APPENDIX B

HAZARD ANALYSIS PROCESS

B-1. General. The following documents provide sample guidance to assist district and project offices in conducting a District Position Hazard Analysis and associated Project Activity Hazard Analysis as per EM 385-1-1, Safety and Health Requirements Manual.

a. Position Hazard Analysis. A District Position Hazard Analysis (PHA) must be prepared to identify the positions and duties (district-wide) that may warrant the carrying and use of Pepper Spray. This process must identify all positions and duties where the possibility of negative personal confrontations may occur and the use of Pepper Spray would be appropriate.

b. Activity Hazard Analysis. Operations Managers, who have employees identified in the *Position* paragraph of the PHA, must prepare a project Activity Hazard Analysis for each duty listed in the PHA. Activities identified in the Activity Hazard Analysis as high-risk activities will warrant the carrying of Pepper Spray.

I. DISTRICT POSITION HAZARD ANALYSIS

Guidance for determining the mandatory carrying and potential use of Oleoresin Capsicum (Pepper Spray)

Note: This document provides guidance in developing a district Position Hazard Analysis (PHA) for identifying positions and duties (if any) that may warrant the carrying and use of Pepper Spray against humans and animals. A district PHA must identify all positions and duties where the possibility of negative personal confrontations may occur and the use of Pepper Spray might be appropriate. Operations Managers who have employees identified in the Position paragraph of the PHA must prepare a local Activity Hazard Analysis for each duty listed in the PHA. Activities identified in the Activity Hazard Analysis as high-risk activities require the carrying of Pepper Spray. This action is in compliance with paragraph 01.A of EM 385-1-1, Safety and Health Requirements Manual.

POSITION*: Permanent and temporary (Summer hire, Co-op & Stay-In-School) Park Rangers and other personnel (specialists and Park Managers wearing the Class B uniform) grades GS-04 through GS-12 involved in Visitor Assistance Program activities under ER 1130-2-550, Chapter 6, or Natural Resource Stewardship activities under ER 1130-2-540, Chapter 2, who have one or more of the following responsibilities identified in their Job Description.

ANALYZED BY/DATE:

DUTY*	POTENTIAL SAFETY/HEALTH HAZARDS	RECOMMENDED CONTROLS
1.0 Patrol of Project Lands and Waters 2.0 Enforcement of 36 CFR Chapter III, Section 327 (Title 36) 3.0 Handling/Transporting User Revenues 4.0 Shoreline Management 5.0 Boundary Management 6.0 Natural Resources Management 7.0 Interpretation	Possible physical assault or attack by project visitors, domestic and wild animals .	All employee control measures identified in current project Activity Hazard Analyses that pertain to the tasks specified in the Duty Column herein. *Note: Employees must always work within their scope of duties as defined in ER 1130-2-550, Chapter 6 and EP 1130-2-550, Chapter 6, Visitor Assistance Program.*

PROJECT ACTIVITY HAZARD ANALYSIS

Guidance for determining the carrying and potential use of Oleoresin Capsicum (Pepper Spray)

DUTY: 1.0 Patrol of Project Lands and Waters
ACTIVITY: See list below (Principle Steps 1.1, 1.2, 1.3)

The following matrix lists major duties and associated activities performed by Park Rangers. Potential safety/health hazards as well as recommended controls are also detailed.

A Park Ranger's job includes a wide variety of duties and activities. Their planned daily schedule is regularly interrupted by circumstances beyond their control. They are subject to being notified and expected to respond immediately to various situations as they occur. Even planned activities involving the public, which normally would not be considered "high risk," may escalate into a "high risk" situation unexpectedly. As such, Rangers may find themselves in circumstances with the potential for safety and health risks that were unplanned and unexpected. Therefore, authorized Ranger safety equipment must be available for immediate and effective use at all times. Because of this, it is felt that pepper spray, if issued as authorized Ranger equipment, should be worn at all times while on duty, regardless of the particular planned activity.

