



Pacific Islands

National Wildlife Refuge System Workforce Planning

Background

The U.S. Fish and Wildlife Service's National Wildlife Refuge System is the only network of federal lands dedicated specifically to wildlife conservation.

The National Wildlife Refuge System is currently undergoing a nationwide workforce planning effort. This effort is being conducted to help ensure the Refuge System is able to complete its high priority mission activities in the face of relatively flat annual budgets and increasing personnel and operational costs.

Pacific Islands

National Wildlife Refuge System staff in the Pacific Islands manages 19 national wildlife refuges. These employees manage approximately 1,975,450 acres of land, atolls, reefs, and waters, and host nearly 1 million visitors annually

Workforce Planning

In order to keep personnel costs from completely absorbing required refuge operational funds, the Region must reduce its 251 field staff by 20%, a total of 49.5 positions from Fiscal Years 2005 to 2009.

To meet this target, the Refuge System in the Pacific Islands will have 5.5 of its 73 positions held vacant.

Personnel Losses

The Region is planning to have these positions vacated through natural attrition, retirement, and relocation if needed.

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| Pacific Islands | |
| Number of Refuges: | 19 |
| Total Number of Positions: | 73 |
| Percentage of Workforce Reduced in State: | -8% (5.5/73) |
| The 5.5 position reductions include: | |
| Management Staff: | -1.5 |
| Biological Staff: | -1 |
| Maintenance Staff: | -1 |
| Administrative Staff: | -2 |

Reduction in Management Capability and Visitor Services

Due to this reduction in staff, Pacific Island refuges will not be able to maintain the current level of fish and wildlife management activities or provide the same level of public use opportunities. It is estimated that an 8% reduction in performance measures involving habitat management and visitor services will occur as a result.

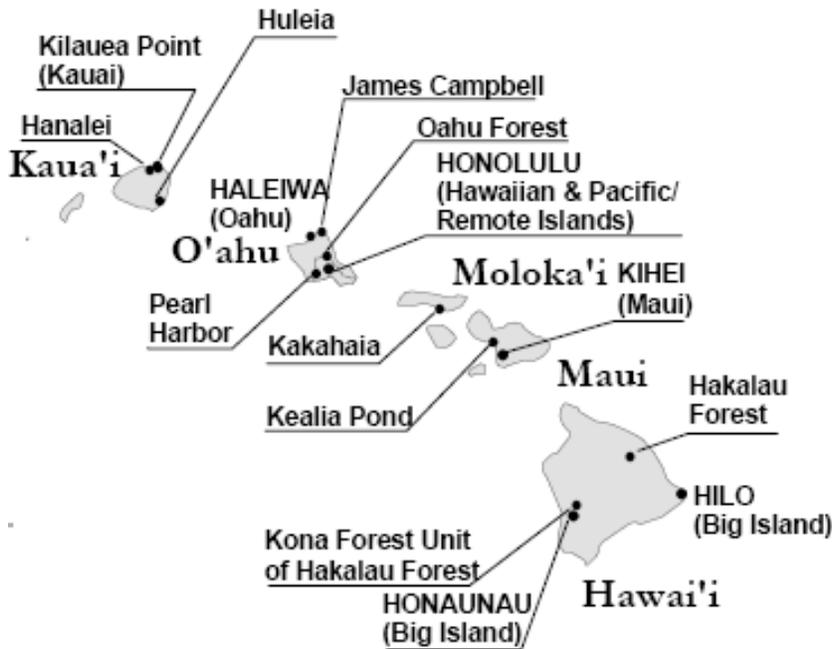
What This Means on the Ground

Habitat management, visitor services, and educational programs across Hawaii and the Pacific Islands will be affected. Each state in the Pacific Region is going to feel the effects of these personnel reductions.

Pacific Island refuge programs will scale back and, in some cases, eliminate biological monitoring projects, invasive species control programs, habitat restoration projects, interpretive activities, environmental education programs, and facility maintenance to a level that the staff can handle effectively.

Efforts to develop and foster partnerships, as well as coordination and cooperative activities with other agencies, entities, etc., will also be reduced.

HAWAIIAN ISLANDS



PACIFIC/REMOTE ISLANDS

