



**U.S. Fish & Wildlife Service**

# **Employee Pocket Guide**

*Conserving the Nature  
of America FY2013/14*

**Endangered Species Act**

*40th Anniversary*

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**The U.S. Fish and Wildlife Service** *Employee Pocket Guide* is a tool for every employee. It provides useful information to help you spread the word about America's natural resources and the Service's role in conserving them.

## The Endangered Species Act's 40th Anniversary

When President Nixon signed the Endangered Species Act (ESA) into law on December 28, 1973, he wrote in his signing statement:

“Nothing is more priceless and more worthy of preservation than the rich array of animal life with which our country has been blessed. It is a many-faceted treasure, of value to scholars, scientists, and nature lovers alike, and it forms a vital part of the heritage we all share as Americans.”

At the time, the environmental movement was incredibly active, persuading the President to support and Congress to pass numerous laws such as the Clean Water Act, Clean Air Act, National Environmental Policy Act and Marine Mammal Protection Act.

Congress recognized that “Various species of fish, wildlife, and plants in the United States have been rendered extinct as a consequence of economic growth and development untempered by adequate concern and conservation. Other species of fish, wildlife, and plants have been so depleted in numbers that they are in danger of or threatened with extinction.”

Intent on fulfilling Nixon’s mandate, the authors of the ESA made an unmistakably strong statement on national species protection policy. The ESA provided for the protection of ecosystems, the conservation of endangered and threatened species, and the enforcement of all treaties related to wildlife preservation.

The Endangered Species Act of 1973 is by far the most significant piece of endangered species legislation and is considered one of the world’s most important conservation laws.

Today the Endangered Species Act protects more than 1400 domestic species and 600 foreign species.

During the last 40 years, the Endangered Species Act has been credited with saving 99 percent of those species listed from extinction. Bald eagles, gray wolves, American alligators and brown pelicans all staved off extinction due to ESA protection, and successfully recovered to the point they no longer needed federal protection.

The ESA is a critical safety net for fish, wildlife and plants and has prevented the extinction of hundreds of imperiled species, as well as promoting the recovery of many others, and conserving the habitats upon which they depend.

Today, hundreds of species are stable or improving thanks to management actions of federal agencies, state and local governments, conservation organizations and private citizens. Our partners share a commitment to build on our accomplishments and expand innovative initiatives to further this mission in the future.

For more information on the ESA's 40th Anniversary, please visit [www.fws.gov/endangered/ESA40/index.html](http://www.fws.gov/endangered/ESA40/index.html).

# Introduction to the U.S. Fish and Wildlife Service

## Past and Present

More than a hundred years ago, America's fish and wildlife resources were declining at an alarming rate. Concerned scientists, hunting and angling groups, and citizens joined together to restore and sustain our national wildlife heritage. This was the genesis of the U.S. Fish and Wildlife Service, the principal Federal agency responsible for conserving, protecting, and enhancing fish, wildlife, plants, and their habitats for the continuing benefit of the American people.

Today, the Service enforces Federal wildlife laws, manages migratory bird populations, restores nationally significant fisheries, conserves and restores vital wildlife habitat, protects and recovers endangered species, and helps other governments with conservation efforts. It also administers a Wildlife and Sport Fish Restoration program that distributes hundreds of millions of dollars annually to states for fish and wildlife restoration, boating access, hunter education, and related projects across America. The funds come from Federal excise taxes on fishing and hunting arms and equipment, and on motorboat fuel.

## Conserving Healthy Habitats

Habitat loss is the major reason for the decline of most of the world's fish, wildlife, and plant species. The Service helps conserve habitat through the National Wildlife Refuge System. In addition, the agency works with other public and private landowners to help conserve plant and wildlife ecosystems outside Service lands. To ensure the health of wildlife habitat, employees examine the effects of Federal activities on fish and wildlife species and their habitats, as well as monitor environmental contaminants affecting fish and wildlife.

## Restoring Declining Species

The Service seeks to restore declining species through wildlife conservation and management, enforcing fish and wildlife laws, controlling exotic nuisance species, and informing citizens about how they can help. National wildlife refuges and national fish hatcheries play a critical role in protecting and restoring depleted species.

## Working with Others

Sustaining our Nation's fish and wildlife resources is a task that can be accomplished only through the combined efforts of governments, businesses, and private citizens. The Service works with State and Federal agencies and Tribal governments, helps corporate and private landowners conserve habitat, cooperates with other nations to halt illegal wildlife trade, and works with volunteers at National Wildlife Refuges and other locations across the country.

## Education and Training

A highly trained workforce and an informed public are critical to the future of America's fish and wildlife. The Service conducts conservation training for its employees and natural resource organizations both in the United States and around the world. The Service provides scientific, policy, and educational information to the public.

## Places for Wildlife and People

People and nature are linked in various ways. Wildlife and wild places give people special opportunities to have fun, relax, and appreciate our natural world. Whether through birdwatching, fishing, hunting, photography, or other wildlife pursuits, wildlife recreation contributes millions of dollars to local economies. Our fish and wildlife heritage contributes to the quality of our lives and is an integral part of our Nation's greatness. As citizens of our global community, we can all work together to conserve the nature of our world.

## FWS Fundamentals

### The Mission

The mission of the U.S. Fish and Wildlife Service is, working with others, to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people

### The Vision

We will continue to be a leader and trusted partner in fish and wildlife conservation, known for our scientific excellence, stewardship of lands and natural resources, dedicated professionals, and commitment to public service.

### The Priorities

**NATIONAL WILDLIFE REFUGE SYSTEM:** Conserving Our Lands and Resources

**LANDSCAPE CONSERVATION:** Working With Others

**MIGRATORY BIRDS:** Conservation and Management

**THREATENED AND ENDANGERED SPECIES:** Achieving Recovery and Preventing Extinction

**AQUATIC SPECIES:** National Fish Habitat Action Plan and Trust Species

**CONNECTING PEOPLE WITH NATURE:** Ensuring the Future of Conservation

### The Conservation Principles

**STEWARDSHIP:** Our ethic is to conserve natural resources for future generations.

**PEOPLE:** Our employees are our most valued asset.

**SCIENCE:** Our work is grounded in thorough, objective science.

**PARTNERSHIPS:** We emphasize creative, innovative partnerships.

**PROFESSIONALISM:** We hold ourselves to the highest ethical standards, strive for excellence and respect others.

**LEGACY:** We ensure the future of natural resource conservation by connecting people with nature.

**SERVICE:** It is our privilege to serve the American people.



GDEFF CALL/USFWS

## Chronology of the U.S. Fish and Wildlife Service

For more information log on to <[training.fws.gov/history/index.html](http://training.fws.gov/history/index.html)>.

The Service traces its origins to the U.S. Commission on Fish and Fisheries in the Department of Commerce and the Division of Economic Ornithology and Mammalogy in the Department of Agriculture. Both programs were created to help stem the dramatic decline of the Nation's fish and wildlife resources during the last quarter of the 19th century. The Service's history has closely mirrored the American public's growing concern with conservation and environmental issues for more than 135 years.

**1871** The U.S. Commission on Fish and Fisheries is created by Congress and charged with studying and recommending solutions to the decline in food fishes and to promote fish culture. Spencer Fullerton Baird is appointed the first commissioner. A year later, the Commission's Baird Station in northern California is used to collect, fertilize, and ship salmon eggs by rail to the East Coast.

**1871** The Commission establishes the nation's first fisheries laboratory (Woods Hole, MA).

**1872** National Fish Hatchery System establishes the McCloud River (California) Hatchery, salmon eggs spawned and shipped to the East Coast, resulting fry stocked.

**1882** The Fish Commission launches the U.S.S. Albatross. It is the first vessel built exclusively for fisheries and oceanographic research. The iron hull, twin-screw vessel was designed to conduct its marine investigations in any part of the world's seas.

**1885** The Division of Economic Ornithology and Mammalogy is established in the Department of Agriculture. With Clinton Hart Merriam appointed its first chief, much of the Division's early work focuses on studying the positive effects of birds in controlling agricultural pests and defining the geographic

distribution of animals and plants throughout the country. The Division later expands and is renamed the Bureau of Biological Survey.

**1900** The Lacey Act becomes the first Federal law protecting wildlife, prohibiting the interstate shipment of illegally taken game and importation of injurious species.

**1903** The first Federal Bird Reservation is established by President Theodore Roosevelt on Pelican Island, Florida, and placed under the jurisdiction of the Biological Survey. Pelican Island and other early Federal wildlife reservations are re-designated "National Wildlife Refuges" in 1942.

**1903** The formally independent U.S. Fish Commission is named the U.S. Bureau of Fisheries. The new Bureau retains the scientific responsibilities of the Fish Commission and incorporates other fishery-related functions (i.e. jurisdiction, supervision, and control over the fur seal of Alaska are assumed from the Department of Treasury).

**1918** The Migratory Bird Treaty Act is passed, implementing the Convention between the United States and Great Britain (for Canada) for the Protection of Migratory Birds. The Act, a landmark in wildlife legislation, provides for the regulation of migratory bird hunting.

**1933–41** Thousands of workers employed by the Civilian Conservation Corps and Works Progress Administration improve habitat and build the infrastructure of more than 50 wildlife refuges and fish hatcheries.

**1934** The Migratory Bird Hunting Stamp Act, popularly known as the "Duck Stamp Act," is passed by Congress. The Act requires the purchase of a stamp by waterfowl hunters. Revenue generated by the stamp is used to acquire important wetlands. Since its inception, the program has helped protect more than 5 million acres of waterfowl habitat.

**1934** Jay Norwood “Ding” Darling is appointed Chief of the Bureau of Biological Survey. Darling’s brief tenure results in a new ambitious course for the agency to acquire and protect vital wetlands and other habitat throughout the country.

**1936** Rachel Carson is hired as a marine biologist by Bureau of Fisheries, rises to become chief editor of publications and writes groundbreaking work *Silent Spring* in 1962.

**1937** The Federal Aid in Wildlife Restoration (Pittman-Robertson) Act is passed by Congress to provide funding through excise taxes on firearms and ammunition to States to help restore and manage wild birds and mammals and their habitat and to educate hunters in safe, ethical hunting practices.

**1939** The Bureaus of Fisheries and Biological Survey are moved to the Department of the Interior and the following year are combined to create the U.S. Fish and Wildlife Service.

**1946** In response to amendments to the Fish and Wildlife Coordination Act, the Service creates a River Basins Study Program to help minimize and prevent damage to fish and wildlife resulting from Federal water projects.

**1947** The Service officially establishes a program recognizing North America’s four migratory bird flyways in an effort to improve management of migratory waterfowl hunting.

**1950** The Federal Aid in Sport Fish Restoration (Dingell-Johnson) Act is passed to create a program funded by excise taxes on fishing equipment for helping States restore and improve America’s fishery resources. It is patterned after the 1937 Federal Aid in Wildlife Restoration Act.

**1964** The Wilderness Act is signed into law. Today the Service manages more than 70 wilderness areas on more than 20 million acres.

**1966** The first piece of comprehensive legislation addressing the management of refuges, the National Wildlife Refuge System Administration Act, is passed. The Act provides new guidance for administering the System and requires that proposed uses on refuges must be “compatible” with refuge purposes.

**1970** The Bureau of Commercial Fisheries, an arm of the Service, is transferred to the Department of Commerce and renamed the National Marine Fisheries Service.

**1973** The Endangered Species Act is passed by Congress to protect endangered plants and animals. Building on legislation passed in 1966 and 1969, the new law expands and strengthens efforts to protect species domestically and internationally. The Service and the National Marine Fisheries Service assume responsibility for administering the Act.



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## Program Information

### Budget, Planning, and Human Resources

4401 N. Fairfax Drive  
Mail Stop: ABHR-5000  
Arlington, VA 22203

Phone: 703/358-2400  
Fax: 703/358-1981

Budget, Planning, and Human Resources has the authority and responsibility to develop policy directives; budget formulation and execution, and resource allocation and analyses, as well as forecasting workforce requirements and facilitating compliance with legal, regulatory, and Departmental policies in all functional areas.

#### Roles and Responsibilities of Divisions

**HUMAN RESOURCES:** Develops and administers human resources policies and programs, workforce and strategic planning, and automation for the most effective management of human resources. HC develops and administers equal opportunity and civil rights policies and programs and is responsible for Affirmative Employment and Diversity, alternative dispute resolution and discrimination complaints, educational partnerships, and accessibility for individuals with disabilities. <[www.fws.gov/humancapital/jobs.html](http://www.fws.gov/humancapital/jobs.html)>

**BUDGET:** Directs and manages the budget formulation process prescribing policies, procedures, and controls, and ensures compliance with Administration objectives and conformance to statutory authorities. Budget maintains control of the budget process and the limitation of funds imposed by Congress and OMB and reviews the status of obligations and expenditures to evaluate program progress and recommends adjustments to policy and economical use of financial resources. <[www.fws.gov/budget](http://www.fws.gov/budget)>

**POLICY AND DIRECTIVES MANAGEMENT:** Develops, administers, and reviews Service-wide policies, systems, and procedures for activities such as directives, information collection, advisory committees, reports and forms management, processes regulations and Federal Register notices, patents and inventions, Alternative Dispute Resolution, FAIR Act Inventory, Competitive Sourcing, and OIG and GAO audits. <[www.fws.gov/policy](http://www.fws.gov/policy)>

**CONSERVATION BUSINESS MANAGEMENT:** Co-leads Service efforts to implement landscape scale conservation using surrogate species as indicators, administers GPRA, coordinating the development and maintenance of the Service's portion of the DOI Strategic Plan, the Service Operational Plan, the performance section of the Service Budget, the DOI Annual Performance Plan and Report, Activity Based Cost Management, and assists efforts to streamline and automate human capital processes and other management systems. <[www.fws.gov/planning/abc](http://www.fws.gov/planning/abc)>

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## Business Management and Operations

4401 N. Fairfax Drive Phone: 703/358-1822  
Mail Stop: 7003-43 Arl. Fax: 703/358-2160  
Arlington, VA 22203 <[www.fws.gov/abmo/Divisions/divisions.asp](http://www.fws.gov/abmo/Divisions/divisions.asp)>

Business Management and Operations is an integral part of the Service's day-to-day operations, providing a foundation and the necessary tools for all natural resource programs to accomplish their mission. Functional areas include financial management, engineering, contracting and facilities management, Service-wide occupational safety and health, and economic analysis.

