting OMB

GROUP NAME: AGENCY NAME:

Volunteer Service Agreement—Natural & Cultural Resources

Volunteer Sign-up Form for Groups

All volunteers that participate with an organized group on an episodic volunteer project on a unit of a public lands agency must be signed up on this form. By signing this form you agree to the terms of the project as defined in the attached Volunteer Service Agreement and affirmed by the organization and federal agency represents. Volunteers under age 18 must complete a Volunteer Service Agreement—Natural & Cultural Resources and must be signed by the parent or guardian. Please indicate your willingness (yes) or unwillingness (no) for the Agency to use your photographic, video or audio images in performance of volunteer duties.

Proje	ect Title:		Date of Project:								
Grou	ıp Name:		Agency:								
Group Contact Name (First, Last): Telephone:			Agency Contact Name (First								
		Email:	1		Email:						
	Malumbaan Nama (First Last)	Situ	Talanhara Number	E	ail Address	Photo Release					
#	Volunteer Name (First, Last)	Signature	Telephone Number	Emi	all Address	Yes	No				

ENG Form 4882-R: Volunteer Service Record

US Army Corps of Engineers VOLUNTEER SERVICE RECORD (ER 1130-2-500)									
NAME (Last, F.	irst, Middle Initial)		DA ⁻	ΓΕ (Year, Month, Day)				
PROJECT/OFF	FICE		PRE	EVIOUS HOURS					
DAY	JOBTITLE	LOCATION	HOURS WORKED	EQUIVALENT VALUE IN \$/HR.	DOLLAR VALUE				



Standard Form 1164: Claim for Reimbursement for Expenditures on Official Business (Volunteer's incidental expenses)

F	OR E	R REIMBURSEMENT EXPENDITURES FICIAL BUSINESS	1. DEPA	ARTMENT OR ESTABLISHME	NT, BUREAU, DIVISION	OR OFFICE	з. ѕсн	EDULE N	IUMBER									
		Read the Privacy Act S	itate me r	nt on the back of this	form.		5. PA	ID BY										
N. C.		first, middle initial)			b. SOCIAL SECURITY	(NO.												
÷		DRESS (Include ZIP Cade) RES (If fare claimed in col. (g) the claimant.)	exceed	is charge for one perso	d. OFFICE TELEPHON		er of a	ddition	al persons w	rhich ac	сотрапі							
DATE		Shaw appropriate code in col. (b):		MILEAGE			AMOUNT CLAIMED											
	СОДЕ	A - Local travel B - Telephone or telegraph, or C - Other expenses (itemized)		B - Telephone or telegraph, or	B - Telephone or telegraph, or	OF E - Specialty Care		D-F or telegraph, or F-S		D - Funeral Honors Detail or E - Specialty Care)etail	RATE	É MILE AGE		FARE	ADD PER-	TIPS AND
	_	(Explain e	xpenditu	ires in specific detail.)		NO. OF	(1)		OR TOLL	SONS	LANEOUS							
(a)	(6)	(e) FROM		(d) TC	,	MILES (e)			(g)	(6)	0							

Standard Form 87: Federal Employee and Military Fingerprint Card (Used for background checks for VOLAC card)

