

FOIA MARKER

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Collection/Record Group: Clinton Presidential Records

Subgroup/Office of Origin: Americorps

Series/Staff Member: General Files

Subseries:

OA/ID Number: 24238

FolderID:

Folder Title:

[Americorps Member Rosters - 1995 Program Year - By State] [Folder 2]: [3]

Stack:

S

Row:

66

Section:

1

Shelf:

1

Position:

1

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. memo	[Personally Identifiable Information] [partial] (3 pages)	09/05/1995	b(6)

COLLECTION:

Clinton Presidential Records
AmeriCorps
General Files
OA/Box Number: 24238

FOLDER TITLE:

[AmeriCorps Member Rosters-1995 Program Year-By State [Folder 2]:[3]]

2013-0661-F
rs3877

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

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Tennessee

Divider Title: _____

ST	LNAME	FNAME	TRUST		ID	AGENCY	HRS	REASON
			STAT					
TN	KARNITZ	STEPHEN	N		0000			
TN	MARSHALL	STEPHANIE	R		L25N	WRONG SITE CODE,	NOT NRCS	
TN	RAMSEY	RONALD			L25M	NRCS	548 hrs,	medical problems



United States
Department of
Agriculture

Natural
Resources
Conservation
Service

480 One Eleven Place
Cookeville, Tennessee 38506

file copy

Subject: PER - AmeriCorps
Resignation of Ronald Ramsey

Date: March 9, 1995

To: John T. Harris
Rural Development Specialist
Nashville, Tennessee

File Code: 360 - 12

Enclosed is a letter of resignation from AmeriCorps Member Ronald Ramesy. Mr. Ramsey has experienced considerable health problems since late December, and feels that he simply cannot continue as an AmeriCorps Member.

Mr. Ramsey's overall performance until his illness has been very good and we certainly hate to lose him from the program.

Since Mr. Ramsey is resigning because of health reasons, I feel that his resignation should be considered for "compelling personal circumstances, which would allow him to receive a partial educational award. It is my understanding that this decision will be made by the Corporation for National Service.

Should you need additional information from myself, or from Mr. Ramsey, please do not hesitate to contact me.

Jim W. Lansford

JIM W. LANSFORD
RC&D Coordinator

Enclosures Attachments

cc:

TTU Box 8104
Cookeville, TN 38505
10 February 1995

Mr. Jim Lansford
480 One Eleven Place
Cookeville, TN 38506

Dear Jim:

i regret to inform you of my recent decision to resign from the AmeriCorps program. Friday, 24 February 1995 will be my last day of service.

For the last several weeks, I have had a hard time getting over several bouts with illness. I have been unable to take the appropriate measures to recover and rest. My performance has suffered greatly and I have not been able to perform to the level needed to fulfill the objectives. Seeing that the program is a full-time assignment, I no longer feel that I can continue in this capacity.

I have learned a great deal about my career choice of education through the environmental education aspect of the program and thank you for the opportunity to serve. I also would like to apologize for the inconvenience that my resignation may cause. Thank you for your time and attention.

Sincerely,



Ronald P. Ramsey



United States
Department of
Agriculture

Natural
Resources
Conservation
Service

235 Oil Well Road
Jackson, Tennessee 38305-7914

August 8, 1995

Mr. John T. Harris
State Rural Development Specialist
USDA-Natural Resources Conservation Service
675 U.S. Courthouse
801 Broadway
Nashville, Tennessee 37203

Dear John,

This letter is in regards to Carissa Hayes, Americorps Member, the completion of her work term and its subsequent effect on her education award. As of Pay Period 15, Carissa had completed 1,363 hours of her 1,700 service hours. This leaves a balance of 337 hours for her to complete by October 1. Carissa is planning to complete these 337 hours by October 1, 1995, and should be able to barring any unforeseen obstacles.

In the event she cannot finish, I request that Carissa receive a prorated educational award based on the number of hours completed. I base my request on the following reasons and circumstances.

1. Due to our difficulties in recruitment in this area (documented) Carissa was recruited with the understanding she would be allowed to attend college during her service. Carissa has carried a course load of 12 hours and 9 hours, respectively, for two semesters.
2. During our orientation, on Page 3 of the original Americorps Manual, and under Common Questions and Answers "What is the amount of the award I will receive?", it was stated that if you complete a reduced part-time term of service, you will receive the amount that is in proportion to the amount of service completed. Also on Page 103 of the new Americorps Manual, the last paragraph states - if a member completes the program but fails to earn 1,700 hours by the end of the program because she/he had too many unexplained absences, then if the program is certified successful completion, then the member may get a part-time education award for at least 900 hours of service.

2

John T. Harris
August 8, 1995

3. A previous Americorps Member within our work unit resigned due to her husband's relocation. This Americorps Member was 8 hours short of her 15 percent of time needed to receive a partial education award. I was contacted over 6 weeks later and told if this member wished to work these 8 hours, they could receive their prorated education award. According to the Americorps Manual - moving is not a compelling reason.

Based on the listed circumstances, we presumed that a prorated educational award was available.

Carissa has done an excellent job this past year and has exceeded her objectives by 200 percent. The Americorps program is about getting things done, strengthening communities, encouraging responsibility, and expanding opportunities for not only the public in general but the Americorps members as well. Carissa has been a definite asset to our area and the Americorps program has helped her to grow and mature as well.

As a result of her work during her service as an environmental educator, Carissa now plans to pursue a teaching career. I hope we can arrive at a fair solution to this dilemma in the event Carissa cannot complete her hours of service.

Sincerely,



A. CHRIS MOYERS
RC&D Coordinator

TRANSMITTAL OF INFORMATION VIA FACSIMILE MACHINE



United States
Department of
Agriculture

Natural
Resources Conservation
Service

Number of pages: Transmittal sheet plus 0 Date: 9/5/95

TO: Dee DiFiore
AmeriCorps Office, NRCS, NHQ

Facsimile Phone (202) 690-0639

FROM: **John T. Harris**, State Rural Development Specialist

Address 675 USCH, Nashville, TN 37203

Office Phone 615-736-5472

Facsimile Phone 615-736-7135

Comments: In response to your question concerning Stephen Grayson, former AmeriCorps Member in Campbell County Tennessee, I have the following information:

Mr. Grayson worked 620.5 hours as an AmeriCorps Member. He quit the AmeriCorps Program, voluntarily, to accept full-time employment with the Division Of Forestry, State Of Tennessee.

JOHN T. HARRIS

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Texas

Divider Title: _____

<u>ST</u>	<u>LNAME</u>	<u>FNAME</u>	<u>TRUST</u> <u>STAT</u>	<u>ID</u>	<u>AGENCY</u>	<u>HRS</u>	<u>REASON</u>
TX	MANGUM	JAMES	N	G30B	RECD		

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Vermont

Divider Title: _____

ST	LNAME	FNAME	TRUST		ID	AGENCY	HRS	REASON
			STAT					
VT	CRONIN	KALE	N		A010	FNS		
VT	FLANNEY	MICHAEL	N		A010	FNS		
VT	WHELAN	JOSEPH	N		A010	FNS		

F A X C O V E R S H E E T

FAX

**USDA
GREEN MOUNTAIN NATIONAL FOREST
AMERICORPS
NATIONAL SERVICE ACADEMY
16 COLLEGE STREET
POULTNEY, VERMONT 05764-1199
802-287-2590
FAX 802-287-8099**

DATE: 9-5-95

TO: Dee DiFior

COMPANY: USDA

FAX NO: 202 690-0639

INCL. COVER PAGE: 7

NOTES:

YOUTH CORPS™

Vermont Youth Conservation Corps

September 5, 1995

Dee DiFiore
United States Department of Agriculture
Washington, DC 20525

Dear Ms. DiFiore,

This is written in reference to the September 6, AmeriCorps Members partial education award committee meeting. The following materials pertain to former AmeriCorps Members in the Vermont, Green Mountain National Forest, USDA Public Lands and Environment AmeriCorps program.