1 - PRINCIPLE STEPS / ACTIVITIES *	2 - POTENTIAL SAFETY/HEALTH HAZARDS *	3 -RECOMMENDED CONTROLS *
1.1 Patrol in developed recreation areas	Possible confrontation or physical assault or attack by project visitors or other individuals/groups or animals in areas with or without documented incidences of unruly behavior	Employees must be trained in proper procedures and furnished authorized equipment; maintain liaison with County Sheriff as well as the carrying and use of Pepper Spray
1.2 Patrol in undeveloped recreation areas	See Above	See Above
1.3 Lake Patrols	See Above	See Above

4 - RECOMMENDED EQUIPMENT (Pepper Spray)	5 - INSPECTION REQUIREMENTS (Pepper Spray)	6 - TRAINING REQUIREMENTS (Pepper Spray)
Equipment/procedures identified in EP 1130-2-550, Chapter 2 and 6, plus HQ authorized Pepper Spray and holster. Type, quantity and method of carry to be determined prior to CESWD test implementation	Follow manufacture's guidelines for inspection and care of equipment.	Training to comply with ER/EP 1130-2-550, Chapter 6 and district and local requirements. Additional mandatory training for Pepper Spray to follow HQ-sponsored training course, manufacture's guidelines, agency regulations, and project training requirements for proper product use and understanding of product limitations. Formalized HQUSACE-sponsored mandatory training is under development to meet all training/certification requirements.

PROJECT ACTIVITY HAZARD ANALYSIS

Guidance for determining the carrying and potential use of Oleoresin Capsicum (Pepper Spray)

DUTY: 2.0 Enforcement of 36 CFR Chapter III, Section 327, Title 36
ACTIVITY: See list below (Principle Step 2.1)

The following matrix lists major duties and associated activities performed by Park Rangers. Potential safety/health hazards as well as recommended controls are also detailed.

A Park Ranger's job includes a wide variety of duties and activities. Their planned daily schedule is regularly interrupted by circumstances out of their control. They are subject to being notified and expected to respond immediately to various situations as they occur. Even planned activities involving the public, which normally would not be considered "high risk," may escalate into a "high risk" situation unexpectedly. As such, Rangers may find themselves in circumstances with the potential for safety and health risks that were unplanned and unexpected. Therefore, authorized Ranger safety equipment must be available for immediate and effective use at all times. Because of this, it is felt that pepper spray, if issued as authorized Ranger equipment, should be worn at all times while on duty, regardless of the particular planned activity.

1 - PRINCIPLE STEPS / ACTIVITIES *	2 - POTENTIAL SAFETY/HEALTH HAZARDS *	3 - RECOMMENDED CONTROLS *
2.1 Enforcement of Title 36 CFR rules and regulations through use of verbal and written warning/citations by stay-in-school, co-op, summer, and permanent ranger staff.	Possible confrontation or physical assault or attack by project visitors or other individuals/groups or animals in areas with or without documented incidences of unruly behavior	Employees must attend required training including visitor assistance and citation courses. They must be trained in ability to assess situations, proper communication styles, techniques and conflict/dispute resolution. Employees must maintain liaison with County Sheriff and TX Parks & Wildlife. Employees must be furnished and properly trained in use of authorized equipment to include reliable communications equipment and Pepper Spray

4 - RECOMMENDED EQUIPMENT (Pepper Spray)	5 - INSPECTION REQUIREMENTS (Pepper Spray)	6 - TRAINING REQUIREMENTS (Pepper Spray)
Equipment/procedures identified in EP 1130-2-550, Chapter 2 and 6, plus HQ authorized Pepper Spray and holster. Type, quantity and method of carry to be determined prior to CESWD test implementation	Follow manufacture's guidelines for inspection and care of equipment	Training to comply with ER/EP 1130 -2-550, Chapter 6 and district and local requirements. Additional mandatory training for Pepper Spray to follow HQ-sponsored training course, manufacture's guidelines, agency regulations, and project training requirements for proper product use and understanding of product limitations. Formalized HQUSACE-sponsored training is

PROJECT ACTIVITY HAZARD ANALYSIS

Guidance for determining the carrying and potential use of Oleoresin Capsicum (Pepper Spray)

DUTY: 3.0 Handling/Transporting User Revenues
ACTIVITY: See list below (Principle Steps 3.1, 3.2, 3.3)

The following matrix lists major duties and associated activities performed by Park Rangers. Potential safety/health hazards as well as recommended controls are also detailed.