<u>SF-87</u>		Military Fingerprint Card Impleted in Accordance V					-		ıd	
SF 87(REV. APRIL 2006) US OFFICE OF PERSONNEL MANAGEMENT E.O. 10450	LEAVE BLANK	TYPE OR PRINT ALL INFORMATION IN BLACK LAST NAME NAM FIRST NAME MIDDLE INITIAL 1					BI	LEAVE BLANK		
SIGNATURE OF PERSON FING	FRPRINTED	0								
ordinary in English in the	2	R USOPMOOOZ	- FIPC BO	OYERS	s, PA					
RESIDENCE OF PERSON FING	EERPRINTED	SERIAL NO. (OPM USE ONLY) OCA				77-06-10-10-10-10-10-10-10-10-10-10-10-10-10-	Mech		DATE OF BIRTH DOB MONTH DAY	YEAR
		ALIASES AKA	SEX F	RACE	HQT.	WCT.	EYES	HAIR	PLACE OF BIRTH POB	
DATE SIGNATURE C	OF OFFICIAL TAKING FINGERPRINTS		5	6	7	8	9	10	11	
- 1	3						LEAVE E	LANK		
TITLE AND ADDRESS		SCARS, MARKS, AND TATTOOS								
POSITION TO WHICH APPOINT	ED	FBI NO. FBI	CLAS	ss —	****					
POSITION TO WHICH APPOINT	EU	PBINO. PBI	REF.							
DEPARTMENT, BUREAU, AND	DUTY STATION (CITY AND STATE)	SOCIAL SECURITY NO. SOC								
		4		the state of the second						
1. NAM		7. HGT				10.	HAIR			THE RESERVE THE PROPERTY OF THE PERSON OF TH
Full name in following order, LAST,		Must include three numeric				Must include three letter code:				
FIRST, MIDDLE. Initials are NOT		characters. Enter applicant's height			ght					
acceptable. If	applicant has no	in feet and inches. Do not use "or".			س. <u>Color</u>				<u>Code</u>	
middle name,	Example:				Bald			BAL		
MIDDLE.		for 5' 11" enter 511				Black BL			BLK	

Standard Form 85: Questionnaire for Non-Sensitive Positions

Standard Form 85 Revised September 1995 U.S. Office of Personnel Management 5 CFR Parts 731 and 736 Form approved: OMB No. 3206-0005 NSN 7540-00-634-4035 85-111

Questionnaire for Non-Sensitive Positions

Follow instructions fully or we cannot process your form. Be sure to sign and date the certification statement on Page 5 and the release on Page 6. If you have any questions, call the office that gave you the form.

Purpose of this Form

The U.S. Government conducts background investigations to establish that applicants or incumbents either employed by the Government or working for the Government under contract, are suitable for the job. Information from this form is used primarily as the basis for this investigation. Complete this form only after a conditional offer of employment has been made.

Giving us the information we ask for is voluntary. However, we may not be able to complete your investigation, or complete it in a timely manner, if you don't give us each item of information we request. This may affect your placement or employment prospects.

Authority to Request this Information

The U.S. Government is authorized to ask for this information under Executive Order 10577, sections 3301 and 3302 of title 5, U.S. Code; and parts 5, 731, and 736 of Title 5, Code of Federal Regulations.

Your Social Security Number is needed to keep records accurate, because other people may have the same name and birth date. Executive Order 9397 also asks Federal agencies to use this number to help identify individuals in agency records.

- Type or legibly print your answers in black ink (if your form is not legible, it will not be accepted). You may also be asked to submit your form in an approved electronic format.
- 3. All questions on this form must be answered. If no response is necessary or applicable, indicate this on the form (for example, enter "None" or "N/A"). If you find that you cannot report an exact date, approximate or estimate the date to the best of your ability and indicate this by marking "APPROX." or "EST."
- 4. Any changes that you make to this form after you sign it must be initialed and dated by you. Under certain limited circumstances, agencies may modify the form consistent with your intent.
- You must use the State codes (abbreviations) listed on the back of this page when you fill out this form. Do not abbreviate the names of cities or foreign countries.
- 6. The 5-digit postal ZIP codes are needed to speed the processing of

OPM 306: Declaration for Federal Employment

Declaration for Federal Employment Form Approved OMB No. 3208-0182											
GENERAL INFORMATION											
. 1	FULL NAME (First, middle	e, last)	2.	SOCIAL	SECURITY	NUMBER					
	•				•						
	PLACE OF BIRTH (Include	city and state or country	y)	4.	DATE O	F BIRTH (MN	N/DD/YYYY)				
	•				•						
	OTHER NAMES EVER US	ED (For example, maide	n name, nickname, etc) 6.	PHONE	NUMBERS (Include area codes)				
	•			С	Day ♦						
	•										
				1	Night ◆						
you must register with the Selective Service System, unless you meet certain exemptions. 7a. Are you a male born after December 31, 1959? 7b. Have you registered with the Selective Service System? 7c. If "NO," describe your reason(s) in item #16.											
1ili	itary Service										
8. Have you ever served in the United States military? YES Provide information below If you answered "YES," list the branch, dates, and type of discharge for all active duty. If your only active duty was training in the Reserves or National Guard, answer "NO."											
Branch From To Type of Discharge											
lac	kground Information	on 									
or a	all questions, provide all a	dditional requested in	formation under item	16 or on attac	hed sheet	s. The circum	stances of each event				