Per our conversation, I am providing you with information on two former AmeriCorps Members, Richard Thierren and Maurice Cloutier.

Richard Thierren was an AmeriCorps Member in good standing through July 24, 1995. On July 25, 1995, Richard resigned from the program and left the National Service Academy residential center. Richard resigned without communicating his intentions with anyone on the program staff and without fulfilling some administrative and crew responsibilities. However, immediately prior to his departure, Richard explained his reasoning for leaving the program to a couple of fellow AmeriCorps Members. It appears he left as a result of building frustrations with the program and interpersonal crew dynamics. Richard was frustrated pretty much throughout the program year and apparently he just did not want to deal with it anymore. Furthermore, Richard was concerned that he put himself in a difficult position in regards to meeting his 1700 hour AmeriCorps commitment within the scheduled program year. The program has tried on numerous occasions to contact Richard since his departure without any recorded success. Richard has not contacted the program staff.

In my opinion, Richard Thierren's resignation was carried out inappropriately and unprofessionally. However, despite this, I do feel Richard is a strong candidate for a 900 hours part-time educational award. He completed 1,111 community service hours and was an AmeriCorps Member for approximately seven months.

No

103 South Main Street, Waterbury, VT 05671-0606
TEL: 802-241-3699 FAX: 802-244-1481 TDD: 800-253-0191

Maurice Cloutier was an AmeriCorps Member in good standing through July 27, 1995. On July 28, 1995, Maurice resigned from the program. Maurice expressed his intentions to resign with me via the telephone approximately four days prior to his departure. Maurice completed his weekly work responsibilities, wrote a letter of resignation, and then left the program.

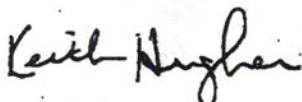
Maurice resigned from the program for reasons that concentrated around being frustrated with the direct service work projects, frustrated with fellow crew members, and a program schedule that conflicted with his personal schedule - he decided to return to college for the fall 1995 semester. In addition, Maurice secured another employment opportunity that he felt better suited his needs prior to returning to school. No

In my opinion, Maurice Cloutier is a strong candidate for a 900 hours part-time educational award. He completed 1,205 hours and was an AmeriCorps Member for approximately seven months.

This response has been completed at a moments notice. I first heard about this policy consideration this morning, September 5, 1995. Moreover, this report is completed in support of the above mentioned AmeriCorps Members receiving a 900 earned hours post-service benefit. However, this policy amendment contradicts the principles of this program. I have been clear to corps members throughout the service term that there would not be prorated benefits unless corps members depart for compelling personal circumstances. This program year was based on a commitment to a full-time term of National Service, not a commitment to I can leave anytime after 900 hours if I so choose and still earn an educational award. Please inform me on the outcome of the committee meeting, and if possible provide me with a copy of the meeting minutes.

I welcome your comments and look forward to hearing the results of the review committee. Please inform me of the decisions regarding Richard and Maurice as soon as possible.

Sincerely,



Keith Hughes
National Service Director
Vermont Youth Conservation Corps

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. memo	[Personally Identifiable Information] [partial] (3 pages)	09/05/1995	b(6)

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2013-0661-F

rs3877

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b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

103 South Main Street,
Waterbury, VT 05671-1801
Phone: (800) 360-2577
(802) 241-2577
Fax: (802) 241-2593



The Vermont Anti-Hunger Corps

A project of the Vermont Office of Economic Opportunity



Team USDA

Post-It™ brand fax transmittal memo 7671		# of pages ▶ 3
To Ron deMunbrun	From Bari Gladstone	
Co. USDA / AmeriCorps	Co. VAHC / USDA	
Dept.	Phone # 802-241-2575	
Fax # 202-720-4614	Fax # 802-241-2593	

To: Ron deMunbrun, USDA
From: Bari Gladstone, VAHC *Bari*
Date: 9/5/95
RE: Members who have left and who are recommended for a pro-rated award, and one who has not.

VAHC Members who have left, and are recommended for pro-rated education awards.

1 [redacted] (b)(6) left the program 6/29/95, after completing 1,088 hours of service. I am recommending that she receive a pro-rated award.

[redacted] had been an exemplary VAHC Member, assuming leadership, working hard, and demonstrating her sincere commitment to National Service, hunger work, and the VAHC. I became aware that she had been living in a team residence where she had been experiencing personal and sexual harassment caused by another member of her team also residing in the team house. She had been attempting to resolve the situation with her Team Leader, although not representing clearly, the seriousness and on-going nature of the problems caused by this Member, and their powerful affect on her and her ability to perform her service commitments. When I, the Director, was told about the situation by her and the Team Leader, I immediately met with each household Member and the offending Member to find out what had been going on, what was the affect on the other Members and [redacted] I also called the Counsel for the Corporation to find out legally what I could and couldn't do as Director. Based on all that, immediate action was taken, which resulted in my suspending the offending Member, at his agreement, pending his successful completion of residential alcohol treatment, an apology to [redacted] and a responsible follow-up plan. He was also told to move out of the-house immediately.

Because this had been going on a long time, and was a very serious issue for [redacted] she felt that she needed to leave and seek further assistance to deal with this and some other issues, even after action was taken. I felt that the quality of her service, the external nature of the situation, and the fact that it was not in her control to make the offender stop, constituted a compelling circumstance warranting her receiving a pro-rated educational award.

Yes

2. [REDACTED] (b)(6) left the program 8/18/95, after completing 1,285 hours of service. I am recommending that she receive a pro-rated education award.

[REDACTED] came to the VAHC highly recommended, with a history of service and volunteerism, the experience of having overcome personal adversity, and a sincere willingness and courage to take on the new challenges that Membership would present. She also came as the only African-American Corps Member, to this very rural state and service area from inner city Cincinnati, was in the process of attempting to complete her GED after 5 close attempts, and was a recovering alcoholic and drug user. We had several conversations about the difficulties and adjustments she would face that we knew of (both with her, and with her Mentor/teacher/recommender) and she insisted that she felt she could handle it and welcomed the opportunity.

During her service year she developed and worked on several important projects, pursued classes and tutoring in preparation for taking the GED test (she took a trial test and passed!) and struggled with her personal demons, and the difficulties that the program provided for her. She was a Member of [REDACTED] household, and found the offending Member's drinking very difficult to be around. Over a period of time during which I was not aware, she began to drink heavily, became depressed, and chose to surround herself with people who were heavily involved in substance abuse, sometimes bringing them to the team house. When the situation became critical and came to my attention, we met immediately, and she was suspended and asked to leave the team house. She decided to go into residential treatment, and upon completion decided that she needed to devote her full-time efforts to recovering. We agreed that in the program she had made some important accomplishments for which she should be rewarded, and that many circumstances contributed to her having to leave to continue her recovery. Based on the her accomplishments, the barriers she attempted to face, and her working towards health, I am recommending that she receive a pro-rated education award for the service she has accrued based on what I define as compelling circumstances.

3. Darrin Apichell, ss# [REDACTED] will leave the program 9/8/95, after completing 1500+ [to be calculated when completed] hours of service. I am recommending that he receive a pro-rated education award.

Darrin has been a Member who has struggled to focus his tremendous energy and concern into responsible service. He has grown tremendously during his period of service in the VAHC, and has been responsible for the implementation of several significant community partnerships and projects. During this time, he became aware of significant problems occurring with the Mother of his son and her ability to care for him. After a court action, Darrin, who had never lived with his son or spent significant time with him, was given full custody of the three-year old child. Throughout his term of service Darrin has been living in his team's household, so with this new and significant change, he has had to consider the impact of his son coming to live with him, on his ability to perform full-time service (can he get enough childcare, who is available to do childcare, etc...), on his team Members, and on their house and household.

