



U.S. Fish & Wildlife Service

Workforce Planning Update

*Midwest Region National Wildlife Refuge System
May 2008*

Midwest Region Refuge System Workforce Plan

On Jan. 17, 2007 the Midwest Region Refuge System released a workforce plan designed to help ensure the ability to complete high-priority mission activities while operating under relatively static annual budgets and increasing operational costs.

The workforce plan outlined a strategy to reduce Refuge field staffing levels by 71 positions, 20 percent of the workforce, by the end of 2009.

The Midwest Region Workforce Plan is available online at:
<http://midwest.fws.gov/refuges>

Workforce Plan Status

As of December 2007, the Midwest Region Refuge System was holding 49 positions vacant.

Fiscal year 2007 and 2008 budget increases allowed the Region to adjust workforce planning targets and begin to fill critical vacancies.

The Region has temporarily frozen the personnel reduction portion of the workforce plan and is in the process of refilling nine currently vacant positions.

In addition, the Region will add six new positions at field stations to meet critical, emerging needs in law enforcement, wildlife management, and visitor services.

Personnel and Operational Funding Levels

Forty (40) positions targeted in the workforce plan, approximately 12 percent of the Region's Refuge System field workforce, will remain vacant.

In fiscal year 2008, all staffed Refuge field stations will be funded at the targeted management capability level of 75 percent salary costs and 25 percent operational costs. (*i.e. 75 percent of a station's operational budget goes solely toward personnel costs.*)

Outlook

The proposed 2009 annual budget returns the National Wildlife Refuge System to static operational funding levels.

U.S. Fish & Wildlife Service Midwest Region



Due to annual personnel and operational cost increases, the National Wildlife Refuge System requires \$15 million in additional funding each year to simply "stay even" and maintain existing personnel levels and operational capabilities.

- National Wildlife Refuge System report