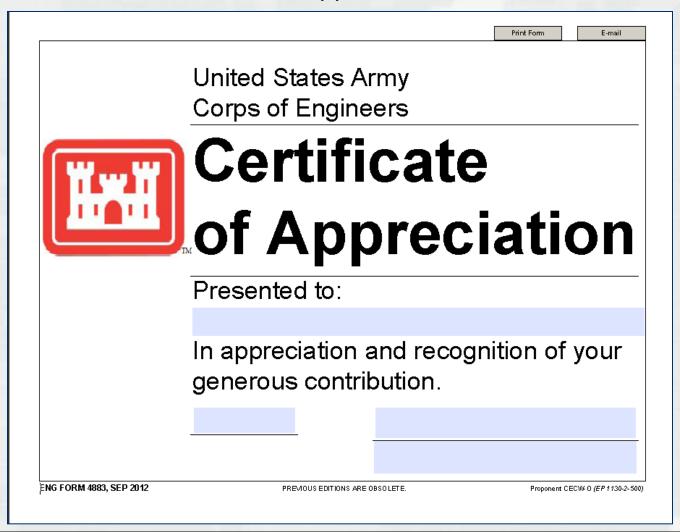
For questions 9,10, and 11, your answers should include convictions resulting from a plea of noto contendere (no contest), but omit (1) traffic

DD Form 2875: System Authorization Access Request

(To obtain access to Trusted Associate Sponsorship System)

SYSTEM AUTHORIZATION ACCESS REQUEST (SAAR)										
PRIVA CY ACT STATEMENT A UTHORITY: Executive Order 10450, 9397; and Public Law 99-474, the Computer Fraud and Abuse Act. PRINCIPAL PURPOSE: To record names, signatures, and other identifiers for the purpose of validating the trustworthiness of individuals requesting access to Department of Defense (Do D) systems and information. NOTE: Records may be maintained in both electronic and/or paper form.										
ROUTINE USES: None. DISCLOSURE: Disclosure of this information is voluntary; however, failure to provide the requested information may impede, delay or prevent further processing of this request.										
TYPE OF REQUEST MOI	DIFICATION DEACTIVATE	U	SER ID		DATE (YYYYI M MDO)					
SYSTEM NAME (Platform	or Applications)			LOCATI	ON (Physical Location of System)					
PARTI(To be completed	bv Requestor)									
1. NAME (Last, First, Mo	,		2. ORGANIZATION							
, , ,	ŕ									
3. OFFICE SYMBOL/DEF	ARTMENT		4. PHONE (DSNor Commerc	vial)						
5. OFFICIAL E-MAIL ADI	DRESS		6. JOB TITLE AND GRADE/	RANK						
7. OFFICIAL MAILING AI	DDRESS		8. CITIZENSHIP US FN OTHER		9. DESIGNATION OF PERSON MILITARY CIVILIAN CONTRACTOR					
	VARENESS CERTIFICATION REQ eted Annual Information Awarenes:				unctio nal level access.)					
11. USER SIGNATURE	Minor	>			12. DATE (YYYYMMOD)					
13. JUSTIFICATION FOR		e or com	выседивыотит споси го.)							
AUTHORIZED	PRMLEGED		_							
15. USER REQUIRES AC	CESS TO: UNCLASS	IFIED	CLAS SIFIED (Specif	y category)					
16. VERIFICATION OF N	EED TO KNOW	16	a. ACCESS EXPIRATION DA	TE (Contr	actors must specify Company Name,					
	equires access as requested.		Contract Number, Expiration							
17. SUPERMISOR'S NAM		18. SUPI	ERMSOR'S SIGNATURE		19. DATE (YYYYMMOO)					
20. SUPERMSOR'S ORG	SANIZATIO M/DEP ARTMENT	20a. SUF	PERMSOR'S E-MAIL ADDRES	SS	20b. PHONEN UMBER					
21. SIGNATURE OF INFO	RMATION OWNER/OPR		21a. PHONE NUMBER		21b. DATE (YYYYMMOD)					