While we attempted to identify resources for him and the team, and to define what needed to happen to facilitate a healthy transition, it became clear that full custody for him involved more than making arrangements. It was going to require him to learn about how to be a parent,

etc. clearly a more than full-time commitment. He and I came to a mutual agreement that he needed to concentrate full-time on his new role of full-time father. We agree that the circumstances and timing resulting in the custody of his son, occurred out of his control, and were compelling enough to warrant his receiving a pro-rated education award. *Yes*

VAHC MEMBER WHO WAS RELEASED FOR CAUSE, NOT BEING
RECOMMENDED FOR A PRO-RATED AWARD

(b)(6)

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Virginia

Divider Title: _____

TRUST

<u>ST</u>	<u>LNAME</u>	<u>FNAME</u>	<u>STAT</u>	<u>ID</u>	<u>AGENCY</u>	<u>HRS</u>	<u>REASON</u>
VA	CRUISE	LEANNE		L25D	NRCS		1036 HRS, SEE ATTACHED
VA	BATES	BRIAN		L25E	NRCS		1402 HRS., SEE ATTACHED

SUBJECT: AmeriCorps Early Termination

DATE: August 14, 1995

TO: Paula Cole Jones

As requested, the following information is provided regarding early termination of AmeriCorps members in Virginia. Two AmeriCorps members have terminated service prior to completing their 1700-hour appointments:

Brian Bates, started on October 3, 1994; ended on June 24, 1995, with 298 hours not completed.

Leanne Cruise, started on November 13, 1994; ended on May 31, 1995, with 664 hours not completed.

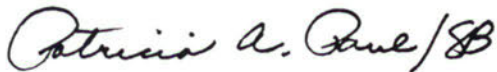
Leanne Cruise terminated her service in order to return to college to earn a degree in nursing. She had registered for the fall semester and would have been able to finish her 1700-hour appointment except for the fact that in order to matriculate in the nursing program in the fall of 1995, she was required to take two prerequisite courses in summer school. She therefore left on May 18, and immediately began school to complete these two courses. Otherwise she would have had to wait one full year to be able to enroll in the nursing program. Leanne did not request a prorated education award.

Brian Bates terminated his service in order to accept a full-time teaching position at Longwood College. As part of his employment agreement, Brian was required to participate in an orientation program for new professors beginning in August. The time needed to attend this program and to prepare curriculum for the classes he would begin teaching at the end of August, made it unfeasible for him to complete his remaining service hours, even on a part-time basis.

Brian has done an exceptional job and has completed all the objectives established for this position. The net return to the local community from his AmeriCorps service has included securing a \$500,000 grant for the Staunton River Battlefield, and completion of the historic research for the permanent displays at the Visitors Center which was opened this spring. He has been recognized at the state and local levels for his outstanding efforts in establishing this major project which will have a long-term impact on tourism and economic development of the region.

Brian has requested a prorated education award. His immediate supervisor recommended he be given the award. After consulting with headquarters, the award was denied at the state level, but forwarded to Washington with a request that NRCS seek a waiver of the requirements for this individual. Background correspondence related to this request is enclosed. To date, Virginia has not been advised of the disposition of the request for the waiver. I have, however, forwarded a copy of the information about establishment of a review board to Brian's supervisor.

If you need any additional information about these two terminations, please let me know.

A handwritten signature in cursive script that reads "Patricia A. Paul" followed by a stylized monogram "PB".

Patricia A. Paul
Program Manager

Enclosures - Brian Bates Correspondence

cc: w/o attachments: Dwight Towler, AC, Farmville
Ray Dorsett, RC&D Coordinator, Keysville

FAX

Date: 7-5-95

Number of pages including cover sheet: 3

To:

Paula Jones
AmeriCorps Director

Phone: 202

Fax phone: ~~804~~ / 690-0639

CC:

From:

PATRICIA A. PAUL

Phone: 804/287-1681

Fax phone: 804/287-1737

REMARKS: Urgent For your review Reply ASAP Please comment

Letter received today from Brian Pates regarding appeal of a decision not to grant "release for compelling reasons" for his educational award. Please advise your disposition relative to sending this to the Corporation for a waiver. I will be sure Brian has information re appeals process.

June 28, 1995

Mrs. Patricia A. Paul
Americorps Program Manager
USDA - NRCS
1606 Santa Rosa Road, Suite 209
Richmond, Virginia

Dear Pat:

Thank you for your letter dated June 20, 1995. I'm certain that it comes as no surprise to you that I am disappointed with the decision reached; that you cannot grant me a release from service based upon "compelling reasons" nor a pro-rated return on the education award that I have earned up to this point. I am quite pleased however, that you have forwarded my request to the National Corporation seeking a modification to the rule and I hope that you will pursue the question as aggressively on my behalf as I intend to. If the Corporation does not render a favorable decision I would, naturally, like to appeal the decision and I would like you to inform me as to when this is necessary and what steps need to be taken. As I'm sure you know, in my discussion with a Corporation for National Service representative I was given information that was contrary to that which you had been given. That inconsistency has, in my opinion, placed me at a disadvantage.

I appreciate the reasons that you state in your letter for seeking this modification; those being my "outstanding service, the fact that you (I) have completed the primary objectives for your (my) project, and that not being released from this contract may jeopardize your (my) opportunity for tenure." Although the current opportunity at Longwood does not involve tenure as an immediate option it is a long-term concern and I appreciate your consideration of it in this context.

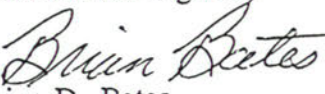
On June 16th, after finding out that I had 282 hours left, rather than the 210 that I had thought, I spoke with Ray Dorsett about the flexible workplace and hours option. Although Ray stated that he would be happy to provide this option, he also said that he thought that it would be very difficult for me to work what amounts to two full-time jobs at the same time and that he wouldn't if he were in my position. I agree with Ray's assessment of this.

In the end, if the Corporation for National Service does not modify its position in this instance what message will it be sending? It will be saying that it does not matter that I have performed those tasks assigned to me in an exemplary fashion and that the commendations that I have received from my supervisor, the Department of Conservation and Recreation, and my congressman are somehow wrong. It will be saying that the key role that I played in watching over the project that I was developing, identifying possible deficiencies, and making appropriate contacts at critical times in order to help secure a \$500,000.00 grant is meaningless. It will be saying that my completion of the tasks assigned to me ahead of schedule and the savings that they will realize by me returning 282 hours of living allowance is of no interest to them. In short, if the Corporation for National Service does not decide to give me the pro-rated education allowance that I have earned, it will be rewarding excellence with mediocrity.

I have "gotten things done" for the Americorps program, however it seems to me that the program's rhetoric of getting things done and doing so without bureaucracy is, for them, simply rhetoric and nothing more.

Before I close I would like to say that it has been my pleasure to have been associated with the staff of the Natural Resources Conservation Service. People in all levels of your organization have always been most gracious towards me. Mr. Ray Dorsett is one of the finest gentlemen and supervisors that I have ever encountered. For your part Pat, I have always appreciated the way in which you have sought to find answers to some very difficult questions in the fairest possible manner. Your candor with me as we have corresponded on this matter is deeply appreciated. I hope that you know that my position on this particular problem in no way diminishes the high esteem with which I hold you personally, or the NRCS generally.

With kindest regards,


Brian D. Bates

cc: Mr. Ray Dorsett
Honorable L.F. Payne

UNITED STATES
DEPARTMENT OF
AGRICULTURE

NATURAL
RESOURCES
CONSERVATION
SERVICE

1606 Santa Rosa Road, Suite 209
Richmond, Virginia 23229-5014

June 20, 1995

*Remailed
July 5, 1995*

Brian Bates
HC-02 Box 64
Buckingham, VA 23921

ask
TR
|
Brian
Bates

Dear Brian:

I have received your letter dated June 2, 1995, requesting release from your AmeriCorps Service contract as of June 24, 1995, in order to accept a teaching position at Longwood College. You asked to be released for "compelling" circumstances and to have your education award prorated.