### Roles and Responsibilities of Divisions

**FINANCIAL MANAGEMENT:** Directs accounting and financial operations focusing on accounting policies, funds control, financial internal controls, travel, charge card administration, cash management, debt collection, cost recovery, investments, and internal/external financial reporting.

**ENGINEERING:** Directs the Service's engineering, construction, dam safety, bridge safety, seismic safety, energy management, and environmental and facilities compliance activities.

**CONTRACTING AND FACILITIES MANAGEMENT:** Develops policy and manages programs for Federal acquisition, personal property, government quarters, space leasing, and the motor vehicle fleet. Also manages office facilities at the Washington, D.C. headquarters.

**SAFETY AND HEALTH:** Develops and administers safety and occupational health policies and procedures to prevent and reduce employee injuries and work-related illnesses.

**ECONOMICS:** Conducts economic analyses to meet legislative requirements and Executive Orders and provides programs with technical assistance on economic and related social science analyses to assist programs in achieving conservation goals and objectives.

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## Communications

4401 N. Fairfax Drive Phone: 703/358-2220  
Mail Stop: AEA-330 Fax: 703/358-1780  
Arlington, VA 22203 <[www.fws.gov/news/contacts.html](http://www.fws.gov/news/contacts.html)>  
and <[onlinepressroom.net/fws](http://onlinepressroom.net/fws)>

The Division of Communications, located in External Affairs, works to ensure information about Service activities is provided to the public in a timely way and in formats the public can easily access, use, and understand. The office works with the news media and Service programs to coordinate communication on often controversial issues. Most of all, Public Affairs staff are a valuable resource for Service employees seeking guidance and assistance in developing effective communications strategies for their programs, as well as for employees dealing with direct inquiries from the media.

### Roles and Responsibilities

Communications consists of two branches: Public Affairs and Internal Communications.

#### *Public Affairs*

- Responds to inquiries from the news media, constituent groups, and the public.
- Keeps other program areas aware of developments with the media and stakeholder groups.
- Helps develop communications and outreach strategies for emerging issues and crisis events.
- Works with Service Leadership and Program Offices to continually enhance internal and external communications techniques and improve current methods.
- Maintains the Service's intranet site to provide employees with current government and Service news, tools and information.
- Develops and reviews news releases and the Service newsletter, *Fish and Wildlife News*

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## Congressional and Legislative Affairs

4401 N. Fairfax Drive  
Mail Stop: AEA-330  
Arlington, VA 22203

Phone: 703/358-2240  
Fax: 703/358-1780  
<[www.fws.gov/laws](http://www.fws.gov/laws)>

The Division of Congressional and Legislative Affairs (CLA) is the Service's primary point of contact with Congress and is responsible for the Service's legislative agenda and congressional relations program. Located within External Affairs, CLA also coordinates congressional and legislative activities with the Service's Regional Congressional Liaisons.

In FY2008, CLA, working with the Service's programs, regional and field offices, and partner organizations, organized more than 18 congressional hearings; coordinated more than 250 congressional briefings, meetings, and field trips; handled hundreds of congressional calls and correspondence; and reviewed several hundred legislative referrals.

### **Roles and Responsibilities** *Congressional and Legislative Affairs staff:*

- Develop and promote the Service's legislative agenda including making recommendations for initiatives to the Service Directorate.
- Prepare legislative priorities, review and report on legislation referred by the Department of the Interior; and coordinate the Service's views with other bureaus and offices to achieve Service objectives.
- Educate Congress about Service programs and accomplishments.
- Inform Service leadership, programs, and regional and field offices about congressional actions and legislative activities.
- Serve as the main point of contact with Members of Congress and committees.
- Provide information and materials in response to congressional inquiries and other assistance as required by Members of Congress.

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## Ecological Services

4401 N. Fairfax Drive  
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Arlington, VA 22203

Phone: 703/358-2171  
Fax: 703/358-1735  
<[www.fws.gov/endangered](http://www.fws.gov/endangered)>

### **Endangered Species**

The Endangered Species Act of 1973 (ESA) recognizes that fish, wildlife, and plants "are of esthetic, ecological, educational, historical, recreational, and scientific value to the Nation and its people." The ESA is administered by the Service and the Commerce Department's National Marine Fisheries Service (NMFS). The Service has primary responsibility for conservation of terrestrial and freshwater organisms, while the responsibilities of NMFS are centered mainly on estuarine and marine species. The Service's program has two major goals: 1) recover listed species, and 2) conserve species-at-risk (candidates and other species-at-risk) so that listing under the ESA is not necessary. The conservation of our Nation's imperiled species cannot be achieved by any one agency. The authorities, resources, and cooperation of all partners—States, Tribes, other Federal agencies, non-governmental organizations, industry, private landowners, and other Service programs—are required to meet our conservation objectives.

### **Roles and Responsibilities**

**RECOVERY:** Facilitate and provide leadership for planning and partnering on recovery activities for listed species.

**PROACTIVE CONSERVATION:** Provide planning and technical assistance to partners to sign conservation agreements and implement actions for candidate and other species-at-risk.

**GRANTS:** Provide funding to States and Territories for species and habitat conservation actions on non-Federal lands.

**LISTING/DELISTING:** Use the best available commercial and scientific data for listing, reclassifying, or delisting species under the ESA; and to identify candidates for listing.

**CONSULTATION:** Federal agencies consult with the Service to address threats to species and their programs and activities may affect.

**CONSERVATION TOOLS:** Provide technical assistance for voluntary conservation tools such as Conservation Banks, Safe Harbor Agreements, Habitat Conservation Plans, and Candidate Conservation Agreements with Assurances, to increase flexibility and certainty for private landowners with listed, candidate, or species-at-risk on their property.

**CONSERVATION PLANNING ASSISTANCE:** Works collaboratively with Federal agencies and project development proponents to recommend fish and wildlife conservation measures early in the NEPA environmental review and approval process. Program biologists supply expert conservation assistance on a wide range of projects such as navigation, flood control, highway, hydroelectric power, wind, and other renewable energy and infrastructure projects.

**SIKES ACT:** Protects ecosystems while meeting the needs of military operations nationwide. Works with the military, the States, and others to develop integrated natural resource management plans for more than 25 million acres on 400 military installations.

**COASTAL BARRIER PROGRAM:** Administers provisions of the Coastal Barrier Resources Act and works with the Congress to digitize and maintain the official Coastal Barrier Resources System maps.

**NATIONAL WETLANDS INVENTORY:** Monitors the Nation's wetlands. Produces digital wetland maps and resource data, and reports on the characteristics, extent, and status of the Nation's wetland, riparian, and deepwater habitats.

**MARINE MAMMAL PROGRAM:** Conducts stock assessment and conservation management work for polar bear, Pacific walrus, the northern and southern sea otter, and West Indian manatee pursuant to the MMPA. Works collaboratively with Alaska

Native organizations on co-management of subsistence harvest, and with Russia on the Polar Bear Bilateral Agreement. Publishes regulations and annual reports to Congress, and advocates for the conservation and protection of the Nation's marine mammal populations.

### **Natural Resource Damage Assessment/Oil Pollution/Contaminants**

Concerns for pollution impacts on fish and wildlife began in the early 1900s when water quality was studied as part of a fisheries research program. In the late 1940s, Service researchers made important strides by studying the effects of pesticides, such as DDT, on fish and wildlife.

National attention focused on the ecological effects of toxic chemicals after former Service employee, Rachel Carson, published *Silent Spring* in 1962. Today, the Division of Environmental Quality is the only Federal program that investigates the effects of pollution, pesticides, and other contaminants on fish and wildlife.

Each year, more than 7 billion pounds of toxic substances are released onto the land, and into the air, water, and underground and more than 4.5 billion pounds of pesticides are used in the U.S. alone and across the world. The toxic impact of these substances is likely to increase with the environmental changes expected from climate change. Two important goals of the division are contaminant prevention and restoration of fish, wildlife, and habitats.

### **Roles and Responsibilities**

Located within Ecological Services, these offices work with other agencies and the private sector to identify and assess effects of contaminants on species and their habitats, prevent toxic-level contaminant exposure to fish, wildlife, and refuge lands, and restore habitats and populations injured by contaminants. We accomplish our goals through:



- Provides the Service information security program to include policies, procedures, compliance, system accreditation and certification, incident reporting/handling, audits/inspections, and associated reporting, and maintains and monitors network security subsystems to ensure a stable and reliable environment for the FWS Networks
- Provides oversight, guidance, and training in support of the Service information technology workforce.

## International Affairs

4401 N. Fairfax Drive  
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Phone: 703/358-2261  
Fax: 703/358-1855  
CITES Permits: (800)358-2104  
<[www.fws.gov/international](http://www.fws.gov/international)>

The Service has international responsibilities under some 40 conventions, treaties, and agreements. Located within International Affairs, the divisions of International Conservation, Management Authority, and Scientific Authority implement these authorities for the benefit of wildlife. International Affairs provides leadership and assistance to other nations for wildlife management, conservation, and protection of global biodiversity. The divisions work with other governments and a variety of non-governmental organizations, scientific and conservation organizations, industry groups, and other interested parties to ensure the effective implementation of treaties and laws and the global conservation of species.

### Roles and Responsibilities

Working with partners around the world to conserve species and their ecosystems, International Affairs:

- Provides technical assistance to fish and wildlife managers in other countries.
- Conserves species at risk through the regulation of sustainable trade and implementation of policies related to international wildlife conservation.
- Works closely with States and Native American Tribes to help ensure conservation of U.S. species in trade.
- Administers Wildlife Without Borders grant programs supporting human and institutional capacity building and conservation research for species and regions.
- Addresses emerging issues, such as climate change, wildlife disease, invasive species, and the illegal bushmeat trade.



Silverspot  
butterfly

JEFF DILLON/USFWS

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## Law Enforcement

4401 N. Fairfax Drive  
Mail Stop LE 3000  
Arlington, VA 22203

Phone: (703)358-1949  
Fax: (703)358-2271  
<[www.fws.gov/le](http://www.fws.gov/le)> and <[www.lab.fws.gov](http://www.lab.fws.gov)>

In 1900, Congress passed the Lacey Act, the first Federal law to protect wildlife. Additional wildlife conservation laws followed, including the Migratory Bird Treaty Act, the Bald Eagle Protection Act, and the Endangered Species Act. All are upheld by Service law enforcement professionals.

Today, Service Law Enforcement contributes to virtually every aspect of wildlife conservation, from protecting endangered species to preserving opportunities for hunting and fishing. Enforcement efforts target potentially devastating threats—illegal trade, habitat destruction, and environmental contaminants. Innovative partnerships with industry groups are improving compliance with wildlife laws and eliminating hazards to wildlife.

Law Enforcement consists of eight regional offices that conduct investigations and inspections throughout the country; a headquarters operation that oversees training, conducts special investigations, and provides policy, intelligence, and administrative support; the Clark R. Bavin National Fish and Wildlife Forensics Laboratory; and the National Eagle and Wildlife Property Repositories.

### Roles and Responsibilities

Law Enforcement investigates wildlife crimes, monitors a \$2.8 billion annual trade in wildlife and wildlife products, and helps Americans obey wildlife protection laws. This work includes:

- Infiltrating smuggling rings that target imperiled animals.
- Preventing commercial exploitation of protected U.S. species.

- Protecting wildlife from environmental hazards and safeguarding habitat.
- Inspecting wildlife shipments to ensure compliance with laws and treaties and detecting illegal trade.
- Using forensic science to analyze evidence and solve wildlife crimes.

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## Migratory Bird Management

4401 N. Fairfax Drive  
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Phone: 703/358-1714  
Fax: 703/358-2217  
<[www.fws.gov/migratorybirds](http://www.fws.gov/migratorybirds)>  
<[www.fws.gov/birds](http://www.fws.gov/birds)>

Migratory birds are some of nature's most magnificent resources. They play a significant ecological, economic, and cultural role in the United States and internationally. The first law calling for international cooperation to conserve migratory birds was passed in 1918. Far-reaching for its time, the Migratory Bird Treaty Act guides the work of the Division of Migratory Bird Management today. The mission of the Migratory Bird Program is to conserve migratory bird populations and their habitats for future generations through careful monitoring and effective management.

### Roles and Responsibilities

*The Migratory Bird Management Program:*

- Assesses, manages, and conserves more than 800 native migratory bird species.
- Develops and implements survey, monitoring, and assessment activities to determine the status of both game and non-game birds.
- Evaluates the effects of human activities and natural conditions on the health of bird populations.

- Conducts hundreds of annual surveys across key breeding, migration, and wintering areas, and supports the National Aviation Manager in the Office of Aviation Management.
- Plays a central role in working with others to develop and implement local, regional, national, and international bird management plans, including Partners In Flight, U.S. Shorebird Conservation Plan, North American Waterbird Conservation plan, and the North American Waterfowl Management Plan.
- Provides opportunities, through the issuance of permits and regulations, for organizations and individuals to participate in migratory bird activities, such as hunting, scientific research, rehabilitation of injured birds, education, falconry, and taxidermy, as well as control of overabundant species.

### **National Activities**

The national program office provides guidance on national, international, and regional policy matters that directly relate to migratory bird management. This office works in conjunction with the Service Directorate, Regional Offices, and regional Migratory Bird Program staff.

### **Regional Activities**

Migratory Bird Management Program biologists in each Service region plan and implement program objectives on regional and local levels. Regional migratory bird biologists provide policy guidance, issue migratory bird permits, participate in monitoring and habitat conservation strategies, and conduct outreach and education initiatives.