A Park Ranger's job includes a wide variety of duties and activities. Their planned daily schedule is regularly interrupted by circumstances out of their control. They are subject to being notified and expected to respond immediately to various situations as they occur. Even planned activities involving the public, which normally would not be considered "high risk," may escalate into a "high risk" situation unexpectedly. As such, Rangers may find themselves in circumstances with the potential for safety and health risks that were unplanned and unexpected. Therefore, authorized Ranger safety equipment must be available for immediate and effective use at all times. Because of this, it is felt that pepper spray, if issued as authorized Ranger equipment, should be worn at all times while on duty, regardless of the particular planned activity.

1 - PRINCIPLE STEPS / ACTIVITIES *	2 - POTENTIAL SAFETY/HEALTH HAZARDS *	3 - RECOMMENDED CONTROLS *
3.1 Collections of user revenues	Possible confrontation or physical assault or attack by project visitors or other individuals/groups in areas with or without documented incidences of unruly behavior	Employees must be furnished authorized equipment, to include reliable communication equipment. Employees must vary times and routes when collecting fees to avoid establishing a routine pattern. Maintain close liaison with County Sheriff as well as the carrying and use of pepper spray.
3.2 Transportation of user revenues	See Above	See Above
3.3 Storage of user revenues	See Above	See Above

4 - RECOMMENDED EQUIPMENT (Pepper Spray)	5 - INSPECTION REQUIREMENTS (Pepper Spray)	6 - TRAINING REQUIREMENTS (Pepper Spray)
Equipment/procedures identified in EP 1130-2-550, Chapter 2 and 6, plus HQ authorized Pepper Spray and holster. Type, quantity and method of carry to be determined prior to CESWD test implementation	Follow manufacture's guidelines for inspection and care of equipment	Training to comply with ER/EP 1130 -2-550, Chapter 6 and district and local requirements. Additional mandatory training for Pepper Spray to follow HQ-sponsored training course, manufacture's guidelines, agency regulations, and project training requirements for proper product use and understanding of product limitations. Formalized HQUSACE-sponsored training is under development to meet all training/certification requirements.

PROJECT ACTIVITY HAZARD ANALYSIS

Guidance for determining the carrying and potential use of Oleoresin Capsicum (Pepper Spray)

DUTY: 4.0 Shoreline Management
ACTIVITY: See list below (Principle Step 4.1)

The following matrix lists major duties and associated activities performed by Park Rangers. Potential safety/health hazards as well as recommended controls are also detailed.

A Park Ranger's job includes a wide variety of duties and activities. Their planned daily schedule is regularly interrupted by circumstances out of their control. They are subject to being notified and expected to respond immediately to various situations as they occur. Even planned activities involving the public, which normally would not be considered "high risk," may escalate into a "high risk" situation unexpectedly. As such, Rangers may find themselves in circumstances with the potential for safety and health risks that were unplanned and unexpected. Therefore, authorized Ranger safety equipment must be available for immediate and effective use at all times. Because of this, it is felt that pepper spray, if issued as authorized Ranger equipment, should be worn at all times while on duty, regardless of the particular planned activity.

1 - PRINCIPLE STEPS / ACTIVITIES *	2 - POTENTIAL SAFETY/HEALTH HAZARDS *	3 - RECOMMENDED CONTROLS *
4.1 Inspections/Administration of Outgrant Areas.	Possible confrontation or physical assault or attack by project visitors or other individuals/groups or animals in areas with or without documented incidences of unruly behavior	Employees must be trained in proper procedures and furnished authorized equipment including Pepper Spray.