According to the AmeriCorps member contract and AmeriCorps member orientation materials, "compelling personal circumstances" include: "the member has a serious injury or illness, there is a serious injury, illness or death of an immediate family member and the member is needed to care for or take over the duties of that member, the member is drafted by the Armed Services, or other circumstances which would make it impossible or very difficult for the member to complete the term of service." Electing to terminate service to accept another job is not deemed a "compelling personal circumstance" under these provisions.

Section VI of the member agreement (Release from Term of Service), part (f) states: "if a member discontinues his term of service for any reason other than a release for compelling circumstances, he will receive no portion of the education award or interest payments."

The current AmeriCorps Operations Manual published in June, 1995 describes "compelling circumstances" on page 109, and specifically notes on page 111 that terminating to get a job "would not justify the member receiving an award."

Based on these criteria, I cannot grant you a release from service based upon "compelling reasons" nor can I approve a prorated education award. If you decide to terminate without a release for compelling personal circumstances, you will be considered released for cause.

In your letter, you refer to a "scheduling" problem which will make it impossible or very difficult to complete the remaining 282 hours of service. I have spoken with your immediate supervisor and he has indicated a willingness to provide flexible hours and workplace (including nights and/or weekends) to assist you in completing your term of service by September 30. I would urge you to reconsider this alternative for completing the contract requirements.

To assure that you are fully aware of the appeal process with regard to this determination, I am enclosing a copy of the applicable pages from the current manual. If you have any questions about this process, please talk with your immediate supervisor or call me at 804/287-1681.

We are forwarding your request to the National Corporation to seek a modification to the rule based on your outstanding service, the fact that you have completed the primary objectives for your project, and that not being released from this contract may jeopardize your opportunity for tenure.

We appreciate the good work you have performed "to get things done" for NRCS, the local RC&D Council, and AmeriCorps. I will keep you apprised of any developments related to your request.

Sincerely,



Patricia A. Paul
AmeriCorps Program Manager

Enclosures

cc: Denise Doetzer, State Conservationist
Paula Jones, National AmeriCorps Program Leader
Joel Berg, USDA AmeriCorps Program Director
Ray Dorsett, Old Dominion RC&D Coordinator
Dwight Towler, AC, Farmville AO

UNITED STATES
DEPARTMENT OF
AGRICULTURE

Resource
Conservation
and Development

P.O. Box 58
Keysville, VA 23947
ph. 804-736-8403

Date: June 6, 1995

To: Pat Paul, Assistant State Conservationist
Richmond, VA



From: Ray Dorsett, RC&D Coordinator
Keysville, VA

Subject: AmeriCorp

I was informed on June 2, 1995, that Brian Bates would like to be released from his AmeriCorp contract on June 18, 1995. He has an opportunity to begin work with Longwood College as an adjunct professor with the possibility of being converted to full time in the near future. I am forwarding you a copy of his notification.

The dedication ceremony for Lee's Retreat in March and the opening of the Visitor Center this week-end (June 10) will complete a phase of work Brian has been assigned to perform. Awaiting the completion of these projects, I had not directed Brian to begin any new or extended tasks concerning these activities.

Due to the phase of completion in his work, the outstanding service he has provided, the fact he has worked 89% of his 1700 hours, and this limited opportunity to pursue his career interests, I would consent to Brian being released from his AmeriCorp contract with a pro-rated educational award if it is deemed as "compelling". If you wish to discuss this request I will be in the office on Monday, Tuesday, and after lunch on Thursday.

Enclosure

cc: D. Towler

June 2, 1995

Mr. Ray Dorsett, Executive Director
Old Dominion Resource Conservation and Development, Inc.
P.O Box 58
Keysville, Virginia 23947

Dear Ray:

Since coming on board as an Americorps participant in October, I have spent over 95% of my time working on the Staunton River Battlefield State Park project. As you are aware, my responsibilities with this project will come to an end as the visitors center is dedicated and opened to the public. At the same time a fantastic new opportunity has been made available to me at Longwood College which will help me to realize my long-term goals and aspirations in higher education. Longwood College has asked me to teach an archaeology field school this summer, as well as three anthropology classes in the fall semester, commencing August 21. As you know, I have been teaching evening classes at Longwood for the last year-and-a-half and this offer for more teaching time represents an opportunity in which I have a compelling personal and professional interest.

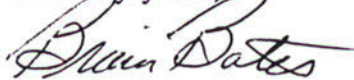
Accepting the offer from Longwood will create a scheduling problem which will make it impossible or very difficult to complete my service with Americorps. I am therefore requesting that I be released from service in Americorps, effective June 18, 1995, under the provision for release from service in my contract which states "...some other circumstance occurs that makes it impossible or very difficult for the member to complete the term of service and the Program deems that circumstance to be compelling."

I am asking that the program director consider the completion of 80% of my allocated time, the completion of my major responsibilities, the special contributions that I have made to my assigned project that were beyond the outlined responsibilities and obligations, and my overall development - personally and professionally - in reaching a determination that my request is a compelling circumstance. If the program director deems this circumstance to be compelling, as is her right under the terms of the contract, then I will be entitled to a prorated educational award. If not, then no award will be granted.

In closing, I want to say that it has been a pleasure and an honor working for you, Ray. I have learned much from you and have benefitted deeply from my association with you.

With kindest regards, I am

Sincerely yours,



Brian D. Bates

cc: Pat Paul

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

Washington

Divider Title: _____

ST	LNAME	FNAME	TRUST STAT	ID	AGENCY	HRS	REASON
WA	BRECK	DAVID			NRCS		RESIGNED, SEE ATTACHED
WA	COOPER	JASON	N	L32B	NRCS		FAILURE TO SHOW, SEE ATTACHED
WA	HURST	REBECCA			NRCS		RESIGNED, SEE ATTACHED
WA	KUBITSCHECK	BARBARA		L32B	NRCS		RESIGNED, SEE ATTACHED
WA	MANSFIELD	MADIA	R	L32B	NRCS		RESIGNED, SEE ATTACHED
WA	MORNING OWL	ERNESTINE	R	L32B	NRCS		RESIGNED, SEE ATTACHED
WA	OZKAN	ARIFE			NRCS		RESIGNED, SEE ATTACHED
WA	ROONEY	DAVID		K15D	NRCS		RESIGNED, SEE ATTACHED
WA	TENNANT, JR	BOBBY	N	L32B	NRCS		RESIGNED, SEE ATTACHED
WA	WINN	RICKY	N	L32B	NRCS		RESIGNED, SEE ATTACHED
WA	ANDREWS	JOSHUA		F180	FS		SEE ATTACHED
WA	HUNTER	COLETTE		F180	FS		SEE ATTACHED
WA	LOVING	EMILY		F180	FS		SEE ATTACHED
WA	MARTIN	MICHAEL		F180	FS		SEE ATTACHED
WA	TILLERY	DAVID		F180	FS		SEE ATTACHED
WA	WRIGHT	BENJAMIN	E	F180	FS		SEE ATTACHED

Case No 1

1

April 27, 1995

Dear Mr. Kreft,

Please accept this letter as my resignation from my position with the AmeriCorps program effective April 27, 1995. I appreciate the opportunity to serve in such a worthwhile program and wish it success in the future. Due to my wedding plans in June of this year, I must consider my financial and future obligations.

Sincerely,



David G. Breck

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IN HUMAN RESOURCES

MAY - 4 1995

NRCS
SPOKANE WA



United States
Department of
Agriculture

Natural
Resources
Conservation
Service

Rock Pointe Tower II, Suite 450
W. 316 Boone Avenue
Spokane, WA 99201-2348

Case # 1.