### **The Division of Bird Habitat Conservation**

Providing leadership in the conservation of migratory bird habitat through partnerships, grants, and outreach for present and future generations.

### **Roles and Responsibilities**

Located within the Migratory Bird Program, the Division of Bird Habitat Conservation:

- Administers the North American Wetlands Conservation Act Standard and Small Grants Programs, which provide matching grants to organizations and individuals who have developed partnerships to carry out wetlands conservation projects in the United States, Canada, and Mexico. <[www.fws.gov/birdhabitat/Grants/NAWCA/index.shtml](http://www.fws.gov/birdhabitat/Grants/NAWCA/index.shtml)>
- Administers the Neotropical Migratory Bird Conservation Act Grants Program, which supports public-private partnerships that promote the long-term conservation of Neotropical migratory birds and their habitats in the United States, Latin America, and the Caribbean. <[www.fws.gov/birdhabitat/Grants/NMBCA/index.shtml](http://www.fws.gov/birdhabitat/Grants/NMBCA/index.shtml)>
- Provides national leadership in the United States for the North American Waterfowl Management Plan and staff support to the Plan Committee and the Plan Committee's Science Support Team. <[www.fws.gov/birdhabitat/NAWMP/index.shtml](http://www.fws.gov/birdhabitat/NAWMP/index.shtml)>
- Supports nearly two dozen migratory bird joint ventures—collaborative, regional partnerships comprising government agencies, non-profit organizations, corporations, tribes, and individuals who work to implement bird conservation plans within specific geographic areas or for specific species. <[www.fws.gov/birdhabitat/JointVentures/index.shtml](http://www.fws.gov/birdhabitat/JointVentures/index.shtml)>
- Supports conservation work conducted under Partners in Flight, U.S. Shorebird Conservation Plan, and North American Waterbird Conservation Plan, and provides staff support for the North American Bird Conservation Initiative. <[www.fws.gov/birdhabitat/Plans/index.shtml](http://www.fws.gov/birdhabitat/Plans/index.shtml)>
- Administers the Migratory Bird Hunting and Conservation Stamp (Duck Stamp) and the Junior Duck Stamp programs. <[www.fws.gov/duckstamps](http://www.fws.gov/duckstamps)>



■ The **BRANCH OF WILDLIFE RESOURCES** oversees wilderness policy and refuge-specific issues, such as invasive species and pest management; biological support; water rights, management, and use; marine resources; contaminants; and migratory birds and endangered species. It also provides leadership in policy development and implementation; technical assistance and oversight in the development of Comprehensive Conservation Plans and step-down management plans; reviews proposals to create new or expand existing refuges; develops products, materials, and training courses to facilitate consistent implementation and application of policy; and provides budgetary information on refuge planning and policy issues.

■ The **BRANCH OF AIR QUALITY** supports air quality monitoring, regulation development and initiatives, and training and planning.

■ The **FIRE MANAGEMENT BRANCH** provides policy, oversight, and scientific/technical support for managing fire on Service lands. This includes fire preparedness; fire suppression and emergency fire rehabilitation; hazardous fuels reduction; rural fire assistance; policy, procedures, and standards development; and coordination of the Service's interagency fire involvement, including serving as the contact for the Department's Office of Wildland Fire Coordination.

The **DIVISION OF REFUGE LAW ENFORCEMENT** provides policy, training, and budgeting functions for the NWRS law enforcement program. More than 400 officers nationwide are commissioned to enforce the laws protecting the Nation's wildlife resources and their habitats, providing for visitor and employee safety, and protecting the public infrastructure. Refuge officers across the NWRS routinely deal with a myriad of crimes, including drug cultivation and production, in addition to the traditional natural resource crimes that occur on our public lands.

The **DIVISION OF REALTY** acquires land interests for the NWRS and the National Fish Hatchery System using primarily the Land and Water Conservation Fund and the Migratory Bird Conservation Fund. Nationally, Realty develops policy guidance, performs management oversight, and issues annual reports on the acquisition, utilization, and disposition of the Service's land interests. Overall responsibilities include Acquisition Management, Real Estate Operations, Appraisal, Cartography, and Land Surveying. The Chief of the Division of Realty also serves as the Secretary of the Migratory Bird Conservation Commission. <[www.fws.gov/realty](http://www.fws.gov/realty)>

The **DIVISION OF VISITOR SERVICES AND COMMUNICATIONS** is responsible for leading national programs to promote the highest quality visitor experiences on refuges; oversee the national Refuge Friends and Volunteer programs; provide policy and coordination related to cultural resource, fee and concession programs; administer Service Roads and Transportation programs; and lead a strategic, coordinated, and integrated communications program that builds long-term relationships and support for the NWRS. Using field station input from the Accomplishment Reporting System and other mechanisms, the Division develops the bimonthly Refuge Update newsletter, the quarterly Friends Forward newsletter, and a variety of materials and information for national media, among other communication tools.

The **DIVISION OF INFORMATION TECHNOLOGY AND MANAGEMENT** develops and manages nationwide data base applications that support budget and management decision-making for refuge acquisition, operations, and maintenance. Also, the division is the lead for the NWRS and the Service for comprehensive asset management programs for facility portfolios and equipment fleets. More than 41,000 facility assets with a combined portfolio value of \$19 billion are vital to management of NWRS lands and waters.

**PARTNERS FOR FISH AND WILDLIFE:** The Service's premiere voluntary citizen and community-based conservation stewardship program. The Program offers technical and financial assistance to private landowners primarily for the restoration of wetland, stream, and riparian habitats.

**COASTAL PROGRAM:** Identifies coastal resource problems and on-the-ground solutions to conserve coastal habitats. The program seeks partnerships and encourages public action to carry out habitat restoration and protection projects in the Nation's highest priority coastal areas.

### **Office of Budget**

The National Wildlife Refuge System Office of Budget provides four primary functions for the Refuge System: (1) formulating budgets, (2) executing budgets, (3) performance management, and (4) workforce planning. The office works with the Service's Division of Budget and others to formulate national budgets for the Refuge System, and when appropriations are made, the office allocates budgets and tracks how funding is spent. The Office manages performance matters for the Refuge System by gathering information through the Refuge Annual Performance Planning (RAPP) system every year and uses that information to report to Congress and the Office of Management and Budget (OMB) on performance. The office also tracks workforce information for the Refuge System and uses that information to communicate to Congress, OMB and others about workforce issues and needs.

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## **Native American Liaison**

4401 N. Fairfax Drive  
Mail Stop: AEA 330  
Arlington, VA 22203

Phone: (703) 358-1728  
Fax: (703) 358-1780  
<[www.fws.gov/nativeamerican](http://www.fws.gov/nativeamerican)>

Working together with Regional Native American Liaison officials and leaders from federally recognized Tribes nationwide, the Native American Liaison, located under External Affairs, identifies areas in which both Federal and Tribal conservation efforts can most effectively conserve fish, wildlife, plants, and their habitats. The Regional and National Native American Liaisons Liaison combine their backgrounds in wildlife biology, conservation, and Indian law and policy to achieve the best possible conservation scenario in Indian Country.

The Federal government has a unique and distinctive political relationship with federally recognized Indian tribes. It is defined by treaties, statutes, executive orders, judicial decisions and agreements and differs from relationships with state and local governments or other entities. It has given rise to a special Federal trust responsibility, involving the legal responsibilities and obligations of the United States toward Indian tribes and the application of fiduciary standards of due care with respect to Indian lands, tribal trust resources and the exercise of tribal rights. The Service has a mandated obligation to ensure that the Federal Indian trust responsibility is fulfilled.

### **Roles and Responsibilities**

*Responsibilities of the Native American Liaison include:*

- Providing counsel to the Directorate regarding Native American relations.
- Serving as Service point of contact for Tribes.
- Providing implementation of the Tribal Wildlife Grant program.
- Serving as liaison to Tribal governments for wildlife conservation issues that impact Federal and Tribal resources.



- Managing Service support for the federally chartered Wildlife and Hunting Heritage Conservation Council (WHHCC). The WHHCC was established in 2010 to advise the Secretary of the Interior and the Secretary of Agriculture on recreational hunting and shooting sports activities and associated wildlife and habitat conservation.
- Providing Environmental Justice support on a Service-wide basis.
- Maintaining the Service home page on the Web and implementing Internet policy guidance.
- Overseeing the Customer Service Center, a national service communications center established in 2003 to provide greater information services to the public. Through 800/344-WILD and <contact 2@fws.gov> internet e-mail address, the public has enjoyed greatly improved access to the Service.
- Managing the Service’s audiovisual, web, social media, multimedia, printing, and publishing requirements.

## Wildlife and Sport Fish Restoration (WSFR)

4401 N. Fairfax Drive  
 Mail Stop: 4020  
 Arlington, Virginia 22203

Phone: 703/358-2156  
 Fax: 703/358-1837  
 <wsfrprograms.fws.gov>

Two of the cornerstone conservation programs in the United States are the Wildlife and Sport Fish Restoration programs. For more than 70 years, these programs have played key roles in conserving fish and wildlife. The Pittman-Robertson Wildlife Restoration Act was passed in 1937. The Act created a partnership among State and Federal governments, hunters, shooters, and their industries. The Act directed a Federal excise tax on firearms and ammunition to fund State wildlife projects to conserve wildlife resources. The Wildlife Restoration Program is based on the “user pay-user benefit” philosophy. To date, more than \$5 billion has been used to restore white-tailed deer, wild turkey, other wildlife, and habitat and to provide hunter safety education.

The Dingell-Johnson Sport Fish Restoration Act was passed by Congress in 1950 and also is based on the “user pay-user benefit” philosophy. The Act and subsequent amendments (notably the Wallop-Breaux Amendment) direct Federal excise taxes on sport fishing equipment and motorboat fuels to be used for sport fishery conservation and boating access projects. The Act brought State and Federal agencies, anglers, and boaters together to form conservation partnerships. Striped bass, American shad, Largemouth bass, and many other species have benefited significantly from the Sport Fish Restoration Program, which has funded research on whirling disease in trout species and taught more than 5.7 million Americans about fishing and the aquatic environment. To date, more than \$5 billion has been used for sport fishery conservation and boating access opportunities throughout the country.

Santa Cruz  
 long-toed salamander



## **Roles and Responsibilities**

**MULTI-STATE CONSERVATION GRANTS:** This program funds sport fishery and wildlife research projects, boating access development, hunter safety, aquatic education, habitat improvement, and other projects that benefit at least 26 States, or a majority of the States in a region of the Fish and Wildlife Service, or a regional association of State fish and wildlife agencies.

**CLEAN VESSEL ACT:** This competitive program enables States to build pumpout and wastewater dump stations for the disposal of sewage from recreational boats.

**BOATING INFRASTRUCTURE GRANT PROGRAM (BIG):** This two-part formula and competitive grant program supports States in building and enhancing facilities for transient recreational boats 26 feet long or larger.

**COASTAL WETLANDS:** This competitive program authorizes the Director of the U.S. Fish and Wildlife Service to grant funds to coastal States to carry out coastal wetlands conservation projects.

**STATE WILDLIFE GRANTS PROGRAM:** This program provides Federal funds to States for the development and implementation of programs that benefit wildlife and their habitats, including species that are not hunted or fished. Additionally, a portion of the State Wildlife Grant funds are awarded based on criteria in a nationally competitive subprogram.

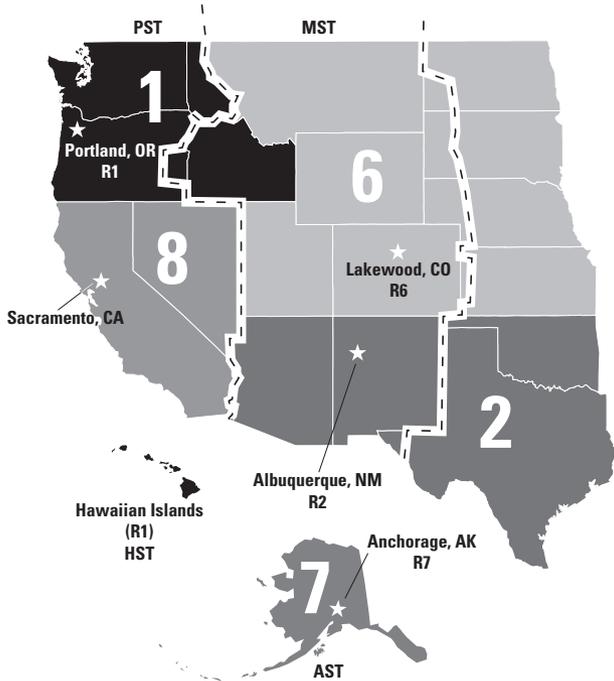
**SPORT FISH RESTORATION PROGRAM:** The program assists State fish and wildlife agencies with sport fish management, boating access, and aquatic education projects. States receive apportionments of excise taxes based on size of the state and the number of licensed anglers.

**WILDLIFE RESTORATION PROGRAM:** The program assists State fish and wildlife agencies with restoration of wild birds and mammals; acquisition, development, and management of their habitats; hunter safety education; and development and management of shooting ranges. States receive apportionments of excise taxes based on the physical size of the state and the number of licensed hunters.

