

MEMORANDUM OF AGREEMENT
Between
The U.S. Fish and Wildlife Service
And
Association of Retired Fish and Wildlife Service Employees

I. Purpose

The purpose of this Memorandum of Agreement (MOA) is to outline the partnership between the U. S. Fish and Wildlife Service (Service) and the Association of Retired Fish and Wildlife Service Employees (Association). This includes support of Service programs; retiree involvement in Service activities; and cooperation on myriad issues, in order to meet the mission needs of the Service.

II. Background

The Service is the principal Federal agency responsible for conserving, protecting, and enhancing fish, wildlife, and plants and their habitats for the continuing benefit of the American people. The Service manages the 150-million-acre National Wildlife Refuge System, which encompasses 562 national wildlife refuges and other special management areas. It also operates 69 national fish hatcheries, 64 fishery resources offices, and 81 ecological services field stations. The Service enforces Federal wildlife laws, administers the Endangered Species Act, manages migratory bird populations, restores nationally significant fisheries, conserves and restores wildlife habitat such as wetlands, and helps foreign governments with their conservation efforts. The Service has worked closely with the Association since its inception, and subsequent opening of the National Conservation Training Center, to build alliances with retirees and work together to ensure the recognition, protection and preservation of the Service's rich heritage.

The Association was founded to "recognize the rich history of the Service and the many contributions of its present and past employees; to foster the preservation and use of the historical treasures, documents, objects and information of the Service's unique history and values in natural resource conservation, by involving present and past employees in the history and heritage of the Service; and to facilitate camaraderie among Service retirees and the Service. Its members have extensive contacts, credibility and experience in working with the Service and its partners. The Association has representation on the officially chartered national Service Heritage Committee. The Heritage Committee was established, in part, to recognize and preserve the history and heritage of the Service by engaging members of the Association.

III. Roles and Responsibilities

A. The Service will:

1. Work cooperatively with the Association, where deemed appropriate by all parties, to identify and develop joint programs that provide mutual benefit.
2. Work with the Association, where deemed appropriate, to identify and support partnership opportunities designed to enhance understanding of the agency's history, develop youth engagement in the Service, and support the overall mission of the Service. Work with the Association to provide volunteer opportunities for retirees that support the mission of the Service.
3. Work with the Association to jointly execute the annual retiree reunion weekend in conjunction with the annual Heritage Committee Meeting. The Service may provide funding, under separate agreement or order, for things such as group day transportation, document support, and meeting space.
4. Work with the Association to seek out opportunities to protect and record Service history (i.e. oral histories) and support for applicable Heritage Committee projects (i.e. Fallen Comrades Memorial, historic artifact collection).
5. Work to develop and maintain programs that allow the Association to support Service needs during crisis incidents such as oil spills, catastrophic storms, and similar events.
6. Assign a staff person to serve as contact point and facilitator for program activities carried out under this Agreement. This contact will coordinate with and/or meet with Association representatives on an as needed basis to implement this Agreement.
7. Provide facilities and support for programs of mutual benefit to the Service and the Association. This could, for example, include office space, meeting space, technical support, and graphic design.
8. Work to ensure Association materials are included in retirees' packets and make available opportunities for Association members to promote the Association.
9. Recognize the experience and expertise of Association members and will confer with, consider recommendations from, and call upon the Association for support as appropriate and/or needed to help support the Service mission.

B. The Association will:

1. Work closely with the Service to partner on projects that support the mission of the Service. This would include projects at the field, regional, national, and international level that support wildlife conservation efforts.
2. Serve as the primary planning entity for the annual retiree reunion, including the logistical arrangements associated with the event.
3. Work with the Service to seek out opportunities to protect and record Service history (i.e. oral histories) and build support for applicable Heritage Committee projects (i.e. Fallen Comrades Memorial, historic artifact collection).
4. Work with the Service to identify partnership opportunities and develop workshops and other events designed to enhance understanding of the agency's history, develop youth engagement in the Service, and support the overall mission of the Service.
5. Assign a board member or other representative to serve as contact point and facilitator for program activities carried out under this Agreement. This contact will meet with Service representatives and partners on an as needed basis to implement this Agreement.
6. Maintain a retiree's contact database and provide the Service with data as appropriate.
7. Support Service needs during natural resource and other crisis incidents by providing a cadre of members to assist the Service as appropriate. Provide advice, recommendations, and assistance to the Service in natural resource and other issues.
8. Support, assist, and participate in important and time sensitive Service events and special needs.

It is understood that this MOA in no way restricts the Service or the Association from participating with other public and private agencies, organizations or individuals on activities of the character described in this MOA.

IV. Agreements

The parties agree to meet as needed to share information on training interests, needs and programs of mutual concern.

The parties may enter into additional training and/or education-related alliances.

V. Implementation

1. The staff contacts referenced in Section III will meet on an as-needed basis to implement this agreement.

2. Nothing in this MOA, or agreements developed pursuant to it, shall obligate the Service, the Department of the Interior, or the United States to any current or future expenditure of resources in advance of the availability of appropriations from Congress.

VI. Renewal

The term of this agreement will be for ten years, at which time it may be renewed for subsequent ten-year terms at the discretion of all parties.

VII. Termination

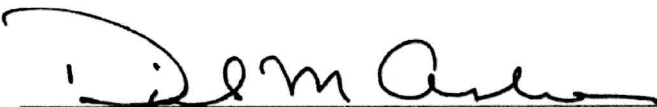
Either of the signing organizations may terminate this agreement by providing a written explanation and notification at least 90 days prior to the intended termination date.

VIII. Public Affairs/Relations

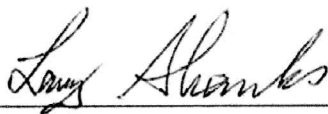
Nothing in this agreement shall be interpreted to imply that the United States, the Department of the Interior, or the Fish and Wildlife Service endorses any products, services or policies of the Association. The Association shall not take any action or make any statement that suggests or implies such an endorsement.

IX. Approval

Approved and Accepted
For the U.S. Fish and Wildlife Service

By:  10.10.14
Director Date

Approved and Accepted
For the Association of Retired Fish and Wildlife Service Employees

By:  11/5/14
Date