May 8, 1995

David Breck
317B Nesbitt
Goldendale, WA 98620

Dear David:

We have received your resignation from your volunteer Americorps position with the Natural Resources Conservation Service (NRCS). We regret that you are not able to finish the term of duty that you had originally envisioned.

You should be aware that as you leave the Americorps program, all rights and benefits from that program will cease, and you will not be entitled to receive any portion of the education award or interest payments. If you have any questions regarding your Americorps benefits, you may contact Americorps at (202) 606-5000.

Because you were not classified as a federal employee, you are not eligible for unemployment benefits.

We would like to thank you at this time for your contributions to the NRCS, and for the volunteer spirit that you brought to the Americorps project. Without caring individuals like you, this program could never succeed.

We would also like to thank you in advance for completing the Participant Exit Form you were provided with, and returning it to the Goldendale Field Office. This form will help us better evaluate and improve the Americorps program.

We are glad that you were a part of the Natural Resources Conservation Service/Americorps Team, David, and we wish you the best of luck in all of your future endeavors. If you have any questions, or if we can be of assistance in any way, feel free to call Eileen at (509) 353-2334.

Sincerely,

KPM

KELLI P. MOLLISON
Human Resources Officer

cc: Dave Kreft, DC, Goldendale FO

utilize new word processing software



United States
Department of
Agriculture

Natural Resources
Conservation
Service

Rock Pointe Tower II, Suite 450
West 316 Boone Avenue
Spokane, WA 99201-2348

April 12, 1995

Case #2

Jason R. Cooper
P. O. Box 787
Goldendale, WA 98620

Dear Mr. Cooper:

David Kreft, District Conservationist in Goldendale, WA, reports that you have not shown up for work, nor have you called to explain your absences, since December 12, 1994. He reports that he met with you on January 20, 1995 and told you to report to work on January 23, 1995 or at least inform him that you longer wished to participate in the Program. You did not report to work nor did you call.

On January 26, 1995 Mr. Kreft sent you a letter instructing you to report to work on January 30, 1995. This letter was sent certified, return receipt and was signed for on January 27. You did not report to work as instructed.

On February 13, 1995 Mr. Kreft sent you a certified, return receipt, letter proposing to remove you from the AmeriCorp Program at the Goldendale Field Office effective March 1, 1995. This letter was sent certified to the above address was return unclaimed after 3 notices from the United States Post Office. Since you have not reported to work as instructed on January 20 and again in the January 26 letter I have decided to terminate you from the AmeriCorp Program effective April 12, 1995.

Since you are being terminated before the completion of your agreed to duty, all rights and benefits from the Program will cease, and you will not be entitled to receive any portion of the educational award or interest payments. Because you were not a federal employee, you are not eligible for unemployment benefits.

You are entitled to use both the informal and formal grievance procedures available to USDA employees as outlined in the attached. A grievance must be made within ten (10) calendar days of receipt of this letter. If you have questions on the grievance process you can contact our Human Resources staff at (509)353-2334.

We are sorry that we have had to remove you. Please accept our thanks for your contributions to the Natural Resources Conservation Service and for the volunteer spirit that you brought to the AmeriCorps project.

Sincerely,

KM
PAUL A. TAYLOR JR.
Assistant State Conservationist (Operations)

cc: David L. Kreft, DC, Goldendale FO
Jerry Jacoby, AC, Yakima AO



United States
Department of
Agriculture

Natural
Resources
Conservation
Service

Rock Pointe Tower II, Suite 450
W. 316 Boone Avenue
Spokane, WA 99201-2348

Case # 3

May 8, 1995

Rebecca Hurst
317B Nesbitt
Goldendale, WA 98620

Dear Rebecca:

We have received your resignation from your volunteer Americorps position with the Natural Resources Conservation Service (NRCS). We regret that you are not able to finish the term of duty that you had originally envisioned.

You should be aware that as you leave the Americorps program, all rights and benefits from that program will cease, and you will not be entitled to receive any portion of the education award or interest payments. If you have any questions regarding your Americorps benefits, you may contact Americorps at (202) 606-5000.

Because you were not classified as a federal employee, you are not eligible for unemployment benefits.

We would like to thank you at this time for your contributions to the NRCS, and for the volunteer spirit that you brought to the Americorps project. Without caring individuals like you, this program could never succeed.

We would also like to thank you in advance for completing the Participant Exit Form you were provided with, and returning it to the Goldendale Field Office. This form will help us better evaluate and improve the Americorps program.

We are glad that you were a part of the Natural Resources Conservation Service/Americorps Team, Rebecca, and we wish you the best of luck in all of your future endeavors. If you have any questions, or if we can be of assistance in any way, feel free to call Eileen at (509) 353-2334.

Sincerely,

KPM

GM
KELLI P. MOLLISON
Human Resources Officer

cc: Dave Kreft, DC, Goldendale FO

unity new word. an. AmerResig.doc

April 27, 1995

Dear Mr. Kreft,

Case # 3

Please accept this letter as my resignation from my position with the AmeriCorps program effective April 27, 1995. I have gained useful experiences and am grateful for that opportunity. I am resigning because of financial constraints of my impending wedding and am no longer able to retain a volunteer position.

Sincerely,



Rebecca J. Hurst

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MAY - 4 1995

NRCS..
SPOKANE WA



United States
Department of
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Natural Resources
Conservation
Service

Rock Pointe Tower II, Suite 450
W. 316 Boone Avenue
Spokane, WA 99201-2348

August 7, 1995

Barbara Kubitscheck
P.O. Box 1261
White Salmon, WA 98672

Call #4

Dear Barbara:

We have received your resignation from your volunteer Americorps position with the Natural Resources Conservation Service (NRCS). We regret that you are not able to complete the term of duty that you had originally envisioned.

You should be aware that as you leave the Americorps program, all rights and benefits from that program will cease. Your supervisor has determined that your release is classified as Release for Compelling Personal Circumstances, and as such you may be eligible to receive a pro-rated educational award based on the number of hours you worked. If so, you will be notified by the Corporation for National and Community Service. If you have any questions regarding your Americorps benefits, you may contact Americorps at (202) 606-5000.

Because you were not classified as a federal employee, you are not eligible for unemployment benefits.

We would like to thank you at this time for your contributions to the NRCS, and for the volunteer spirit that you brought to the Americorps project. Without caring individuals like you, this program could never succeed. We would also like to thank you in advance for completing the Participant Exit Form you were provided with, and returning it to the Goldendale Field Office. This form will help us better evaluate and improve the Americorps program.

We are glad that you were a part of the Natural Resources Conservation Service/Americorps Team, Barbara, and we wish you the best of luck in all of your future endeavors. If you have any questions, or if we can be of assistance in any way, feel free to call Eileen at (509) 353-2334.

Sincerely,

KPM

KELLI P. MOLLISON
Human Resources Officer

cc: Dave Kreft, DC, Goldendale FO

7-25-95

Case No 9

AD

Dave,

work out
Unfor

I can no longer participate in the AmeriCorp due to having to care for my grandchildren. I have tried to find daycare, but as you know we have gone through several different daycares and can not place them at this time due to their discipline problems. I thank you for working with me on my situation.

Barbara Kubitschek



United States
Department of
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Natural Resources
Conservation
Service

Rock Pointe Tower II, Suite 450
W. 316 Boone Avenue
Spokane, WA 99201-2348

Case 5.

March 31, 1995

Madia Mansfield
P.O. Box 1378
Goldendale, WA 98620

Dear Madia:

We have received your resignation from your volunteer Americorps position with the Natural Resources Conservation Service (NRCS). We regret that you are not able to finish the term of duty that you had originally envisioned.

You should be aware that as you leave the Americorps program, all rights and benefits from that program will cease, and you will not be entitled to receive any portion of the education award or interest payments. Because you were not classified as a federal employee, you are not eligible for unemployment benefits. If you have any questions regarding your Americorps benefits, you may contact Americorps Care at (202) 393-1135 from 8:30 a.m. to 5:00 p.m. EST, Monday through Friday.