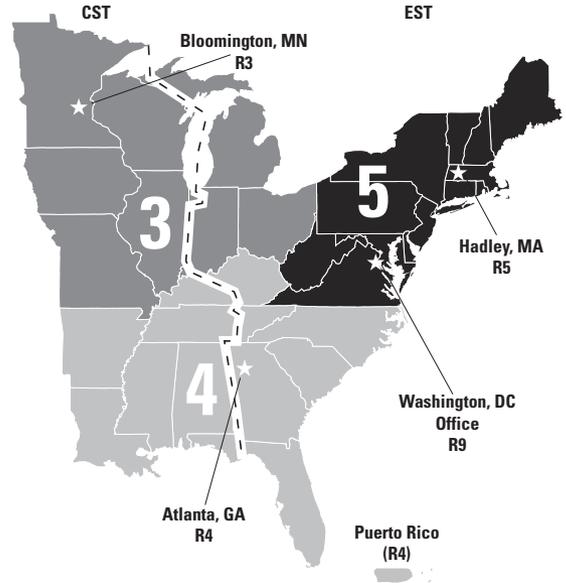
**FINANCIAL ASSISTANCE COORDINATION:** The WSFR Program provides the Service with consistent policies and procedures for administering and managing financial assistance. WSFR accomplishes this role through the work of the Financial Assistance Coordination Team (FACT). The membership of FACT is comprised of Regional and Program representatives who administer FWS financial assistance programs identified in the Catalog of Federal Domestic Assistance. The FACT is integral to streamlining and standardizing FWS grant management practices. More information on the work of the FACT may be found at [wsfrprograms.fws.gov/Subpages/FACT/fact.html](http://wsfrprograms.fws.gov/Subpages/FACT/fact.html).

**PUBLIC ACCESS CIVIL RIGHTS PROGRAM:** The WSFR program provides policy oversight to ensure that members of the public who participate in programs and activities funded by the Service have equal access to those programs, activities, and facilities where the programs take place; and that recipients of Federal financial assistance, primarily grants to State fish and wildlife agencies funded by the Wildlife and Sport Fish Restoration office (WSFR), do not exclude people from any program, activity or facility; deny them benefits; or otherwise discriminate against them on grounds of race, color, national origin, age, disability, or sex in educational programs.

# Regional Map



# Regional Map



★ Regional Offices: R1–R8 and HQ

## Regional Contacts & Field Offices

### Pacific (Region 1)

911 NE 11th Avenue AS, GU, CM, HI, ID, OR, WA  
 Portland, OR 97232-4181  
 <www.fws.gov/pacific>

	Telephone	Fax
Regional Director (RD)	503/231-6118	503/872-2716
Deputy RD	503/231-6122	503/872-2716
Budget/Administration	503/231-6115	503/872-2811
Ecological Services	503/231-6151	503/231-2240
External Affairs	503/231-6120	503/231-2122
Fire Management	503/231-2236	503/231-2354
Fisheries	503/872-2763	503/231-2062
Human Resources	503/231-6136	503/231-2373
Law Enforcement	503/521-5300	503/521-5316
Migratory Birds	503/872-2715	503/231-2019
National Wildlife Refuge System	503/231-6214	503/231-6863
DRLE Chief	503/872-2709	503/872-2810
Wildlife & Sport Fish Restoration	503/231-6164	503/231-6996
<i>Region 1 IRTM Computer Help Desk</i>	<i>503/872-2725</i>	

### Notes

\*TTY users may use the Federal Relay Services at 800/877 8330 or online at <www.frso.us>

### Pacific Field Offices\*

Office	City	Phone
<b>HAWAII AND THE PACIFIC ISLANDS</b>		
Big Island NWRC	Hilo	808/443-2300
Guam NWR	Yigo, GU	671-355-5096
Hawaii & Pacific Islands NWRC	Honolulu	808/792-9540
Law Enforcement	Honolulu	808/861-8525
Oahu NWRC	Haleiwa	808/637-6330
Maui NWRC	Kihei	808/875-1582
Kauai NWRC	Kilauea	808/828-1413
Midway Atoll	Honolulu	808/674-8237
Pacific Remote Islands NWRC	Honolulu	808/792-9550
Pacific Islands ES	Honolulu	808/792-9400
Papahānaumokuākea Marine Nat. Monument	Honolulu	808/792-9480

### IDAHO

Bear Lake	Montpelier	208/847-1757
Camas	Hamer	208/662-5423
Central Idaho FO	Salmon	208/756-5190
Deer Flat	Nampa	208/467-9278
Dworshak NFH*	Ahsahka	208/476-4591
Eastern Idaho FO	Chubbuck	208/237-6975
Grays Lake	Wayan	208/574-2755
Hagerman NFH*	Hagerman	208/837-4896
Idaho FRO*	Ahsahka	208/476-7242
Idaho FHC*	Ahsahka	208/476-9500
Kooskia NFH*	Kooskia	208/926-4272
Kootenai	Bonnors Ferry	208/267-3888
LSRCP Office*	Boise	208/378-5321
Minidoka	Rupert	208/436-3589
SE Idaho NWRC	Chubbuck	208/237-6615
Snake River FWO	Boise	208/378-5243

\* Partial list of refuges (inc. refuge complexes and wetlands mgmt. districts), fishery locations, ecological services (ES) and law enforcement.

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**OREGON**

Ankeny	Jefferson	503/588-2701
Bandon Marsh	Bandon	541/347-1470
Baskett Slough	Dallas	503/623-2749
Central Oregon ES	Bend	541/383-7146
Eagle Creek NFH*	Estacada	503/630-6270
Forensics Lab	Ashland	541/482-4191
Hart Mt. Nat. Antelope	Plush	541/947-2731
Law Enforcement	Wilsonville	503/682-6131
Klamath Falls FWO	Klamath Falls	541/885-8481
Klamath Marsh	Chiloquin	541/783-3380
La Grande ES	La Grande	541/962-8584
Malheur	Princeton	541/493-2612
Newport ES	Newport	541-867-4558
Oregon FWO	Portland	503/231-6179
Oregon Coast NWRC	Newport	541/867-4550
Sheldon/Hart Mtn NWRC	Lakeview	541/947-3315
SW Oregon ES	Roseburg	541/957-3474
Tualatin River	Sherwood	503/625-5944
Warm Springs NFH*	Warm Springs	541/553-1692
Willamette Valley NWRC	Corvallis	541/757-7236
Zone Officer	Dallas	503/831-2462

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**WASHINGTON**

Abernathy FTC*	Longview	360/425-6072
Carson NFH*	Carson	509/427-5905
Central Washington ES	Wenatchee	509/665-3508
Columbia	Othello	509/488-2668
Columbia River FPO*	Vancouver	360/604-2500
Conboy Lake	Glenwood	509/364-3489
Entiat NFH*	Entiat	509/784-1131
Franz Lake	Washougal	360/835-8767
Hanford Reach/Saddle Mtn. NWRC	Richland	509/371-1801
Julia Butler Hansen	Cathlamet	360/795-3915
Law Enforcement	Redmond	425/883-8122
Leavenworth NFH*	Leavenworth	509/548-7641

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**WASHINGTON (CONT'D)**

Little Pend Oreille	Colville	509/684-8384
Little White Salmon/Willard NFH*	Cook	509/538-2755
Lower Columbia River FHC*	Willard	509/538-2400
Makah NFH*	Neah Bay	360/645-2521
Mid-Columbia River FRO*	Leavenworth	509/548-7573
Mid-Columbia River NWRC	Pasco	509/878-8588
Nisqually	Olympia	360/753-9467
Quilcene NFH*	Quilcene	360/765-3334
Quinault*	Humptulips	360/288-2508
Olympia FHC*	Olympia	360/753-9046
Pierce	Washougal	360/835-8767
Ridgefield NWRC	Ridgefield	360/887-4106
Spring Creek NFH*	Underwood	509/493-1730
Steigerwald Lake	Washougal	360/835-8767
Turnbull	Cheney	509/235-4723
Upper Columbia River ES	Spokane	509/891-6839
W. Washington FWO	Lacey	360/753-9440
Washington Maritime NWRC	Sequim	360/457-8451
Willapa	Ilwaco	360/484-3482
Willard NFH*	Cook	503/538-2305
Winthrop NFH*	Winthrop	509/996-2424
Zone Officer	Olympia	360/753-9467
Zone Officer	Richland	509/371-1801
		Ext. 231

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## Regional Contacts: Southwest (Region 2)

500 Gold Avenue, SW. Room 8210 AZ, NM, OK, TX

Albuquerque, NM 87102

<[www.fws.gov/southwest](http://www.fws.gov/southwest) >

Mailing Address:

P.O. Box 1306

Albuquerque, NM 87103-1306

	<b>Telephone</b>	<b>Fax</b>
Regional Director (RD)	505/248-6282	505/248-6910
Deputy RD	505/248-6283	505/248-6910
Budget/Administration	505/248-6925	505/248-6459
Ecological Services	505/248-6920	505/248-6788
External Affairs	505/248-6911	505/248-6915
Fire Management	505/248 6848	505/248-6475
Fisheries	505/248-6865	505/248-6845
Human Resources	505/248-6861	505/248-6858
Law Enforcement	505/248-7889	505/248-7899
Migratory Birds	505/248-7882	505/248-7885
National Wildlife Refuge System	505/248-6804	505/248-6468
DRLE Chief	505/248-6816	505/248-6874

*Region 2 IRTM Computer*

*505/248-6888*

*Help Desk*

## Southwest Field Offices\*

<i>Office</i>	<i>City</i>	<i>Phone</i>
<b>ARIZONA</b>		
Alchey-Williams NFH*	Whiteriver	928/338-4901
Arizona ES	Flagstaff	928/226-0614
Arizona ES	Phoenix	602/242-0210
Arizona ES	Tucson	520/670-6145
Arizona FWCO*	Flagstaff	928/226-1289
Arizona FWCO*	Whiteriver	928/338-4288
Arizona FWCO*	Parker	928/667-4785
Bill Williams River	Parker	928/667-4144
Buenos Aires	Sasabe	520/823-4251
Cabeza Prieta	Ajo	520/387-6483
Cibola	Cibola	928/857-3253
Havasu	Needles, CA	760/326-3853
Imperial	Yuma	928/783-3371
Kofa	Yuma	928/783-7861
Southwest AZ NWRC	Yuma	928/783-7861
Mojave	Mojave Valley	928/346-2600
San Bernardino	Douglas	520/364-2104
Williams Creek NFH*	Whiteriver	928/334-2346
Willow Beach NFH*	Willow Beach	928/767-3456
Zone Officer	Lake Havasu C.	928/680-0414
Zone Officer	Tucson	520/746-4413

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## NEW MEXICO

Bitter Lake	Roswell	575/622-6755
Bosque del Apache	Socorro	575/835-1828
Dexter NFH & TC*	Dexter	575/734-5910
Las Vegas	Las Vegas	505/425-3581
Law Enforcement	Albuquerque	575/346-7828
Maxwell	Maxwell	575/375-2331
Mescalero NFH*	Mescalero	575/671-4401
Mora NFH & TC*	Mora	575/387-6022
New Mexico FRO*	Albuquerque	575/342-9900
New Mexico ES	Albuquerque	575/346-2525
Sevilleta	Socorro	505/864-4021
San Andres	Las Cruces	575/382-5047

\*TTY users may use the Federal Relay Services at 800/877 8330 or online at <[www.frso.us](http://www.frso.us)>

\* Partial list of refuges (inc. refuge complexes and wetlands mgmt. districts), fishery locations, ecological services (ES) and law enforcement.

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**OKLAHOMA**

Deep Fork	Okmulgee	918/756-0815
Little River	Broken Bow	580/584-6211
Oklahoma ES	Tulsa	918/581-7458
Salt Plains	Jet	580/626-4794
Sequoyah	Vian	918/773-5251
Tishomingo NFH*	Tishomingo	580/384-5463
Tishomingo	Tishomingo	580/371-2402
Washita	Butler	580/664-2205
Wichita Mountains	Indiahoma	580/429-3221
Oklahoma FWCO*	Tishomingo	580/384-5710
Zone Office	Butler	580/664-3990

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**TEXAS**

Aransas/Matagorda Island NWRC	Austwell	361/286-3559
Arlington ES	Arlington	817/277-1100
Attwater Pr. Chicken	Eagle Lake	979/234-3021
Austin ES	Austin	512/490-0057
Balcones Canyonlands	Austin	512/339-9432
Brazoria	Angleton	979/922-1037
Buffalo Lake	Umbarger	806/499-3382
Houston ES	Houston	281/286-8282
Corpus Christi ES	Corpus Christi	361/994-9005
Hagerman	Sherman	903/786-2826
Inks Dam NFH*	Burnet	512/793-2474
Laguna Atascosa	San Antonio	956/748-3607
Law Enforcement	Houston	817/334-5202
Law Enforcement	San Antonio	281/876-1520
Law Enforcement	Rio Hondo	210/681-8419
Lower Rio Grande Valley/ Santa Ana NWRC	Alamo	956/784-7500
McFaddin	Sabine Pass	409/736-2490
Muleshoe	Muleshoe	806/946-3341
San Bernard	Brazoria	979/964-3639
San Marcos NFH & TC*	San Marcos	512/353-0011
Texas Chenier Plain Anahuac NWRC	Anahuac	409/267-3337
Texas Interagency Coord. Center	Lufkin	936/875-4786
Texas Midcoast NWRC	Angleton	979/964-4011
Trinity River	Liberty	936/336-9786
Uvalde NFH*	Uvalde	830/278-2419
Zone Officer	Alamo	956-784-7621
Zone Officer	Brazoria	979/964-4011

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**Regional Contacts: Midwest (Region 3)**

Federal Building: 1 Federal Drive IL, IN, IA, MI,  
Fort Snelling, MN 55111-4056 MN, MO, OH, WI  
<[www.fws.gov/midwest](http://www.fws.gov/midwest)>

	<b>Telephone</b>	<b>Fax</b>
Regional Director (RD)	612/713-5301	612/713-5284
Deputy RD	612/713-5304	612/713-5284
Special Assistant	612/713-5423	612/713-5284
Budget/Administration	612/713-5306	612/713-5308
Ecological Services	612/713-5350	612/713-5292
External Affairs	612/713-5360	612/713-5280
Fire Management	612/713 5366	612/713 5287
Fisheries	612/713-5111	612/713-5289
Human Resources	612/713-5230	612/713-5281
Law Enforcement	612/713-5320	612/713-5283
Migratory Birds	612/713-5436	612/713-5183
National Wildlife Refuge System	612/713-5400	612/713-5288
DRLE Chief	612/713-5408	612/713-5408
<i>Region 3 IRTM Computer Help Desk</i>	<i>612/713-5115</i>	

