

MEMORANDUM OF AGREEMENT

U.S. Fish and Wildlife Service

and the

Association of Retired U.S. 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 U.S. Fish and Wildlife Service Employees (Association). This includes support of Service programs; retiree involvement in Service activities; and cooperation on projects to meet the mission needs of the Service.

II. Authorities

This memorandum is entered into under the provisions of the Fish and Wildlife Coordination Act (16 U.S.C. §661 et seq) and the Fish and Wildlife Act of 1956 (16 U.S.C. §742a et seq).

III. Background

The Service is the principal Federal agency responsible for working with others to conserve, protect, and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people. The Service manages the National Wildlife Refuge System, which encompasses more than 850 million acres of terrestrial and marine habitat, and other special management areas. It also operates 72 national fish hatcheries, 65 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 history.

The Association was chartered in 1999 as a 501(c)(3) non-profit organization “to facilitate camaraderie among Service retirees and with active Service employees; 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of the Service and the many contributions of its present and past employees; to foster the preservation and use of the historical documents, objects and information that illustrates the Service's invaluable contributions in natural resource conservation; and to involve present and past employees in the history and heritage of the Service.” Its members have extensive contacts, credibility, and experience in working with the Service and its partners. The Service’s History Committee was

established, in part, to recognize and preserve the history of the Service by including Service retirees as members.

IV. 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.
3. Work with the Association to provide volunteer opportunities for retirees that support the mission of the Service.
4. Provide, where appropriate, communication to Service stations and employees opportunities to utilize the resources of the Association.
5. Work with the Association to jointly execute the reunions of the Association's members, to include a meeting of the Service's History Committee. The Service may provide funding, under separate agreement or order, for things such as group day transportation, document support, and meeting space.
6. Work with the Association to seek out opportunities to protect and record Service history (i.e., oral histories) and support for applicable History Committee projects (i.e. Fallen Comrades Memorial, historic artifact collection, interpretation, and education).
7. Work to develop, maintain, and cooperate with programs that allow the Association to support Service needs during crisis incidents such as oil spills, catastrophic storms, and similar events.
8. Assign a staff person to serve as a liaison and facilitator for program activities and communication and outreach 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.
9. Provide support for programs of mutual benefit to the Service and the Association. This could, for example, include audio/visual technical support and graphic design.
10. Support the development of annual grants to the Association, subject to sufficient appropriations, to support the Service's history mission and to fund various youth programs on Service lands.
11. Work to ensure Association membership information materials are included in the

packets of information provided to employees as they transition to retirement and make available opportunities for Association members to promote the Association.

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. To serve as the primary planning entity for the national reunions of Association members. Logistics will be shared with the History Committee to facilitate coordination.
3. Work with the Service to seek out opportunities to protect and record Service history (i.e., oral histories) and build support for applicable History 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 and career education with the Service, and support the overall mission of the Service. This may also include support of the activities of the Service's Friends Groups.
5. Work with the Service to develop annual grants to the Association, subject to sufficient appropriations, to support the activities of the History Committee and to fund various youth programs on Service lands.
6. Assign an Association Board member to serve as a point of contact 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.
7. Maintain a retiree's contact database and provide the Service with data as appropriate, within the bounds of privacy laws and policies.
8. Work with the Service to provide volunteer opportunities for retirees that support the mission of the Service. Provide, where appropriate, communication to USFWS stations and employees opportunities to utilize the resources of the Association.
9. Support Service needs by providing advice, recommendations, and assistance for natural resource and/or crisis incidents by providing a cadre of Association members to assist the Service, as appropriate.
10. Communicate important and time-sensitive Service events and special programs, such as station Anniversary events, via the Association's newsletter and website.

V. Agreements

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.

VI. Implementation

1. The staff contacts referenced in Section IV 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.

VII. 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.

VIII. 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.

IX. 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.

X. Approval

Approved
For the U.S. Fish and Wildlife Service

By: _____
Director

Date: _____

Approved

For the Association of Retired U.S. Fish and Wildlife Service Employees

By: Garth L. Barry
Chair, Board of Directors

Date: 10/28/2024