We would like to thank you at this time for your contributions to the NRCS, and for the volunteer spirit that you brought to the Americorps project. Without caring individuals like you, this program could never succeed.

We would like to ask you to complete the enclosed Participant Exit Form, and return it to the Goldendale Field Office, 1107 S. Columbus Avenue, Goldendale, WA 98620. This form will help us better evaluate and improve the Americorps program.

We are glad that you were a part of the Natural Resources Conservation Service/Americorps Team, Madia, and we wish you the best of luck in all of your future endeavors. If you have any questions, or if we can be of assistance in any way, feel free to call Eileen at (509) 353-2334.

Sincerely,

KPM

KELLI P. MOLLISON
Human Resources Officer

cc: Dave Kreft, DC, Goldendale FO

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Received 3-8-95
ECS Goldendale F.O. Rck

Date: March 7, 1995.

Madia Mansfield

P.O. Box 1378

Goldendale, Wa. 98620

To: David L. Kreeft
District Conservationist
1107 S. Columbus Ave.
Goldendale, Wa. 98620

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MAR 15 1995

NRCS
SPOKANE, WA

This letter is to inform you that as of February 12, 1995 I have resigned from the Americorps program.

There are many reasons I chose to resign at this time. The primary reason is because of my physical health. Constant fatigue and headaches were preventing me from being a productive and affective member of this crew.

When we began our Americorps year here in Goldendale my attitude was positive, I had goals in my life again. That was a good feeling. What I did not anticipate was any changes in my personal life as have occurred.

In conclusion I would like to say I do regret that I am not able to

Case #5

complete the year with Americorps.
After attending the Americorps Open
House here in Goldendale I can see
that the team is doing terrific work.
I will miss being a part of that. Hope
that the rest of your year goes well.

Sincerely,
Madia Mansfield



United States
Department of
Agriculture

Natural
Resources
Conservation
Service

Rock Pointe Tower II, Suite 450
W. 316 Boone Avenue
Spokane, WA 99201-2348

Case 6

April 20, 1995

Ernestine Morning Owl
P.O. Box 1009
Goldendale, WA 98620

Dear Ernestine:

We have received your resignation from your volunteer Americorps position with the Natural Resources Conservation Service (NRCS). We regret that you are not able to finish the term of duty that you had originally envisioned.

You should be aware that as you leave the Americorps program, all rights and benefits from that program will cease. Your supervisor has determined that your release is classified as Release for Compelling Personal Circumstances, and as such you may be eligible to receive a pro-rated educational award based on the number of hours you worked. If so, you will be notified by the Corporation for National and Community Service. If you have any questions regarding your Americorps benefits, you may contact Americorps at (202) 606-5000.

Because you were not classified as a federal employee, you are not eligible for unemployment benefits.

We would like to thank you at this time for your contributions to the NRCS, and for the volunteer spirit that you brought to the Americorps project. Without caring individuals like you, this program could never succeed.

We would like to ask you to complete the enclosed Participant Exit Form, and return it to the Goldendale Field Office, 1107 S. Columbus Avenue, Goldendale, WA 98620. This form will help us better evaluate and improve the Americorps program.

We are glad that you were a part of the Natural Resources Conservation Service/Americorps Team, Ernestine, and we wish you the best of luck in all of your future endeavors. If you have any questions, or if we can be of assistance in any way, feel free to call Eileen at (509) 353-2334.

Sincerely,

KPM

WM KELLI P. MOLLISON
Human Resources Officer

cc: Dave Kreft, DC, Goldendale FO

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Received
4-6-95
And 2. King, PL

April 6, 1995
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IN HUMAN RESOURCES

CNR HP

APR 12 1995

NRCS
SPOKANE WA

Dear Steve;

I regret the choice I have to make to give my resignation to the Army Corps.

Under the circumstances, I have thought of every which way possible to hang on to this job.

I'm glad and appreciative for given the chance to learn while on the crew, but afraid that I might injure myself or another crew member, while my thoughts are else where, but it would make me happy that another would replace me and have the same chance to learn the same things I did.

Please tell crew my thoughts are with them and still enjoyed working with them but most of all, I'll cherish my friendships with those crew I had the opportunity to meet and greet them to Goldendale, whether if they were from far or near. Love You All

Sincerely

Steven King



United States
Department of
Agriculture

Natural Resources
Conservation
Service

Rock Pointe Tower II, Suite 450
W. 316 Boone Avenue
Spokane, WA 99201-2348

June 5, 1995

Case #7

Arife Ozkan
750 Lone Cedar Road
Goldendale, WA 98620

Dear Arife:

We have received your resignation from your volunteer Americorps position with the Natural Resources Conservation Service (NRCS). We regret that you are not able to finish the term of duty that you had originally envisioned.

You should be aware that as you leave the Americorps program, all rights and benefits from that program will cease. Your supervisor has determined that your release is classified as Release for Compelling Personal Circumstances, and as such you may be eligible to receive a pro-rated educational award based on the number of hours you worked. If so, you will be notified by the Corporation for National and Community Service. If you have any questions regarding your Americorps benefits, you may contact Americorps at (202) 606-5000.

Because you were not classified as a federal employee, you are not eligible for unemployment benefits.

We would like to thank you at this time for your contributions to the NRCS, and for the volunteer spirit that you brought to the Americorps project. Without caring individuals like you, this program could never succeed.

We would also like to thank you in advance for completing the Participant Exit Form you were provided with, and returning it to the Goldendale Field Office. This form will help us better evaluate and improve the Americorps program.

We are glad that you were a part of the Natural Resources Conservation Service/Americorps Team, Arife, and we wish you the best of luck in all of your future endeavors. If you have any questions, or if we can be of assistance in any way, feel free to call Eileen at (509) 353-2334.

Sincerely,

KPM

KELLI P. MOLLISON
Human Resources Officer

cc: Dave Kreft, DC, Goldendale FO

Dear Dave, Case # 7

May 19, 1995
Friday

I actually wanted to speak to you in person but you were not around and I had to go to B.Z. Corners. I am afraid I am going to have to call it quits with Americorp. This is a sort of informal resignation since I'm not quite sure how it works. It is just too demanding right now to live out of my van and work. I have not made the adjustment to Goldendale like I had wanted, and I am sure would have, given the opportunity to live somewhere. In addition, I have some financial obligations at home which require my presence.

I have enjoyed working here very much and you have been more than kind in taking me aboard. I greatly appreciate this and thank you for contributing to my furtherment of knowledge and experience. I have many positive thoughts towards your ability to handle yourself and this crew in a very professional way. I think that individuals like yourself will make Americorps seen in a more positive light. My short time here has given me the chance to collect my thoughts on this whole program and feel that I may be able to defend it with justice. I regret that my term has been cut short but there are the stumbling blocks of life I guess. Thursday the 25th of May will be my final day if that meets with your approval. Thank You again!!

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MAY 30 1995

NRCS
SPO

Sincerely,
Arlene
Olsen



United States
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Natural
Resources
Conservation
Service

Rock Pointe Tower II, Suite 450
W. 316 Boone Avenue
Spokane, WA 99201-2348

Case No 8

July 17, 1995

David L. Rooney
P.O. Box 980
Goldendale, WA 98620

Dear David:

Dave Kreft, District Conservationist in the Goldendale Field Office, has informed us of that you notified him by telephone on June 2, 1995 that, effective immediately, you were moving out of the area and resigning from your volunteer Americorps position with the Natural Resources Conservation Service (NRCS). Mr. Kreft asked you at that time for a written letter of resignation. Since we have received no such letter, we are accepting your verbal resignation and will terminate your appointment effective June 2, 1995.

You should be aware that as you leave the Americorps program, all rights and benefits from that program will cease. Your supervisor has determined that your release is classified as Release for Cause, and as such you will not be eligible to receive any portion of the education award or interest payments. If you have any questions regarding your Americorps benefits, you may contact Americorps at (202) 606-5000.