4 - RECOMMENDED EQUIPMENT (Pepper Spray)	5 - INSPECTION REQUIREMENTS (Pepper Spray)	6 - TRAINING REQUIREMENTS (Pepper Spray)
Equipment/procedures identified in EP 1130-2-550, Chapter 2 and 6, plus HQ authorized Pepper Spray and holster. Type, quantity and method of carry to be determined prior to CESWD test implementation	Follow manufacture's guidelines for inspection and care of equipment	Training to comply with ER/EP 1130 -2-550, Chapter 6 and district and local requirements. Additional mandatory training for Pepper Spray to follow HQ-sponsored training course, manufacture's guidelines, agency regulations, and project training requirements for proper product use and understanding of product limitations. Formalized HQUSACE-sponsored training is under development to meet all training/certification requirements.

PROJECT ACTIVITY HAZARD ANALYSIS

Guidance for determining the carrying and potential use of Oleoresin Capsicum (Pepper Spray)

DUTY: 5.0 Boundary Line Maintenance
ACTIVITY: See list below (Principle Steps 5.1 5.2, 5.3, 5.4)

The following matrix lists major duties and associated activities performed by Park Rangers. Potential safety/health hazards as well as recommended controls are also detailed.

A Park Ranger's job includes a wide variety of duties and activities. Their planned daily schedule is regularly interrupted by circumstances out of their control. They are subject to being notified and expected to respond immediately to various situations as they occur. Even planned activities involving the public, which normally would not be considered "high risk," may escalate into a "high risk" situation unexpectedly. As such, Rangers may find themselves in circumstances with the potential for safety and health risks that were unplanned and unexpected. Therefore, authorized Ranger safety equipment must be available for immediate and effective use at all times. Because of this, it is felt that pepper spray, if issued as authorized Ranger equipment, should be worn at all times while on duty, regardless of the particular planned activity.

1 - PRINCIPLE STEPS / ACTIVITIES *	2 – POTENTIAL SAFETY/HEALTH HAZARDS *	3 - RECOMMENDED CONTROLS *
5.1 Survey / marking of project boundary lines	Possible confrontation or physical assault or attack by project visitors or other individuals/groups or animals in areas with or without documented incidences of unruly behavior	Employees must be trained in proper procedures and furnished authorized equipment including Pepper Spray.
5.2 Boundary line fencing	See Above	See Above
5.3 Boundary line disputes/discrepancies	See Above	See Above
5.4 Encroachments/unauthorized activies	See Above	See Above

4 - RECOMMENDED EQUIPMENT (Pepper Spray)	5 - INSPECTION REQUIREMENTS (Pepper Spray)	6 - TRAINING REQUIREMENTS (Pepper Spray)
Equipment/procedures identified in EP 1130-2-550, Chapter 2 and 6, plus HQ authorized Pepper Spray and holster. Type, quantity and method of carry to be determined prior to CESWD test implementation	Follow manufacture's guidelines for inspection and care of equipment	Training to comply with ER/EP 1130 -2-550, Chapter 6 and district and local requirements. Additional mandatory training for Pepper Spray to follow HQ-sponsored training course, manufacture's guidelines, agency regulations, and project training requirements for proper product use and understanding of product limitations. Formalized HQUSACE-sponsored training is under development to meet all training/certification requirements.

PROJECT ACTIVITY HAZARD ANALYSIS

Guidance for determining the carrying and potential use of Oleoresin Capsicum (Pepper Spray)

DUTY: 6.0 Natural Resources Management
ACTIVITY: See list below (Principle Steps 6.1, 6.2, 6.3, 6.4)

The following matrix lists major duties and associated activities performed by Park Rangers. Potential safety/health hazards as well as recommended controls are also detailed.

A Park Ranger's job includes a wide variety of duties and activities. Their planned daily schedule is regularly interrupted by circumstances out of their control. They are subject to being notified and expected to respond immediately to various situations as they occur. Even planned activities involving the public, which normally would not be considered "high risk," may escalate into a "high risk" situation unexpectedly. As such, Rangers may find themselves in circumstances with the potential for safety and health risks that were unplanned and unexpected. Therefore, authorized Ranger safety equipment must be available for immediate and effective use at all times. Because of this, it is felt that pepper spray, if issued as authorized Ranger equipment, should be worn at all times while on duty, regardless of the particular planned activity.