*\*TTY users may use the Federal Relay Services at 800/877 8330 or online at <[www.frso.us](http://www.frso.us)>*

**Midwest Field Offices\***

<i>Office</i>	<i>City</i>	<i>Phone</i>
<b>ILLINOIS</b>		
Carterville FWCO*	Marion	618/997-6869
Chicago ES	Barrington	847/381-2253
Crab Orchard/Marion ES	Marion	618/997-3344
Fire South Zone Officer	Quincy	217/224-8580
Cypress Creek	Ullin	618/634-2231
Great River	Annada	573/847-2333
Illinois PLO	Springfield	217/557-4474
Illinois River NW&FR	Havana	217/782-7814
Large Rivers Fisheries Coord. Office*	Marion	618/997-6869
Law Enforcement	Springfield	217/793-9554
LE Zone 04 Officer	Ullin	618/634-2231
Mark Twain	Quincy	217/224-8580
Middle Mississippi River	Rockwood	618/763-4420
Rock Island ES	Moline	309/757-5800
Two Rivers	Brussels	618/883-2524
Savanna District	Thomson	815/273-2732

**INDIANA**

Big Oaks	Madison	812/273-0783
Bloomington ES Indiana PLO	Bloomington	812/334-4261
Muscatactuck	Seymour	812/522-4352
N. Indiana ES	Chesterton	219/983-9753
Patoka River	Oakland City	812/749-3199

**IOWA**

DeSoto	Missouri Valley	712/642-4121
Driftless Area	McGregor	563/873-3423
Iowa WMD	Titonka	515/928-2523
LE Zone 03 Officer	Prairie City	515/994-3400
Neal Smith/Iowa PLO	Prairie City	515/994-3400
Port Louisa	Wapello	319/523-6982
Union Slough/Iowa WMD	Titok	515/928-2523
McGregor District	McGregor	563/873-3423

\* Partial list of refuges (inc. refuge complexes and wetlands mgmt. districts), fishery locations, ecological services (ES) and law enforcement.

**MICHIGAN**

Alpena FRO*	Alpena	989/356-5102
Detroit River ES	Grosse Ile	734/692-7628
Detroit River Int'l	Grosse Ile	734/692-7608
East Lansing ES	East Lansing	517/351-2555
Fire East Zone Officer	Mio	989/826-1783
Great Lakes*	Ann Arbor	734/662-3209
Law Enforcement	Ann Arbor	734/995-0387
LE Zone 05 Officer	Saginaw	989/746-0291
Jordan River NFH*	Elmira	231/584-2461
Ludington Biol. Station*	Ludington	231/845-6205
Marquette Biol. Station*	Marquette	906/226-6571
Michigan PLO	East Lansing	517/351-4230
Pendills Creek NFH*	Brimley	906/437-5231
Seney	Seney	906/586-9851
Shiawassee	Saginaw	989/777-5930
Sullivan Creek NFH*	Brimley	906/437-5231
Upper Peninsula ES	Marquette	906/226-1240

**MINNESOTA**

Agassiz	Middle River	218/449-4115
Big StoneNWR/WMD	Odessa	320/273-2191
Crane Meadows	Little Falls	320/632-1575
Detroit Lakes WMD	Detroit Lakes	218/847-4431
Fergus Falls WMD/WAO	Fergus Falls	218/739-2291
Fire South Zone Officer	Odessa	320/273-2191
Hamden Slough	Audubon	218/847-4431
Law Enforcement	St. Paul	651/778-8360
LE Zone 01 Officer	Rochert	218/847-2641
Litchfield WAO	Litchfield	320/593-4600
Litchfield WMD	Litchfield	320/693-2849
Minnesota PLO	Waite Park	320/253-4682
Minnesota Valley	Bloomington	952/854-5900
Morris WMD	Morris	320/589-1001
Northern Tallgrass Prairie	Odessa	320/273-2191
Prairie Wetlands Learning Center	Fergus Falls	218/998-4480
Rice Lake/Mille Lacs	McGregor	218/768-2402
Rydell	Erskine	218/687-2229
Sherburne	Zimmerman	763/389-3323
TamaLaw Enforcemen	Rochert	218/847-2641

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**MINNESOTA (CONT'D)**

Twin Cities ES	Bloomington	612/725-3548
Upper MS River NW&FR	Winona	507/452-4232
Winona District	Winona	507/454-7351
Windom WMD	Windom	507/831-2220

**MISSOURI**

Big Muddy	Columbia	573/876-1826
Central Hardwood JV	Columbia	573/875-5341
<i>Columbia ES &amp; FRO*</i>	<i>Columbia</i>	<i>573/234-2132</i>
<i>&amp; Missouri PLO</i>		
Great River/ Clarence Cannon	Annada	573/847-2333
Mingo/Ovark Cavefish/Pilot Knob	Puxico	573/222-3589
Neosho NFH*	Neosho	417/451-0554
Squaw Creek	Mound City	660/442-3187
Swan Lake	Sumner	660/856-3323

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**OHIO**

Ohio PLO	Newark	740/670-5312
Ottawa	Oak Harbor	419/898-0014
Ohio ES	Columbus	614/416-8993

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**WISCONSIN**

Ashland FRO*	Ashland	715/682-6185
Biological M & D Team	La Crosse	608/783-6451
Fire Central Zone Officer	Portage	608/742-7100
Genoa NFH*	Genoa	608/689-2605
Green Bay ES & FRO*	Green Bay	920/866-1717
Horicon	Mayville	920/387-2658
Iron River NFH*	Iron River	715/372-8510
La Crosse District	Onalaska	608/783-8405
La Crosse FHC*	Onalaska	608/783-8444
La Crosse FRO*	Onalaska	608/783-8431
LE Zone 02 Officer	Necedah	608/565-4422
Leopold WMD	Portage	608/742-7100
Reg. Refuge Biologist	La Crosse	608-781-6338
Necedah	Necedah	608/565-2551
St. Croix WMD	New Richmond	715/246-7784
Trempealeau	Trempealeau	608/539-2311
Wisconsin PLO	Madison	608/221-1206
Whittlesey Creek	Ashland	715/246-7784

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**Regional Contacts: Southeast (Region 4)**

1875 Century Boulevard, NE. AL, AR, FL, GA, KY,  
Suite 400 LA, MS, NC, SC, TN, PR, VI  
Atlanta, GA 30345  
<[www.fws.gov/southeast](http://www.fws.gov/southeast)>

	<b>Telephone</b>	<b>Fax</b>
Regional Director (RD)	404/679-4000	404/679-4006
Deputy RD	404/679-4000	404/679-4006
Budget/Administration	404/679-4086	404/679-4102
Ecological Services	404/679-7140	404/679-7180
External Affairs	404/679-7282	404/679-7286
Fisheries	404/679-4157	404/679-4141
Fire Management	404/679 7190	404/679-7272
Human Resources	404/679-7077	404/679-4051
Law Enforcement	404/679-7057	404/679-7065
Migratory Bird Program	404/679-7070	404/679-4180
National Wildlife Refuge System	404/679-7154	404/679-7259
DRLE Chief	404/679-7213	404/679-7254
Wildlife & Sport Fish Restoration	404/679-4159	404/679-4160
<i>Region 4 IRTM Computer</i>	<i>404/679-7397</i>	
<i>Help Desk</i>		

**Southeast Field Offices\***

<i>Office</i>	<i>City</i>	<i>Phone</i>
<b>ALABAMA</b>		
Auburn Mig. Bird FO	Auburn	334/844-4796
Bon Secour	Gulf Shores	251/540-7720
Choctaw	Jackson	251/843-5238
Daphne ES	Daphne	251/441-5181
E. Gulf Coast Plain JVO	Auburn	334/844-4796
Eufaula	Eufaula	334/687-4065
Mountain Longleaf	Anniston	256/848-6833
Wheeler NWRC	Decatur	256/353-7243
Zone Officer	Anniston	256/342-2238

**ARKANSAS**

Arkansas ES	Conway	501/513-4470
Bald Knob	Bald Knob	501/724-2458
Cache River	Augusta	870/347-2614
Central Arkansas NWRC	Augusta	870/347-2074
Big Lake	Manila	870/564-2429
Felsenthal	Crossett	870/364-3167
Greers Ferry NFH*	Heber Springs	501/362-3615
Holla Bend NWRC	Dardanelle	479/229-4300
Mammoth Spring NFH*	Mammoth Spg.	870/625-3912
Norfork NFH*	Mountain Home	870/499-5255
Overflow	Parkdale	870/473-2869
Pond Creek	Lockesburg	870/289-2126
Wapanocca	Turrell	870/343-2595
White River	St. Charles	870/282-8200
Zone Officer	Brinkley	870/734-7462

**FLORIDA**

A.R.M. Loxahatchee	Boynton Beach	561/732-3684
Archie Carr	Vero Beach	772/562-3909
Chassahowitzka NWRC	Crystal River	352/563-2088
Crocodile Lake	Key Largo	305/451-4223
Fire Planner	Tallahassee	850/523-8521
Florida Caribbean Migratory Bird FO	Tallahassee	561/573-2882
Florida Panther NWRC	Naples	239/353-8442
Hobe Sound	Hobe Sound	772/546-6141
J.N. Ding Darling NWRC	Sanibel	239/472-1100
Lake Wales Ridge	Vero Beach	772/562-3909
Lake Woodruff	DeLeon Springs	386/985-4673
Law Enforcement, N. Florida	Groveland	352/429-1037
Law Enforcement	Miami	305/526-2610
Lower Suwannee NWRC	Chieffland	352/493-0238
Merritt Island NWRC	Titusville	321/861-0667
National Key Deer NWRC	Big Pine Key	305/872-2239
North Florida ES	Jacksonville	904/731-3336
Panama City ES & FRO*	Panama City	850/769-0552
Pelican Island & Archie Carr	Vero Beach	772/562-3909
S. Florida ES & FRO*	Vero Beach	772/562-3909
St. Marks	St. Marks	850/925-6121
St. Vincent	Apalachicola	850/653-8808
Welaka NFH*	Welaka	386/467-2374
Zone Officer	Titusville	321/403-0483

**GEORGIA**

Chattahoochee Forest NFH*	Suches	706/838-4723
Coastal GA ES Office	Townsend	912/832-8739
Georgia ES Main Office	Athens	706/613-9493
Harris Neck	Townsend	912/832-4608
Law Enforcement	Atlanta	404/763-7959
Okefenokee	Folkston	912/496-7366
Piedmont NWRC	Round Oak	478/986-5441
Savannah Coastal NWRC	Savannah	912/652-4415
Warm Springs NFH & TC*	Warm Springs	706/655-3382
West Georgia Suboffice	Fort Benning	706/544-6428
Zone Officer	Savannah	912/577-0067

\* Partial list of refuges (inc. refuge complexes and wetlands mgmt. districts), fishery locations, ecological services (ES) and law enforcement.

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**KENTUCKY**

Clarks River	Benton	270/527-5770
Kentucky FO	Frankfort	502/695-0468
Wolf Creek NFH*	Jamestown	270/343-3797

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**LOUISIANA**

Arkansas-Louisiana Migr. Bird FO	Tallulah	318/574-2264
Baton Rouge FRO*	Baton Rouge	225/578-4243
Bayou Cocodrie	Ferriday	318/336-7119
Black Bayou Lake	Monroe	318/387-1114
Catahoula	Rhinehart	318/992-5261
Cat Island	St. Francisville	601/442-6696
Central LA NWRC	Marksville	318/253-4238
- Lake Ophelia		
- Grand Cote		
Lafayette ES	Lafayette	337/291-3100
Mandalay/Bayou Teche	Houma	985/853-1078
N. Louisiana NWRC	Farmerville	318/726-4222
Natchitoches NFH*	Natchitoches	318/352-5324
Southeast LA NWRC	Lacombe	985/882-2000
Southwest LA NWRC	Bell City	337/598-2216
- Cameron Prairie		
- Lacassine		
- Sabine		
- Shell Keys		
Tensas River	Tallulah	318/574-2664
Zone Officer	Farmerville	318/366-4814
Zone Officer	Slidell	985/285-1401

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**MISSISSIPPI**

Dahomey	Boyle	662/742-9331
Grand Bay	Moss Point	228/475-0765
Gulf Coast FCO*	Ocean Springs	228/875-9387
Gulf Coast NWRC	Gautier	228/497-6322
Hillsdale	Thornton	662/235-4222
Jackson ES	Jackson	601/965-4900
Jackson Mig. Bird FO	Jackson	601/965-4903
Law Enforcement	Jackson	601/965-4699
Lower MS River*	Vicksburg	601/629-6602
LMV Joint Venture Ofc.	Vicksburg	601/629-6619
Mathews/Morgan Brake	Sidon/Tchula	662/235-4989
N. Mississippi NWRC	Grenada	662/226-8286
Noxubee	Brooksville	662/323-5548
Panther Swamp	Yazoo City	662/746-5060
Private John Allen NFH*	Tupelo	662/842-1341
St. Catherine Creek	Sibley	601/442-6696
Theo. Roosevelt NWRC	Hollandale	662/839-2638
- Holt Collier		
- Yazoo		
Zone Officer	Jackson	601/965-4903

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**NORTH CAROLINA**

Alligator River	Manteo	252/473-1131
Asheville ES	Asheville	828/258-3939
Cedar Island	Swanquarter	252/225-2511
Columbia Mig. Bird FO	Columbia	252/796-2400
Edenton NFH*	Edenton	252/482-4118
Mackay Island & Currituck	Knotts Island	252/429-3100
Mattamuskeet	Swanquarter	252/926-4021
Pea Island	Manteo	252/473-1131
Pee Dee	Wadesboro	704/694-4424
Pocosin Lakes	Columbia	252/796-3004
Raleigh ES	Raleigh	919/856-4520
Roanoke River	Windsor	252/794-3808
Sandhills RCW Recovery SO	Southern Pines	910/695-3323
South Atlantic Fisheries	Raleigh	919/515-5019
Zone Officer	Windsor	252/799-1918