ENG Form 4883: Certificate of Appreciation





Resources: NRM Gateway

http://corpslakes.usace.army.mil/employees/volunteer/volunteer.cfm

Volunteer Program

Headquarters POC

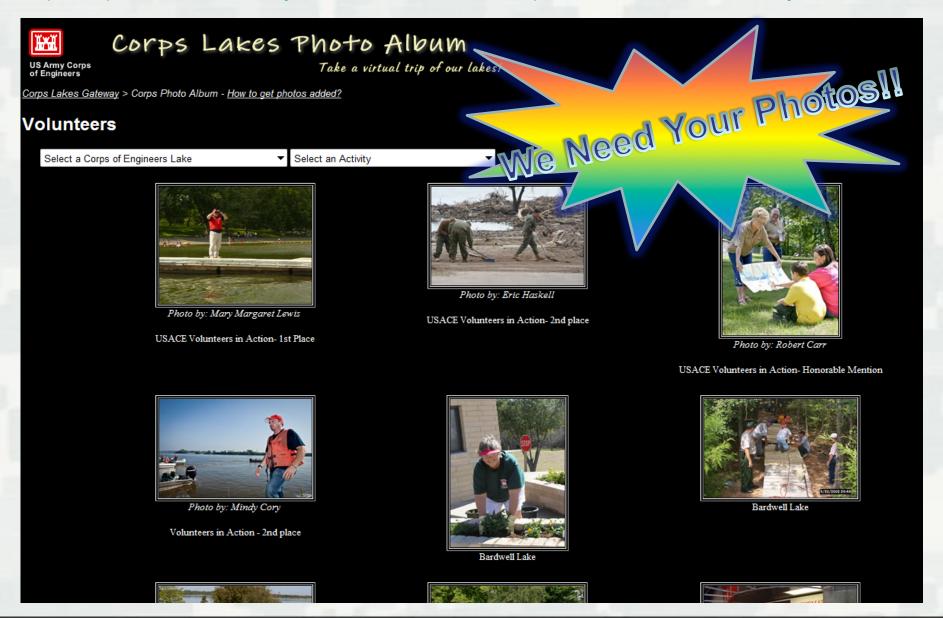
Corps projects offer many volunteer opportunities in recreation and natural resources management. Volunteers can serve as park and campground hosts, staff visitor centers, conduct programs, clean shorelines, restore fish and wildlife habitat, maintain park trails and facilities, and more. Corps personnel can recruit their own volunteers or get help from the Volunteer Clearinghouse, www.corpslakes.us/volunteer, (1-800-VOL-TEER or 1-800-865-8337), a national information center for people interested in volunteering at Corps projects across the country. Corps offices that have upcoming projects or events that volunteers can assist with may use the Volunteer Clearinghouse to submit their volunteer projects on-line.

- Policy & Procedures
- Volunteer Forms
- Program History
- Training
- Volunteer Clearinghouse
- Related Sites
- National Public Lands Day
- Take Pride in America

- News / Current Issues
- FAQs
- Good Enough to Share
- Volunteer Clothing, Posters, and Brochures
- Volunteer Plans and Handbooks
- Background Checks/Volunteer Computer Access
- Division & District POCs
- Corps Photo Album for Volunteers

Resources: Corps Lakes Photo Album

http://corpslakes.usace.army.mil/visitors/album.cfm?Option=Search&Id=0&Activity=Volunteers



Resources: Volunteer Clearinghouse

http://www.corpslakes.us/volunteer/

800-VOL-TEER (800-865-8337)

POC: LRN- Allison Walker (615) 736-7988



HOME > MISSIONS > CIVIL WORKS > RECREATION > VOLUNTEER CLEARINGHOUSE

Volunteer Resources

Volunteer Clearinghouse

Volunteer Opportunities

Volunteers in Action

Contact Us

Submit a Listing

Useful Links

Water Safety

Corps Lakes Gateway

USACE Natural Resources Education Foundation

Volunte

Welcome to the U.S. Army Corps of 5 which is the steward of almost 12 million au care for recreation facilities and natural re-

e Need Your Stories! The Volunteer Clearinghouse serves the Corps of Eng ers with Park Rangers at lakes and waterways that need they the cl Suse s information about the volunteer program and directs people to the point of contact, us a Park Rager, at the lake or location of interest.