1 - PRINCIPLE STEPS / ACTIVITIES *	2 - POTENTIAL SAFETY/HEALTH HAZARDS *	3 - RECOMMENDED CONTROLS *
6.1 Monitor and protect cultural resources	Possible confrontation or physical assault or attack by project visitors or other individuals/groups or animals in areas with or without documented incidences of unruly behavior	Employees must be trained in proper procedures and furnished authorized equipment including Pepper Spray.
6.2 Agricultural/Grazing lease program	See Above	See Above
6.3 Hunting area monitor	See Above	See Above
6.4 Investigation of illegal activities-Disposal/dumping of waste, prohibited crops	See Above	See Above

4 - RECOMMENDED EQUIPMENT (Pepper Spray)	5 - INSPECTION REQUIREMENTS (Pepper Spray)	6 - TRAINING REQUIREMENTS (Pepper Spray)
Equipment/procedures identified in EP 1130-2-550, Chapter 2 and 6, plus HQ authorized Pepper Spray and holster. Type, quantity and method of carry to be determined prior to CESWD test implementation	Follow manufacture's guidelines for inspection and care of equipment	Training to comply with ER/EP 1130 -2-550, Chapter 6 and district and local requirements. Additional mandatory training for Pepper Spray to follow HQ-sponsored training course, manufacture's guidelines, agency regulations, and project training requirements for proper product use and understanding of product limitations. Formalized HQUSACE-sponsored training is under development to meet all training/certification requirements.

PROJECT ACTIVITY HAZARD ANALYSIS

Guidance for determining the carrying and potential use of Oleoresin Capsicum (pepper spray)

Duty: 7.0 Interpretation
Activity: See list below (Principle steps 7.1, 7.2)

The following matrix lists major duties and associated activities performed by Park Rangers. Potential safety/health hazards as well as recommended controls are also detailed.

A Park Ranger's job includes a wide variety of duties and activities. Their planned daily schedule is regularly interrupted by circumstances out of their control. They are subject to being notified and expected to respond immediately to various situations as they occur. Even planned activities involving the public, which normally would not be considered "high risk," may escalate into a "high risk" situation unexpectedly. As such, Rangers may find themselves in circumstances with the potential for safety and health risks that were unplanned and unexpected. Therefore, authorized Ranger safety equipment must be available for immediate and effective use at all times. Because of this, it is felt that pepper spray if issued as authorized Ranger equipment, should be worn at all times while on duty regardless of the particular planned activity.

1. PRINCIPLE STEPS/ACTIVITIES	2. POTENTIAL SAFETY/HEALTH HAZARDS	3. RECOMMENDED CONTROLS
7.1 Public meetings	Possible confrontation or physical assault by individuals/groups attending meetings.	Employees must be trained in ability to assess situation, proper communication styles and techniques, and confront/dispute resolution. Employees must be furnished and properly trained in use of authorized equipment to include reliable communication equipment and Pepper Spray.
7.2 Outreach programs (civic groups, schools programs)	see above	see above

4. RECOMMENDED EQUIPMENT (Pepper Spray)	5. INSTRUCTION REQUIREMENTS (Pepper Spray)	6. TRAINING REQUIREMENTS (Pepper Spray)
Equipment/procedures identified in EP 1130-2-550, Chapter 2 and 6, plus HQ authorized Pepper Spray and holster. Type, quantity, and method of carry to be determined prior to CESWD test implementation.	Follow manufacture's guidelines for inspection and care of equipment.	Training to comply with ER/EP 1130-2-550, Chapter 6, and district and local requirements. Additional mandatory training for Pepper Spray to follow HQ-sponsored training course, manufacture's guidelines, agency regulations, and project training requirements for proper product use and understanding of product limitations. Formalized HQUSACE-sponsored training is under development to meet all training/certification requirements.