Because you were not classified as a federal employee, you are not eligible for unemployment benefits.

We would like to thank you at this time for your contributions to the NRCS, and for the volunteer spirit that you brought to the Americorps project. Without caring individuals like you, this program could never succeed.

We would also like to ask you to complete the enclosed Participant Exit Form and return it to the Goldendale Field Office, 1107 S. Columbus Avenue, Goldendale, WA 98620. This form will help us better evaluate and improve the Americorps program.

UNITED STATES
DEPARTMENT OF
AGRICULTURE

NATURAL RESOURCES
CONSERVATION
SERVICE

127 S. Columbus Avenue
Goldendale, WA 98620
(509) 773-5823

Subject: AmeriCorps Resignation.

Case No 8

Date: June 21, 1995

To: Kelli Mollison
Human Resources Officer
NRCS
Spokane, Washington

This is to inform you of the verbal resignation of David L. Rooney, Jr. from the AmeriCorps program. The effective date of this resignation is June 2, 1995.

Mr. Rooney informed me by telephone on June 2nd that he was moving out of the area and was resigning from AmeriCorps effectively immediately. I asked him for a letter of resignation at that time. To this date no such letter has arrived and no further communication with him has occurred. He has not reported to work since June 1, 1995.

I recommend that David Rooney be terminated as an AmeriCorps participant. I will process the End of Term of Service form and notify the health benefits carrier of his termination.


DAVID L. KREFT
DISTRICT CONSERVATIONIST

cc: Paul Taylor, ASTC(O), Spokane
Jerry Jacoby, AC, Yakima

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JUN 26 1995

NRCS
SPOKANE, WA



United States
Department of
Agriculture

Natural Resources
Conservation
Service

Rock Pointe Tower II, Suite 450
West 316 Boone Avenue
Spokane, WA 99201-2348

April 13, 1995

C-22 R 9

Ricky S. Winn
P. O. Box 588
White Salmon, WA 98672

Dear Mr. Winn:

David Kreft, District Conservationist in Goldendale, WA, reports that you took leave in early December, 1994 to care for your father. He also reports that he sent you a letter, dated January 25, 1995, that requested you to contact him with a date that you would be returning to work. You did not respond to this request.

On March 3, 1995 Mr. Kreft sent you a certified, return receipt, letter instructing you to respond to him within 3 days of receipt of the letter. This letter proposed to remove you from the AmeriCorp program if you did not report to work or respond. The letter was signed for on March 6, 1995. You did not report to work or respond as instructed. Since you have not responded to Mr. Kreft's letters I have decided to terminate you from the AmeriCorp program effective April 13, 1995.

Since you are being terminated before the completion of your agreed to duty, all rights and benefits from the Program will cease, and you will not be entitled to receive any portion of the educational award or interest payments. Because you were not a federal employee, you are not eligible for unemployment benefits.

You are entitled to use both the informal and formal grievance procedures available to USDA employees as outlined in the attached. A grievance must be made within ten (10) calendar days of receipt of this letter. If you have questions on the grievance process you can contact our Human Resources staff at (509)353-2334.

We are sorry that we have had to remove you. Please accept our thanks for your contributions to the Natural Resources Conservation Service and for the volunteer spirit that you brought to the AmeriCorps project.

Sincerely,

PAUL A. TAYLOR JR.
Assistant State Conservationist (Operations)

cc: David L. Kreft, DC, Goldendale FO
Jerry Jacoby, AC, Yakima AO



United States
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Agriculture

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Conservation
Service

Rock Pointe Tower II, Suite 450
West 316 Boone Avenue
Spokane, WA 99201-2348

Case 10.

April 12, 1995

Bobby J. Tennant, Jr.
P. O. Box 1254
Goldendale, WA 98620

Dear Mr. Tennant:

I have been told that on March 14, 1995 you contacted David Kreft, District Conservationist, and informed him that you were going to be working at another job in Hood River, Oregon. You told him that you would be sending in a letter of resignation from the AmeriCorps program. As of today you have not submitted a letter of resignation; therefore, we will be accepting the March 14 telephone conversation as a verbal resignation.

Our Human Resources staff will be processing your resignation effective March 14, 1995 and will provide you with additional pertinent information.

If it is not your intent to resign from the AmeriCorps program please report back to work at our Goldendale office no later than Monday, April 17, 1995.

I hope that you had an enjoyable and learning experience with AmeriCorp and that you will continue to work toward the preservation and the wise use of all of our natural resources.

Sincerely,

KM
PAUL A. TAYLOR JR.
Assistant State Conservationist (Operations)

cc: David L. Kreft, DC, Goldendale FO
Jerry Jacoby, AC, Yakima AO

UNITED STATES
DEPARTMENT OF
AGRICULTURE

NATURAL RESOURCES
CONSERVATION
SERVICE

1107 S. Columbus Avenue
Goldendale, WA 98620
(509) 773-5823

Subject: 360/PERS - AmeriCorps Termination

DATE: April 3, 1995

To: Kelli Mollison
Human Resources Officer
NRCS
Spokane, Washington

This documents my telephone conversation with Bobby J. Tennant, AmeriCorps participant, on March 14, 1995. In that conversation Mr. Tennant informed me he was working full time at another job in Hood River, Oregon. He indicated that he would be sending me a letter of resignation from the AmeriCorps program. As of this date I have not received that letter.

Mr. Tennant's last day of work was February 23, 1995. He made no effort to contact me in the interim. I finally tracked him down through his girl friends telephone number.

In the absence of the promised letter of resignation and his unexcused absence from work I recommend that he be terminated from the AmeriCorps program at the earliest possible date.


DAVID L. KREFT
DISTRICT CONSERVATIONIST

cc: Jerry Jacoby, AC, Yakima
Paul Taylor, ASTC(O), Spokane

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

West Virginia

Divider Title: _____

<u>ST</u>	<u>LNAME</u>	<u>FNAME</u>	<u>TRUST</u> <u>STAT</u>	<u>ID</u>	<u>AGENCY</u>	<u>HRS</u>	<u>REASON</u>
WV	RUSSELL	AARON	N	E25D	FS	1036.5,	EMPLOYMENT

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Wisconsin

Divider Title: _____

ST	LNAME	FNAME	TRUST STAT	ID	AGENCY	HRS	REASON
WI	AHMED	AMINAH	N	A030	FNS		
WI	GAMES	MICHAEL	N	A030	FNS		
WI	HAMDAN	ABDUL	N	A030	FNS		
WI	HANSON	SARA	R	A030	FNS		
WI	LOTT	ROSEANN	N	A030	FNS		
WI	MCCOY	CATINA	N	A030	FNS		
WI	MORGAN	JASON	N	A030	FNS		
WI	PRADO	MARITZA	N	A030	FNS		
WI	RODRIGUEZ	REBECCA	N	A030	FNS		
WI	VEGA	AMBROCIO	N	A030	FNS		
WI	WADE	DIONNE	N	A030	FNS		



CONTAINED IN UPDATE #1, 1995

Steve

MEMORANDUM

CORPORATION
FOR NATIONAL
SERVICE

TO: State Commission and Program Directors
FROM: Diana Rodriguez Algra, Director
Americorps USA
Gary Kowalczyk
Acting Chief Financial Officer
SUBJECT: Compelling Personal Circumstances for Americorps Members

We have begun receiving End of Term of Service forms for Americorps Members who are leaving their positions early. Several of you have requested additional guidance for determining the circumstances under which a Member may be released from service and still receive a portion of an education award.

Our regulations state that, in order for this to occur, there must be compelling personal reasons.

An individual who is released from a term of service for compelling personal circumstances, in accordance with §2522.230(a) of this chapter, is eligible to receive a pro-rated education or Stafford loan forgiveness award . . .