Callers should be ready to provide information about their interests, talents, dates available and locations they may want to volunteer.

Corps Park Rangers, serving as volunteer coordinators, can also use the Volunteer Clearinghouse to help find volunteers. Volunteer coordinators that need volunteers can send their volunteer vacancies to the Clearinghouse to be listed on the website.

Volunteer opportunities include:

Camparound Host







* V C 3









Participating Agencies





Address Espanola Ranger District, Black Canyon Campground, Santa Fe, NM 87501

Jennifer Sublett jasublett@fs.fed.us 505-753-7331

Activities

Record Date 5/4/2012

Spend your time in beautiful Santa Fe National Forest up in the mountains! The Santa Fe National Spen dyour limit or in deallows a few in which is provided in the part of the spen deallows and the spen deallows are the spen deallows are the spen deallows are used in the spen deallows are used in the deal of order provided and used in the spen deallows in t recreation activities. Residents can maintain their traditional and cultural uses of the national forest and forest products. The highest point in the SFNF is the summit of Truchas Peak located in the Pecos Wildemess 13,103 feet. At the lowest altitude, the SFNF is 6,000 feet.

This campground is one of the most popular in the area AND is highly sought after for

The campground was completely renovated in 2006, and re-opened in 2007 with all new facilities There are 36 sites, half are reservable through Recreation gov, and half are first come first serve. All sites have a table, grill pit, and tent pad. Most sites will accommodate an RV in sizes ranging from 22' to 60'. There is a new water system, there are vault five toilets, and bear resistant trash bins. Campsites do not have sewer or electric hookups. There is a NM State Park (Hyde Memorial State Park) immediately adjacent to the campground, and there are many other recreational





Campground Host

Opportunity Description:

The Camp Host Program at Greenbrier State Park is very important to us. It is an extension of our work team and our best contact with campers. There are many benefits to hosting here. By working

you camp for free in a beautiful setting and become part of our family. Water, sewer and electric are all included. We also provide you with a golf cart and private laundry facilities.

As a camp host, you would introduce yourselves to the campers, clean the sites, touch up the bathrooms, organize weekend activities for the campers, and assist the staff when needed.

We recognize how important camp hosts are to our operation. You make people feel welcome.







Resources: www.Volunteer.gov



We Need Your
Photos Events Here

Resources: TASS Applicant and TA User Guides

http://www.corpslakes.us/volunteer/



Defense Manpower Data Center (DMDC)

Trusted Associate Sponsorship System (TASS)

Trusted Agent User Guide

(TASS TASM/TA User Guide)

Version 4.00 March 2013

Prepared by: The Defense Manpower Data Center



Defense Manpower Data Center (DMDC)

Trusted Associate Sponsorship System (TASS)

Applicant User Guide

Version 4.00 March 2013

Prepared by: Defense Marpower Data Center

True of False:

Volunteers are allowed to operate gatehouses and collect recreation fees.

True



True of False:

The Corps can purchase volunteer awards and gifts for their outstanding and valued service.

False



What are volunteers NOT allowed to do?

Enforce Title 36



Volunteers CANNOT be:

- a. non-U.S. citizens.
- b. non-violent prison labor.
- c. persons arrested and awaiting trial for a violent crime.
- d. paid for vehicle mileage.



Review

- Volunteers can do almost any kind of work for the Corps, such as operating gate houses and collecting fees.
- The only restricted activities for volunteers are policy making and Title 36 enforcement.
- The Corps cannot accept volunteers who are awaiting trial for a violent crime.
- The Corps does not have the authority to purchase gifts or awards for volunteers.
- As of March 13, 2013 we can now accept legal alien/permanent residents as volunteers
- Volunteers can be reimbursed for certain expenses and provided clothing and safety gear