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**SOUTH CAROLINA**

Bears Bluff NFH*	Wadmalaw Is.	843/559-2315
Cape Romain	Awendaw	843/928-3264
Carolina Sandhills	McBee	843/335-8401
Charleston ES	Charleston	843/727-4707
Ernest F. Hollings ACE Basin	Hollywood	843/889-3084
Orangeburg NFH*	Orangeburg	803/534-4828
Pinckney Island	Hilton Head	912-652-4415
Santee	Summerton	803/478-2217
Waccamaw	Georgetown	843/527-8069

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**TENNESSEE**

Cookeville ES	Cookeville	931/528-6481
Cross Creeks	Dover	731/232-7477
Dale Hollow F&W Mgmt.Asst. Ofc./NFH*	Celina	931/243-2443
Erwin NFH*	Erwin	423/743-4712
Law Enforcement	Nashville	615/736-5532
Memphis Mig. Bird FO	Memphis	901/327-7631
Tennessee	Paris	731/642-2091
West Tennessee NWRC	Dyersburg	731/287-0650
- Chickasaw	Ripley	731/635-7621
- Hatchie	Stanton	731/772-0501
- Lower Hatchie	Henning	731/738-2296
- Reelfoot	Union City	731/538-2481
Zone Officer	Dyersburg	731/445-9986

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**PUERTO RICO AND THE U.S. VIRGIN ISLANDS**

Boqueron ES	Boqueron, PR	787/851-7297
Puerto Rican Parrot Recovery Project	Rio Grande, PR	787/877-8769
Caribbean Island NWRC	Boqueron, PR	787-851-7258
- Cabo Rojo	Boqueron, PR	787-851-7258
- Laguna Cartagena	Boqueron, PR	787-851-7258
- Vieques	Vieques, PR	787-851-7258
- Culebra	Culebra PR	787/742-0115
- Sandy Point	Christiansted, VI	340/773-4554
LE Special Agent	Guaynabo, PR	787/749-4338
Culebra		787/742-0115
Caribbean Island NWRC	Boqueron, PR	787/851-7258
Rio Grande ES	Rio Grande, PR	787/887-8769
Sandy Point	Christiansted, VI	340/773-4554
Vieques	Vieques, PR	787-741-2138

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**Regional Contacts: Northeast (Region 5)**

300 Westgate Center Drive CT, DE, DC, ME, MD, MA, NH,  
Hadley, MA 01035-9589 NJ, NY, PA, RI, VT, VA, WV  
<[www.fws.gov/northeast](http://www.fws.gov/northeast)>

	Telephone	Fax
Regional Director (RD)	413/253-8300	413/253-8308
Deputy RD	413/253-8301	413/253-8308
Regional Scientist	413/253-8273	413/253-8308
Budget/Administration	413/253-8306	413/253-8354
Ecological Services	413/253-8304	413/253-8482
External Affairs	413/253-8328	413/253-8456
Fire Management	413-253-8272	413/253-8468
Fisheries	413/253-8304	413/253-8293
Human Resources	413/253-8251	413/253-8461
Law Enforcement	516/825-3950	516/825-1929
Migratory Birds	413/253-8643	413/253-8424
National Wildlife Refuge System	413/253-8580	413/253-8468
DRLE Chief	413/253-8517	413/253-8468
Wildlife & Sport Fish Restoration	413/253-8508	413/253-8487
<i>Region 5 IRTM Computer Help Desk</i>	<i>413/253-8335</i>	

*\*TTY users may use the Federal Relay Services at 800/877 8330 or online at <[www.frso.us](http://www.frso.us)>*

**Northeast Field Offices\***

<i>Office</i>	<i>City</i>	<i>Phone</i>
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**CONNECTICUT**

Stewart B. McKinney	Westbrook	860/339-2513
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**DELAWARE**

Bombay Hook	Smyrna	302/653-9345
Delaware Bay ES	Smyrna	302/653-9152
Prime Hook	Milton	302/684-8419

**MAINE**

Aroostook	Limestone	207/328-4634
Gulf of Maine Coastal Program ES	Falmouth	207/781-8364
Maine Coastal Islands	Rockport	207/236-6970
- Petit Manan		207/866-3344
- Cross Island		207/469-6701
- Franklin Island		207/454-7161
- Seal Island		207/646-9226
- Pond Island		207/546-2124
Maine ES	Orono	
Maine Fisheries Program Complex*	East Orland	
-Craig Brook NFH		
-Green Lake NFH		
-Maine Fisheries Resources Office		
Moosehorn	Baring	
Rachel Carson	Wells	
Zone Officer	Milbridge	

**MARYLAND**

Chesapeake Bay ES	Annapolis	410/573-4573
Chesapeake Marshland NWR	Cambridge	410/228-2692
- Blackwater		
- Eastern Neck		
- Martin		
- Susquehanna		
Maryland FRO*	Annapolis	410/263-2604
Patuxent Research	Laurel	301/497-5582
Zone Officer	Laurel	301/497-5586

**MASSACHUSETTS**

Connecticut River Coord. Office*	Sunderland	413/548-9138
E. Massachusetts NWR	Sudbury	978/443-4661
- Assabet		
- Great Meadows		
- Mashpee		
- Massasoit		
- Monomoy		
- Nantucket		
- Nomans Island		
- Oxbow		
Engineering FO	Newton	617/244-0837
Law Enforcement	Chelsea	617/889-6616
North Attleboro NFH*	North Attleboro	508/695-5002
Sunderland FRO*	Sunderland	413/548-9138
Oxbow	Sunderland	413/548-9010
Parker River	Newburyport	413/548-9138
-Great Bay NWR (NH)		
-Wapack NWR (NH)		
-Thatcher Island NWR		
Richard Cronin Nat'l Salmon Sta.*	Sunderland	413/548-8002
Silvio O. Conte NFWRC Great Falls	Sunderland	413/863-3221
Discovery Ctr.		

\* Partial list of refuges (inc. refuge complexes and wetlands mgmt. districts), fishery locations, ecological services (ES) and law enforcement.

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**NEW HAMPSHIRE**

Central New England FRO*	Nashua	603/595-3586
Lake Umbagog	Errol	603/482-3415
Nashua NFH*	Nashua	603/595-0891
New England ES	Concord	603/223-2541

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**NEW JERSEY**

Cape May	Cape May	609/463-0994
Edwin B Forsythe	Oceanville	609/652-1665
Great Swamp	Basking Ridge	973/425-1222
Law Enforcement	Elizabeth	908/787-1321
New Jersey ES	Pleasantville	609/646-9310
Wallkill River	Sussex	973/702-7266
Zone Officer	Sussex	973/702-7266

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**NEW YORK**

Iroquois	Basom	585/948-5445
Law Enforcement	Valley Stream	516/825-3950
Long Island NWRC	Shirley	631/286-0485
- Amagansett		
- Conscience Point		
- Elizabeth A. Morton		
- Lido Beach		
- Oyster Bay		
- Sayville		
- Seatuck		
- Target Rock		
- Wertheim		
Long Island ES	Brookhaven	631/776-1401
Lower Great Lakes FRO*	Amherst	716/691-5456
Montezuma	Seneca Falls	315/568-5987
New York ES	Cortland	607/753-9334

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**PENNSYLVANIA**

Allegheny	Warren	814/726-0890
Mid-Atlantic FRO*	Harrisburg	717/705-7838
Erie	Guys Mills	814/789-3585
John Heinz at Tincum	Philadelphia	215/365-3118
Lamar FHU*/NE FR Ctr.	Lamar	570/726-4247
Pennsylvania ES	State College	814/234-4090
Zone Officer	Guys Mills	814/789-3585

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**RHODE ISLAND**

Rhode Island NWRC	Charlestown	401/364-9124
- Block Island		
- John H. Chafee		
- Ninigret		
- Sachuest Point		
- Trustom Pond		
S. New England/New York Bight ES	Charlestown	401/364-9124

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**VERMONT**

Lake Champlain FWRO	Essex Junction	802/872-0629
Missisquoi	Swanton	802/868-4781
Nulhegan Basin Education Ctr.	Island Pond	802/962-5240
Dwight D. Eisenhower NFH*	N. Chittenden	802/483-6618
White River NFH*	Bethel	802/234-5400
Zone Officer	Swanton	802/868-4781

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**VIRGINIA**

Back Bay	Virginia Beach	757/721-2412
Chincoteague	Chincoteague	757/336-6122
Eastern Shore of VA	Cape Charles	757/331-2760
Eastern Virginia Rivers NWRC	Warsaw	804/333-1470
- James River		
- Plum Tree Island		
- Presquile		
- Rappahannock River		
Great Dismal Swamp	Valley	
Harrison Lake NHF*	Suffolk	757/986-3705
Law Enforcement	Charles City	804/829-2421
Northeast Fire	Richmond	804/771-2883
Potomac River NWRC	Suffolk	757/986-3409
- Featherstone	Woodbridge	703/490-4979
- Mason Neck		
- Occoquan Bay		
SW Virginia ES	Abingdon	276/623-1233
Virginia ES	Gloucester	804/693-6694
VA Fisheries Coord.*	Charles City	804/829-5627
Zone Officer	Woodbridge	703/491-3123

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**WEST VIRGINIA**

Canaan Valley	Davis	304/866-3858
Ohio River Islands	Williamstown	304/375-2923
W. Virginia ES	Elkins	304/636-6586
White Sulphur Springs NFH*	White Sul. Spg.	304/536-1361

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**Regional Contacts: Mountain-Prairie (Region 6):**

134 Union Boulevard  
Lakewood, CO 80228  
<[www.fws.gov/mountain-prairie](http://www.fws.gov/mountain-prairie)>  
Mailing Address:  
P.O. Box 25486 DFC  
Denver, CO 80225

	<b>Telephone</b>	<b>Fax</b>
Regional Director (RD)	303/236-7920	303/236-8295
Deputy RD	303/236-7920	303/236-8295
Budget/Administration	303/236-7917	303/236-6958
Ecological Services	303/236-4252	303/236-0027
External Affairs	303/236-7905	303/236-3815
Fire Management	303/236 8125	303/236 4792
Fisheries	303/236-4517	303/236-8163
Human Resources	303/236-5414	303/236-5775
Law Enforcement	303/236-7540	303/236-0027
Migratory Birds	303/236-8171	303/236-8017
National Wildlife Refuge System	303/236-4305	303/236-4792
DRLE Chief	303/236-4309	303/236-4792
<i>Region 6 IRTM Computer Help Desk</i>	<i>303/236-7926</i>	

**\*TTY users may use the Federal Relay Services at 800/877 8330 or online at <[www.frsos.us](http://www.frsos.us)>**

**Mountain-Prairie Field Offices\***

<i>Office</i>	<i>City</i>	<i>Phone</i>
<b>COLORADO</b>		
Arapaho	Walden	970/723-8202
Colorado FWMAO*	Lakewood	303/236-4216
Colorado River Fishery Project*	Grand Junction	970/245-9319
Browns Park	Maybell	970/365-3613
Colorado ES, Upper Colorado Endangered Fish Recovery	Lakewood	303/275-2370
Colorado River ES	Denver	303/969-7322
Hotchkiss NFH*	Hotchkiss	970/872-3170
Law Enforcement	Littleton	720/981-2777
Leadville NFH*	Leadville	719/486-0189
National Eagle & Wildlife Repository	Commerce City	303/287-2110
Rocky Mt. Arsenal		
San Luis Valley NWRC	Commerce City	303/289-0350
- Alamosa	Alamosa	719/589-4021
- Monte Vista	Monte Vista	719/852-5577
- Baca	Crestone	719/256-5527
Upper Colorado Endangered Fish Recovery	Lakewood	303/696-7322
Western CO ES	Grand Junction	970/243-2778

**KANSAS**

Flint Hills	Hartford	620/392-5553
Great Plains Nature Ctr.	Wichita	316/683-5499
Kansas ES	Manhattan	785/539-3474
Kirwin	Kirwin	785/543-6673
Marais des Cygnes	Pleasanton	913/352-8956
Quivira	Stafford	620/486-2393
Zone Officer	Kirwin	785/543-6673

**MONTANA**

Aquatic Animal Drug Approval Partnership	Bozeman	406/994-9904 406/727-7400
Benton Lake & WMD	Great Falls	406/247-7366
Billings ES	Billings	406/654-2863
Bowdoin & WMD	Malta	406/582-8656
Bozeman FHC*	Bozeman	406/587-9265
Bozeman FTC*	Bozeman	406/538-8706
Charles M. Russell & WMD	Lewistown	406/758-6868
Creston NFH* & Kalispell ES	Kalispell	406/682-4847
Ennis NFH*	Ennis	406/449-5225
Gray Wolf Rec. ES	Helena	406/243-4903
Grizzly Bear Rec. ES	Missoula	406/777-5552
Lee Metcalf	Stevensville	406/858-2442
Lost Trail	Marion	406/789-2305
Medicine Lake	Medicine Lake	406/449-5225
Montana ES	Helena	406/449-5225
Missoula Aerial Fire	Missoula	406/329-4965
Montana FWMAO*	Bozeman	406/585-9010
Montana Acquisition	Great Falls	406/727-7400
National Bison Range	Moiese	406/644-2211
NE Montana WMD	Medicine Lake	406/789-2305
NW Montana Flathead County WMD	Marion	406/858-2442
NW Montana Lake County WMD	Moiese	406/644-2211
Red Rock Lakes	Lima	406/276-3536
Swan River	Marion	406/858-2442
Zone Officer	Great Falls	406/727-7400

**NEBRASKA**

Boyer Chute	Ft. Calhoun	402/468-4313
Crescent Lake	Ellsworth	308/762-4893
Fort Niobrara	Valentine	402/376-3789
Law Enforcement	Ft. Calhoun	402/468-4218
Nebraska ES	Grand Island	308/382-6468
Rainwater Basin WMD	Kearney	308/236-5015

\* Partial list of refuges (inc. refuge complexes and wetlands mgmt districts), fishery locations, ecological services (ES) and law enforcement.

