



# Washington

## 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.

### Washington

National Wildlife Refuge System staff in Washington manage 22 national wildlife refuges. These employees manage approximately 343,172 acres of land and host nearly 800 thousand visitors annually.

### Workforce Planning

In order to keep personnel costs from completely absorbing required refuge operational funds, the Region must reduce its 251 refuge field staff by 20%, a total of 49.5 positions from Fiscal Year 2005 to Fiscal Year 2009. To meet this target, the Refuge System in Washington will have 26 of its 93 positions held vacant.

### Reduction in Management Capability and Visitor Services

Due to this reduction in staff, Washington's refuges will not be able to maintain their current level of fish and wildlife management

activities or provide the same level of public use opportunities. It is estimated that a 28% 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 the state will be affected. Each state in the Pacific Region is going to feel the effects of personnel reductions.

### Washington refuges will be doing less

The Washington 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.

**Washington**

Number of Refuges: 22  
 Total Number of Positions: 93  
**Percentage of Workforce Reduced in State -28% (26/93)**  
 The 26 position reductions include:

- Management Staff: - 5
- Public Use Staff: - 2
- Biological Staff: - 6
- Maintenance Staff: - 7
- Administrative Staff: - 6