(45 CFR Part 2526.30)

The Corporation for National Service allows each program director to decide on a case-by-case basis whether the situation warrants a Member receiving a partial award. The Corporation feels very strongly, however, that the situation must be beyond his or her control.

The following are examples of reasons which could justify the early release of a Member and entitle the person to a portion of an award.

- sickness or critical illness of the Member
- Death or critical illness of a member of the Member's immediate family (spouse, parent, sibling, child, or guardian)

1201 New York Avenue, N.W.
Washington, DC 20545
Telephone 202-696-5000

Doing Things Done
Americorps. National Service
Learn and Serve America
National Senior Service

Termination of a project site if reassignment to another project is not possible.

If a Member leaves Americorps service for any of the reasons noted above, and has served at least 15% of his/her service (or 235 hours for full-time service), the Member would be eligible for a portion of the education award corresponding to the period served.

Generally, the following situations would not justify the Member receiving an award: terminating to go back to school; terminating to get a job; terminating because the Member finds that he or she doesn't enjoy the work; terminating because of size of the living allowance; or terminating to move to another part of the country. While these reasons for leaving may seem justifiable to the Americorps Member, the service activity and the community will suffer. Part of national service is based on a commitment to completing the assignment. If the Member resigns for any of these reasons or other reasons that are within his or her control, the individual should receive no portion of the Americorps education award.

Program directors are to make these determinations and indicate the reason for early termination on the End of Term of Service forms. The decisions should be based on the criteria contained above.

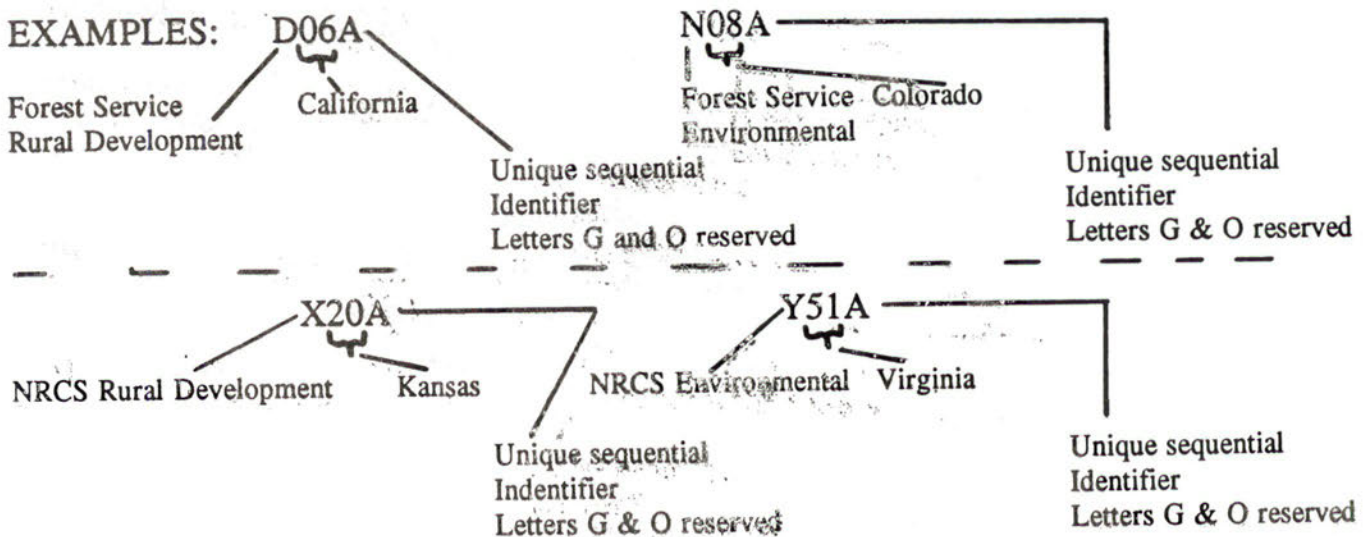
Finally, since we have already begun receiving forms for Members who have ended their service early, it is important that we have a list of all the program personnel who have the authority to certify the circumstances of a Member's departure. This is particularly important if the Member has terminated for compelling reasons and is entitled to a partial award. We cannot make an award to any individual unless we have on file the name of the official who has certified the termination on the Member's End of Term of Service Form.

If you wish to delegate this authority--which you may if you have numerous Members or local project sites--you must send a letter naming those individuals to the National Service Trust, Corporation for National Service, 1201 New York Avenue, NW, Washington, D.C. 20525.

We would like to thank you for the outstanding effort you have shown in processing Americorps Members and gearing up for their term of service. If you have any questions relating to the education award, please call (202) 606-5000, extension 147.

APPENDIX C
DESIGNATION OF AGENCY AND PROGRAM TYPE - FY 1996

- | | | | |
|----------|--|----------|----------|
| C | Food and Consumer Service/Anti-Hunger | | |
| D | Forest Service/Rural Development | | |
| N | Forest Service/Environmental | | |
| P | Rural Housing and Community Development Service/Rural Development | | |
| R | Rural Business and Cooperative Development Service/Rural Development | | |
| T | Consolidated Farm Service Agency/Rural Development | | |
| W | Consolidated Farm Serviced Agency/Environmental | | |
| X | Natural Resources Conservation Service/Environmental | | |
| Y | Natural Resources Conservation Service/Rural Development | | |
| Z | Agricultural Research Service/Environmental | | |
| A | RESERVED | J | RESERVED |
| B | RESERVED | K | RESERVED |
| E | RESERVED | L | RESERVED |
| F | RESERVED | M | RESERVED |
| G | NOT USED | N | RESERVED |
| H | RESERVED | O | NOT USED |
| I | RESERVED | | |



USING THE CITY/COUNTY FINDER

The *Rand McNally City/County Finder* is organized into three main sections:

1) the Index of Towns, 2) the Index of Counties, and 3) the Index of Counties with Towns. Following is a description of the information presented in each of these three sections.

INDEX OF TOWNS

The Index of Towns alphabetically lists each town of 100 or more population for each state and the District of Columbia. Along with each town this Index shows, in capital letters, the county in which the town is located and the FIPS code for the county. (Counties are the primary political subdivision of every state except Alaska and Louisiana, where the county equivalent is Census Division and Parish respectively.)

State and County Codes

In 1973, the U.S. National Bureau of Standards issued the standard code system for states, counties and county equivalents for all states and the District of Columbia. All U.S. government agencies including the Bureau of the Census are using the FIPS (Federal Information Processing Standards) codes because this allows exchange of data between government agencies, between agencies and industry, and throughout the public sector. Since FIPS codes are also widely used in the private sector, they are presented in all three sections of the *City/County Finder* as a convenience to the user of this book.

The following table lists the fifty states and the District of Columbia with their two-digit FIPS codes. When a state code is combined with a three-digit county code, it provides a unique five-digit FIPS code for each individual county or county equivalent in the United States.

State FIPS Codes

Code	Name	Code	Name
01	Alabama	29	Missouri
02	Alaska	30	Montana
04	Arizona	31	Nebraska
05	Arkansas	32	Nevada
06	California	33	New Hampshire
08	Colorado	34	New Jersey
09	Connecticut	35	New Mexico
10	Delaware	36	New York
11	District of Columbia	37	North Carolina
12	Florida	38	North Dakota
13	Georgia	39	Ohio
15	Hawaii	40	Oklahoma
16	Idaho	41	Oregon
17	Illinois	42	Pennsylvania
18	Indiana	44	Rhode Island
19	Iowa	45	South Carolina
20	Kansas	46	South Dakota
21	Kentucky	47	Tennessee
22	Louisiana	48	Texas
23	Maine	49	Utah
24	Maryland	50	Vermont
25	Massachusetts	51	Virginia
26	Michigan	53	Washington
27	Minnesota	54	West Virginia
28	Mississippi	55	Wisconsin
		56	Wyoming