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**NORTH DAKOTA**

Arrowwood & WMD	Pingree	701/285-3341
Audubon & WMD	Coleharbor	701/442-5474
Bismarck WAO	Bismarck	701/250-4415
Chase Lake	Woodworth	701/752-4218
Crosby WMD	Crosby	701/965-6488
Des Lacs	Kenmare	701/385-4046
Devils Lake WMD	Devils Lake	701/662-8611
Garrison Dam NFH*	Riverdale	701/654-7451
J. Clark Salyer & WMD	Upham	701/768-2548
Kulm WMD	Kulm	701/647-2866
Lake Alice	Devils Lake	701/662-8611
Lake Ilo	Dunn Center	701/548-8110
Lake Zahl	Crosby	701/965-6488
Long Lake & WMD	Moffit	701/387-4397
Lostwood & WMD	Kenmare	701/848-2722
Minot WAO	Minot	701/852-0318
Missouri R. FWMAO*	Bismarck	701/250-4419
N. Dakota ES	Bismarck	701/250-4481
Sullys Hill National Game Preserve	Ft. Totten	701/766-4272
Tewaukon & WMD	Cayuga	701/724-3598
Upper Souris	Foxholm	701/468-5467
Valley City NFH*	Valley City	701/845-3464
Valley City WMD	Valley City	701/845-3466
Wetland Habitat Office	Bismarck	701/250-4418
Zone Officer	Bismarck	701/355-8572

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**SOUTH DAKOTA**

D.C. Booth HNFH & Archives*	Spearfish	605/642-7730
Gavins Point NFH*	Yankton	605/665-3352
Huron WAO	Huron	605/352-7014
Huron WMD	Huron	605/352-5894
Lacreek	Martin	605/685-6508
Lake Andes & WMD	Lake Andes	605/487-7603
Madison WMD	Madison	605/256-2974
S. Dakota ES & Great Plains FWCO*	Pierre	605/224-8693
Sand Lake & WMDWAO	Columbia	605/885-6320
Waubay & WMD	Waubay	605/947-4521
Wetlands Acq. Office	Columbia	605/885-6357
Zone Officer	Madison	605/256-2974

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**UTAH**

Bear River	Brigham City	435/723-5887
Colorado River Fish Project*	Vernal	435/789-0354
Fish Springs	Ibapah	435/831-5353
Jones Hole NFH*	Vernal	435/789-4481
Ouray NFH*	Vernal	435/828-7134
Ouray	Randlett	435/545-2522
Utah ES	West Valley City	801/975-3330
Utah FWCO*	Vernal	435/789-4078
Utah PLO	Brigham City	435/734-6434
Zone Officer	Brigham City	435/723-5887

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**WYOMING**

Arapaho Complex	Walden, CO	970/723-8202
Cheyenne ES	Cheyenne	307/772-2374
Jackson NFH*	Jackson	307/733-2510
Lander FWMAO*	Lander	307/332-2159
Law Enforcement	Casper	307/261-6365
National Elk Refuge	Jackson	307/733-9212
Saratoga NFH*	Saratoga	307/326-5662
Seedskadee	Green River	307/875-2187

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## Regional Contacts: Alaska (Region 7:)

1011 East Tudor Road AK  
Anchorage, AK 99503  
<alaska.fws.gov>

	<b>Telephone</b>	<b>Fax</b>
Regional Director (RD)	907/786-3542	907/786-3306
Deputy RD	907/786-3536	907/786-3306
Budget/Administration	907/786-3970	907/786-3306
External Affairs	907/786-3309	907/786-3495
Fire Management	907/786 3654	907/786 3905
Fisheries & Ecological Services	907/786-3856	907/786-3848
Human Resources	907/786-3301	907/786-3841
Law Enforcement	907/786-3311	907/786-3313
Migratory Birds	907/786-3443	907/786-3641
National Wildlife Refuge System	907/786-3354	907/786-3998
Subsistence Management	907/786-3403	907/786-3333
DRLE Chief	907/786-3310	907/786-3998
Wildlife & Sport Fish Restoration	907/786-3363	907/786-3575
<i>Region 7 IRTM Computer Help Desk</i>	<i>907/786-3437</i>	

\*TTY users may use the Federal Relay Services at 800/877 8330 or online at <www.frso.us>

## Alaska Field Offices\*

<i>Office</i>	<i>City</i>	<i>Phone</i>
<b>ALASKA</b>		
Alaska Maritime	Homer	907/235-6546
AK Penninsula/Becharof	King Salmon	907/246-3339
Anchorage FWFO	Anchorage	907/271-2888
Arctic	Fairbanks	907/456-0250
Conservation Genetics Lab	Anchorage	907/786-3318
Fairbanks FWFS*	Fairbanks	907/456-0203
Innoko	McGrath	907/524-3251
Izembek	Cold Bay	907/532-2445
Juneau FWFO	Juneau	907/780-1160
Kanutu	Fairbanks	907/456-0329
Kenai	Soldotna	907/262-7021
Kenai FWFS*	Kenai	907/262-9863
Kodiak	Kodiak	907/487-2600
Koyukuk/Nowitna	Galena	907/656-1231
Marine Mammals Mgmt. Office	Anchorage	907/786-3800
Non-game Mig. Birds	Anchorage	907/786-3444
Raptor Management	Juneau	907/780-1171
Selawik	Kotzebue	907/442-3799
Law Enforcement	Anchorage	907/271-2828
Law Enforcement	Fairbanks	907/456-2335
Tetlin	Tok	907/883-5312
Togiak	Dillingham	907/842-1063
Waterfowl Management	Anchorage	907/786-3446
Waterfowl Management	Fairbanks	907/456-0341
Waterfowl Management	Juneau	907/780-1174
Yukon Delta	Bethel	907/543-3151
Yukon Flats	Fairbanks	907/456-0440
Zone Officer	Anchorage	907/271-6646
Zone Officer	Fairbanks	907/455-1821

\* Partial list of refuges (inc. refuge complexes and wetlands mgmt districts), fishery locations, ecological services (ES) and law enforcement.

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## Regional Contacts: Pacific Southwest (Region 8)

2800 Cottage Way, Suite W-2606 CA, NV, Klamath Basin  
Sacramento, CA 95825-1846  
<www.fws.gov/cno>

	<b>Telephone</b>	<b>Fax</b>
Regional Director (RD)	916/414-6464	916/414-6486
Deputy RD		
Assist. Manager: Budget & Administration		
Assist. Manager: Conservation Partnerships		
Assist. Manager: Ecological Services		
Assist. Manager: External Affairs		
Assist. Manager: National Wildlife Refuges		
Assist. Manager: Water & Fisheries Resources		
Fisheries Program Manager		
Migratory Birds		
Human Resources	503/231-6138	503/231-2373
Law Enforcement	650/876-9078	650/876-9701
DRLE Chief	916/414-6444	916/414-6715
Fire Management	916/414 6464	916/414 6486
<i>Region 8 IRTM Computer Help Desk</i>	<i>503/872-2725</i>	

## Pacific Southwest Field Offices\*

<i>Office</i>	<i>City</i>	<i>Phone</i>
<b>CALIFORNIA</b>		
Arcata ES & FWO*	Arcata	707/822-7201
California/Nevada FHC*	Anderson	530/365-4271
Carlsbad ES	Carlsbad	760/431-9440
Castle Rock	Loleta	707/733-5406
Coleman NFH*	Anderson	530/365-8622
Coachella Valley	Calipatria	760/348-5278
Guadalupe-Nipomo Dunes	Guadalupe	805/343-9151
Havasu	Needles	760/326-3853
Hopper Mountain NWRC	Ventura	805/644-5185
Humboldt Bay	Loleta	707/733-5406
Kern	Delano	661/725-2767
Klamath Basin NWRC	Tulelake	530/667-2231
Law Enforcement	Torrance	310/328-1516
Law Enforcement	Sacramento	916/414-6660
Livingston Stone NFH*	Shasta Lake	530/275-0549
Modoc	Alturas	530/233-3572
Red Bluff FWO*	Red Bluff	530/527-3043
Sacramento ES	Sacramento	916/414-6600
Sacramento NWRC	Willows	530/934-2801
San Diego NWRC	Carlsbad	760/930-0168
San Diego	Jamul	619/468-9245
San Diego Bay	Chula Vista	619/691-1262
San Francisco Bay NWRC	Fremont	510/792-0222
San Luis NWRC	Los Banos	209/826-3508
San Pablo Bay	Petaluma	707/769-4200
Seal Beach	Seal Beach	562/598-1024
Sonny Bono Salton Sea NWRC	Calipatria	760/348-5278
Stockton FWO*	Stockton	209/946-6400
Stone Lakes	Elk Grove	916/775-4421
TehamaColusa FF*	Red Bluff	530/527-3043
Tijuana Slough	Imperial Beach	619/575-2704
Ventura ES	Ventura	805/644-1766
Yreka ES & FWO*	Yreka	530/842-5763
Zone Officer	Willows	530/934-2801

\*TTY users may use the Federal Relay Services at 800/877 8330 or online at <www.frso.us>

\* Partial list of refuges (inc. refuge complexes and wetlands mgmt. districts), fishery locations, ecological services (ES) and law enforcement.

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**NEVADA**

Desert NWRC	Las Vegas	702/515-5450
Lahontan NFH*	Gardnerville	775/265-2425
Las Vegas ES	Las Vegas	702/515-5230
Marble Bluff Fish*	Nixon	775/574-0187
Nevada ES	Reno	775/861-6300
Ruby Lake	Ruby Valley	775/779-2237
Sheldon	Denio	775/941-0199
Stillwater NWRC	Fallon	775/423-5128
Zone Officer	Las Vegas	702/515-5465

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**Contacts: Headquarters**

1849 C Street, NW. DOI Locator: 202/208-3100  
Washington, D.C. 20240  
<[www.fws.gov](http://www.fws.gov)>

<i>Office</i>	<i>Phone</i>	<i>Fax</i>
Director	202/208-4717	202/208-6817
Deputy Director Operations	202/208-4545	202/208-6817
Special Assistant	202/208-4545	202/208-6817
Deputy Director Policy	202/208-4545	202/208-6817
Science Advisor to the Director	202/208-4700	202/208-6817
Chief, Law Enforcement	202/208-3809	202/482-3143
AD-Business Management and Operations	703/358-1822	703/358-2160
AD-Budget, Planning and Human Capital	703/358-2400	703/358-1981
AD-Ecological Services	202/208-4646	202/208-5618
AD-External Affairs	202/208-6541	202/501-6589
AD-Fish and Aquatic Conservation	202/208-6394	202/208-5618
AD/CIO-Information Resources and Technology Management	703/358-1729	703/358-2251
AD-International Affairs	202/208-6393	202/208-4674
AD-Migratory Birds	202/208-1050	202/208-4132
AD-National Wildlife Refuge System	202/208-5333	202/208-3082
AD-Wildlife and Sport Fish Restoration Programs	202/208-7337	202/208-4132
Bird Habitat Initiatives	703/358-1784	703/358-2282
Budget	703/358-2501	703/358-1996
Communications	703/358-2220	703/358-1930
Congressional and Legislative Affairs	703/358-2240	703/358-1780
Conservation Planning and Policy	703/358-2036	703/358-2154
Contracting and Facilities Management	703/358-1901	703/358-2264
Correspondence Control Unit	202/208-7535	202/219-2415
Cost and Performance Management	703/358-2088	703/358-2057
Customer Service Center	800/344-9453	703/358-2245
Denver Operations Finance/	303/984-6800	303/969-5757
Equal Opportunity and Diversity	703/358-1724	703/358-2030
Economics	703/358-2082	703/358-2319
Emergency Manager	703/358-2226	703/358-2518
Endangered Species	703/358-2171	703/358-1735

<i>Office</i>	<i>Phone</i>	<i>Fax</i>
Engineering	703/358-1719	703/358-2227
Environmental Quality	703/358-2148	703/358-1800
Federal Duck Stamp	703/358-2000	703/358-2009
Financial Management	703/358-1742	703/358-2265
Fire Management	208/387-5583	208/387-5668
Fisheries and Aquatic Resource Conservation	703/358-1718	703/358-2487
Habitat Conservation	703/358-2161	703/358-1869
Human Resources	703/358-1743	703/358-2224
Information Resource and Technology Management	703/358-1729	703/358-2251
IRTM Computer Helpdesk WO/	703/358-2200	
IRTM Computer Helpdesk NCTC/	304/876-7425	
International Affairs	703/358-2261	703/358-1855
International Conservation	703/358-2258	703/358-2115
Law Enforcement Operations	703/358-1949	703/358-2271
Management Authority	703/358-2093	703/358-2280
Migratory Bird Management	703/358-1714	703/358-2272
Native American Liaison	703/358-1728	703/358-1780
National Fish Hatchery System	703/358-1715	703/358-2487
National Communications Center	303/275-2400	303/275-2417
National Conservation Training Center	304/876-7263	304/876-7227
National Forensics Lab	541/482-4191	541/482-4989
National Eagle and Wildlife Repository	303/287-2110	303/287-1570
National Wildlife Refuge System	703/358-1744	703/358-2248
Physical Security Specialist	703/358-2403	703/358-2313
Policy Directives Management	703/358-1730	703/358-2269
Printing and Publishing	703/358-2196	703/358-2245
Program and Partnership Support	703/358-1711	703/358-2548
Realty	703/358-1713	703/358-2223
Refuge Law Enforcement	703/358-1895	703/358-2518
Safety and Health	703/358-2255	703/358-1875
Scientific Authority	703/358-1708	703/358-2276
Visitor Service and Communications	703/358-2029	703/358-2517
Wildlife and Sport Fish Restoration	703/358-2156	703/358-1837

