



Human Resources Bulletin Number: 10-09a

Subject: Public Lands Corps Hiring Authority

References: [DOI Personnel Bulletin No. 11-02](#); [Title 16 USC Sec 1721-1726](#); [Public Law 109-154, Public Lands Corps Healthy Forest Restoration Act of 2005 \(amends the Public Lands Corps Act of 1993\)](#).

Point of Contact: Servicing Human Resources Office (SHRO) or Field Advisory Services and Executive Resources Division (FASER), Office of Human Resources

Effective Date: January 31, 2010

This Human Resources Bulletin is being amended to change the number of hours of satisfactory service required on an appropriate conservation project from 960 to 640 hours. It also updates the DOI reference above, the Certificate of Eligibility form and the frequently asked questions with the new hours requirement.

The purpose of this Human Resources Bulletin is to provide guidance on implementing the authority to hire former members of the Public Lands Corps (PLC) under noncompetitive appointments and on completing Certificates of Eligibility for noncompetitive hiring.

The authority outlined in the attached DOI bulletin grants noncompetitive hiring status to former PLC members who (1) have served a minimum of 640 hours of satisfactory service on an appropriate conservation project that included at least 120 hours through the PLC, and (2) meet OPM qualification standards and any other qualification requirement(s) stated in the vacancy announcement for the position for which they are applying. Former members who wish to use the noncompetitive hiring authority must apply to a specific vacancy announcement.

In order for a former PLC member to receive noncompetitive hiring status, he/she must include the appropriate Certificate of Eligibility (attached) for noncompetitive hiring with his/her application. This certificate will serve as proof that the former PLC member has met all necessary service requirements for noncompetitive hiring as stated in Public Law (P.L.) 109-154.

The Certificate of Eligibility must be certified by the PLC member's last supervisor or an NPS Youth Program Office coordinator. The supervisor or NPS Youth Program Office coordinator can use the contact information on the attached PLC participant work hours verification form to verify the hours before signing off on the Certificate of Eligibility.

It is the responsibility of the former PLC member to submit the PLC participant work hours verification form and Certificate of Eligibility to his or her last supervisor or an NPS Youth Program Office coordinator for certification and signature.

Servicing Human Resources Offices (SHROs) must accept applications from former PLC members as long as they are eligible and their applications contain the required Certificate of Eligibility for Noncompetitive Hiring. PLC applicants, if qualified, will be considered with all other noncompetitive applicants and will be placed on a noncompetitive certificate when being referred to the selecting official.

Appointments under this authority are in the competitive service and must be effective within 120 days of the candidate's completion of PLC service (as stated on the Certificate of Eligibility for Noncompetitive Hiring). In addition, the appointment is subject to DOI Reemployment Priority List, Career Transition Assistance Plan, and Interagency Career Transition Assistance Plan provisions. P.L. 109-154 is the legal authority to be used when processing appointments under this authority.

Attached are FAQ's provided by the WASO Youth Programs Office to assist in answering some questions that may be asked.

Please address any service eligibility questions you may have to either your local NPS Youth Program Coordinator or George McDonald, WASO Youth Program Manager at (202) 513-7146. Questions regarding all other implementation matters may be directed to Crystal Gailes, Field Advisory Services and Executive Resources at (202) 354-1980.

/s/

Angela R. Hargrove
Chief, Office of Human Resources

Attachments:

1. DOI Bulletin 11-02
2. Certificate of Eligibility
3. PLC Participant Work Hours Verification
4. Frequently Asked Questions