**1. Who qualifies under this authority?**

Individuals who have served a minimum of 640 hours of satisfactory service on appropriate conservation projects as defined in the Public Lands Corps Act of 1993 and at least 120 hours were served on a project utilizing the Public Lands Corps legal authority.

### **2. What is an appropriate conservation project?**

### The term "appropriate conservation project" means any project for conservation, restoration, construction or rehabilitation of natural, cultural, historic, archaeological, recreational or scenic resource. The conservation work has been completed while the individual was a member of a qualified youth or conservation corps organization.

### **3. Are all conservation projects meeting the definition of "appropriate" conducted on Federal land?**

No. A conservation project on State, local or private land can be defined as appropriate. These projects can count toward the overall 640 hours of service. These projects are not defined as PLC.

### **4. Are all PLC projects done on Federal land?**

Yes, unless it is specified that the project was conducted on Indian land, any land held by incorporated Native groups, regional corporations, any village corporations under the Alaska Native Claims Settlement Act, Hawaiian homelands or on any former Indian reservation in the State of Oklahoma.

### **5. What are some examples of qualified youth or conservation corps?**

### Any organization that has a current cooperative agreement with the National Park Service to provide conservation project work is considered qualified. These organizations

include but are not limited to the Student Conservation Association , Southwest Conservation Corps, Montana Conservation Corps, etc.

**6. Must an organization have a cooperative agreement with the National Park Service to be considered qualified?**

No. The organization should have documentation that they have performed conservation work on Federal, State, tribal, local or private lands and utilized young people between the ages of 16 and 30 years of age. Additionally these organizations should be able to provide their organizational charter or other similar documents that support their ability to provide the above-mentioned services to young people.

**7. Whom do I contact if I have questions regarding the use of this authority?**

All questions concerning hiring under this authority should be directed to your servicing Human Resources office or to the bureau PLC program coordinator.

**8. If an individual is not appointed within 2 years of becoming eligible under the PLC authority, can their eligibility be extended?**

No. An individual's eligibility for a non-competitive appointment under this authority cannot be extended beyond the 2 years after the completion of their last PLC project. It is important to understand when an individual's eligibility begins in order to determine when it will expire. The following examples describe when eligibility for a non-competitive hiring would begin:

1. If a qualified individual performs their entire service on PLC projects, they become eligible for a non-competitive appointment upon completion of the end date of the last PLC project provided they have completed the total of 640 hours. The last PLC project may exceed the 640 hours (i.e. 690 hours) requirement; however, the time period for a non-competitive appointment starts on the end date of the PLC project - it does NOT start on the day of the 640 hour completion.

2. If a qualified individual has completed 640 hours or more on an appropriate conservation project that does not include the 120 hours on a PLC project, they are ineligible for a non-competitive appointment until such time as they complete 120 hours on a PLC project. Once the individual works on a PLC project and completes a 120 hours they will be eligible for noncompetitive appointment. The time period for non-competitive appointment starts upon the date of completion of the last PLC project that provides the individual with a cumulative total of 120 hours.

3. If the time period for the 2 year noncompetitive eligibility has ended, the individual will have to complete another appropriate conservation project, which includes 120 hours on a PLC project to re-establish eligibility for the 2 year noncompetitive hiring status.

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**9**. **May an individual eligible for noncompetitive appointment be appointed more than once under this authority?**

An eligible individual may be non-competitively appointed more than once as long as it is still within the 2 year timeframe.

**12. What types of positions are eligible under the PLC noncompetitive hiring authority?**

Individuals may be hired into General Schedule and Federal Wage Schedule positions.

**13. How does an individual report their hours worked on an "appropriate conservation projects"- including hours worked on a PLC project?**

The corps member, supervisor overseeing the conservation project or hiring official can obtain a Public Land Corps hours tracking log from their bureau PLC Coordinator. It is the responsibility of the corps member to complete the Verification of Participant Work Hours for Conservation Projects form and obtain certification from program officials and public land agency supervisors overseeing the conservation projects. At the culmination of their term of service corps members should submit their completed and signed Verification of Participant Work Hours for Conservation Projects form to a designated supervisor within the Department for whom the corps member last worked. The corps member will receive “Certification of Eligibility for noncompetitive Hiring Based on PLC Service” from a designated agency official advising them of their eligibility for the PLC non-competitive hiring status.