## State Fish and Wildlife Agencies

### (Association of Fish and Wildlife Agencies Members List)

<[www.fishwildlife.org](http://www.fishwildlife.org)> or <[www.fws.gov/offices/statelinks.html](http://www.fws.gov/offices/statelinks.html)>

#### Alabama

DCNR, Division of Wildlife and Freshwater Fisheries  
Montgomery: 334/242-3465  
<[www.outdooralabama.com](http://www.outdooralabama.com)>

#### Alaska

Department of Fish and Game  
Juneau: 907/465-4100  
<[www.adfg.state.ak.us](http://www.adfg.state.ak.us)>

#### Arizona

Game and Fish Department  
Phoenix: 602/942-3000  
<[www.azgfd.gov](http://www.azgfd.gov)>

#### Arkansas

Game and Fish Commission  
Little Rock: 501/223-6300 or 800/364-4263  
<[www.agfc.com](http://www.agfc.com)>

#### California

Department of Fish and Game  
Sacramento: 916/445-0411  
<[www.dfg.ca.gov](http://www.dfg.ca.gov)>

#### Colorado

Division of Wildlife  
Denver: 303/297-1192  
<[wildlife.state.co.us](http://wildlife.state.co.us)>

#### Connecticut

Department of Environmental Protection  
Hartford: 860/424-3000  
<[www.ct.gov/dep/site/default.asp](http://www.ct.gov/dep/site/default.asp)>

#### Delaware

Division of Fish and Wildlife  
Dover: 302-739-9910  
<[www.fw.delaware.gov](http://www.fw.delaware.gov)>

#### District of Columbia

Fisheries and Wildlife Division  
Washington, DC: 202/535-2600  
<[ddoe.dc.gov/ddoe/cwp/view,a,1209,q,492187.asp](http://ddoe.dc.gov/ddoe/cwp/view,a,1209,q,492187.asp)>

#### Florida

Fish and Wildlife Conservation Commission  
Tallahassee: 850/488-4676  
<[myfwc.com](http://myfwc.com)>

#### Georgia

Department of Natural Resources, Wildlife Resources Division  
Social Circle: 770/918-6404  
<[georgiawildlife.dnr.state.ga.us](http://georgiawildlife.dnr.state.ga.us)>

#### Hawaii

Department of Land and Natural Resources  
Honolulu: 808/587-0400  
<[www.hawaii.gov/dlnr](http://www.hawaii.gov/dlnr)>

**Idaho**

Fish and Game Department  
Boise: 208/334-3700  
<fishandgame.idaho.gov>

**Illinois**

Department of Natural Resources  
Springfield: 217/782-6302  
<dnr.state.il.us>

**Indiana**

Department of Natural Resources, Division of Fish and Wildlife  
Indianapolis: 317/232-4200  
<www.in.gov/dnr/fishwild>

**Iowa**

Department of Natural Resources, Wildlife Bureau  
Des Moines: 515/281-5918  
<www.iowadnr.gov/>

**Kansas**

Department of Wildlife and Parks  
Pratt: 620/672-5911  
<www.kdwp.state.ks.us>

**Kentucky**

Department of Fish and Wildlife Resources  
Frankfort: 800/858-1549  
<fw.ky.gov>

**Louisiana**

Department of Wildlife and Fisheries  
Baton Rouge: 225/765-2800  
<www.wlf.la.gov/>

**Maine**

Department of Inland Fisheries and Wildlife  
Augusta: 207/287-8000  
<www.maine.gov/ifw>

**Maryland**

Department of Natural Resources  
Annapolis: 877/620-8367 or 410-260-8367  
<www.dnr.state.md.us>

**Massachusetts**

Department of Fish and Game  
Boston: 617/626-1500  
<www.mass.gov/dfwele/index.htm>

**Michigan**

Department of Natural Resources  
Lansing: 517/373-1263  
<www.michigan.gov/dnr>

**Minnesota**

Department of Natural Resources  
St Paul: 651/296-6157 or 888/646-6367  
<www.dnr.state.mn.us>

**Mississippi**

Department of Wildlife, Fisheries and Parks  
Jackson: 601/432-2400  
<home.mdwfp.com>

**Missouri**

Department of Conservation  
Jefferson City: 573/751-4115  
<www.mdc.mo.gov>

**Montana**

Department of Fish, Wildlife and Parks  
Helena: 406/444-2612  
<fwp.mt.gov>

**Nebraska**

Game and Parks Commission  
Lincoln: 402/471-0641  
<outdoornebraska.ne.gov/>

**Nevada**

Department of Wildlife  
Reno: 775/688-1500  
<www.ndow.org>

**New Hampshire**

Fish and Game Department  
Concord: 603/271-2461 or 2462  
<www.wildlife.state.nh.us>

**New Jersey**

Department of Environmental Protection, Division of Fish and Wildlife  
Trenton: 609/292-2965  
<www.state.nj.us/dep/fgw>

**New Mexico**

Game and Fish Department  
Santa Fe: 505/476-8000  
<www.wildlife.state.nm.us>

**New York**

Department of Environmental Conservation  
Albany: 518/402-8995  
<www.dec.ny.gov>

**North Carolina**

Wildlife Resources Commission  
Raleigh: 919/707-0010  
<www.ncwildlife.org>

**North Dakota**

Game and Fish Department  
Bismarck: 701/328-6300  
<gf.nd.gov>

**Ohio**

Department of Natural Resources, Division of Wildlife  
Columbus: 614/265-6300 or 800/945-3543  
<www.dnr.state.oh.us/wildlife>

**Oklahoma**

Department of Wildlife Conservation  
Oklahoma City: 405/521-2739  
<www.wildlifedepartment.com>

**Oregon**

Department of Fish and Wildlife  
Salem: 503/947-6000 or 800/720-6339  
<www.dfw.state.or.us>

**Pennsylvania**

Fish and Boat Commission  
Harrisburg: 717/705-7800  
<www.fish.state.pa.us/mpag1.htm>  
Pennsylvania Game Commission  
Harrisburg: 717/787-4250  
<www.pgc.state.pa.us>

**Rhode Island**

Division of Fish and Wildlife  
Jamestown: 401/423-1920  
<[www.dem.ri.gov/programs/bnatres/fishwild](http://www.dem.ri.gov/programs/bnatres/fishwild)>

**South Carolina**

Department of Natural Resources  
Columbia: 803/734-3886  
<[www.dnr.sc.gov](http://www.dnr.sc.gov)>

**South Dakota**

Game, Fish and Parks Department  
Pierre: 605/773-7660  
<[gfp.sd.gov](http://gfp.sd.gov)>

**Tennessee**

Wildlife Resources Agency  
Nashville: 615/781-6500  
<[state.tn.us/twra](http://state.tn.us/twra)>

**Texas**

Parks and Wildlife Department  
Austin: 512/389-4800 or  
800/792-1112  
<[www.tpwd.state.tx.us](http://www.tpwd.state.tx.us)>

**Utah**

Division of Wildlife Resources  
Salt Lake City: 801/538-4700  
<[wildlife.utah.gov/dwr](http://wildlife.utah.gov/dwr)>

**Vermont**

Fish and Wildlife Department  
Waterbury: 802/241-3700  
<[www.vtfishandwildlife.com](http://www.vtfishandwildlife.com)>

**Virginia**

Department of Game and  
Inland Fisheries  
Richmond: 804/367-1000  
Boat Licenses: 877/898-2628  
<[www.dgif.virginia.gov](http://www.dgif.virginia.gov)>

**Washington**

Department of Fish and Wildlife  
Olympia: 360/902-2200  
<[wdfw.wa.gov](http://wdfw.wa.gov)>

**West Virginia**

Division of Natural Resources  
Charleston: 304/558-2754  
<[www.wvdnr.gov](http://www.wvdnr.gov)>

**Wisconsin**

Department of  
Natural Resources  
Madison: 608/266-2621  
<[www.dnr.wi.gov](http://www.dnr.wi.gov)>

**Wyoming**

Game and Fish Department  
Cheyenne: 307/777-4600  
<[gf.state.wy.us](http://gf.state.wy.us)>

**Territorial Fish and Wildlife Agency Members****American Samoa**

Department of Marine and  
Wildlife Resources  
Pago Pago: 684/633-4456  
<[americansamoa.gov](http://americansamoa.gov)> Go to  
Government: Departments:  
Marine and Wildlife

**Guam**

Department of Agriculture,  
Division of Aquatic & Wildlife  
Resources  
Mangilao: 671/ 735-3955  
<[www.guamdawr.org](http://www.guamdawr.org)>

**Mariana Islands**

Division of Fish & Wildlife  
Saipan: 670/664-6000 or 6004  
<[www.dfw.gov.mp](http://www.dfw.gov.mp)>

**Puerto Rico**

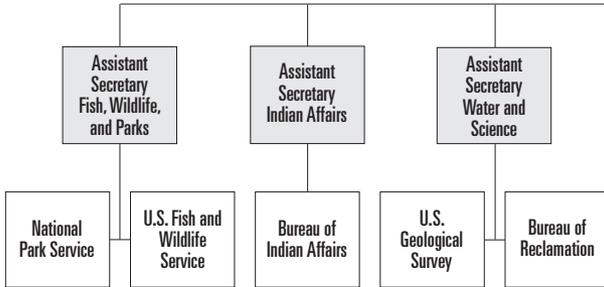
Department of Natural and  
Environmental Resources  
San Juan: 787/999-2200  
<[www.drna.gobierno.pr](http://www.drna.gobierno.pr)>

**Virgin Islands**

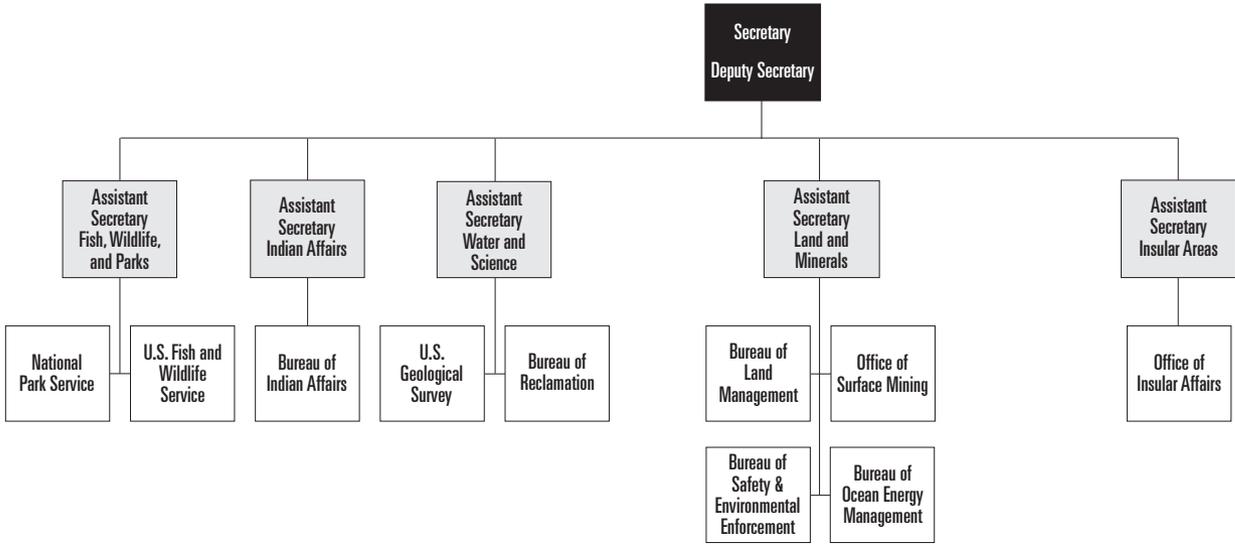
Department of Planning and  
Natural Resources, Division  
of Fish and Wildlife  
St. Thomas: 340/775-6762  
<[www.fish-and-wildlife.dpnr.gov.vi/](http://www.fish-and-wildlife.dpnr.gov.vi/)>

Log on to the AFWA website for a full list of the State fish and wildlife agencies websites. <[www.fishwildlife.org/where\\_us.html](http://www.fishwildlife.org/where_us.html)>

## DOI Organizational Chart



## DOI Organizational Chart



## Climate Change

<[www.fws.gov/home/climatechange/](http://www.fws.gov/home/climatechange/)>

<<https://inside.fws.gov/go/post/Climate-Change-Intranet>>

Climate change is the transformational conservation challenge of our time, not only because of its direct effects, but also because of its influence on all the other stressors of our wildlife resources. It is accelerating the expansion of invasive species; raising sea levels along our 177 coastal refuges; altered hydrology in rivers and wetlands; and making a myriad of observed changes to our fragile Arctic ecosystems, including diminished sea ice, coastal erosion, shrinking glaciers, and thawing permafrost.

In response to these challenges, the U.S. Fish and Wildlife Service has developed a Strategic Plan for Climate Change aimed at aggressively responding to and mitigating impacts of accelerating climate change on natural systems. The plan is an integral part of the Department of the Interior's overarching strategy for addressing climate change and its impacts on wildlife.

Along with the Strategic Plan, the Service has developed a draft 5-year Action Plan that details actions the Service will take to implement the Strategic Plan, and contains a list of climate change action priorities that are already being implemented to lay the foundation for future work on climate change.

The Strategic Plan establishes specific goals and objectives to accomplish priority commitments as integral and essential elements of broader strategies designed to address climate change.

The strategies focus on three key elements:

**ADAPTATION:** Helping to reduce the impacts of climate change on fish, wildlife, plants and their habitats;

**MITIGATION:** Reducing levels of greenhouse gases in the Earth's atmosphere; and,

**ENGAGEMENT:** Reaching out to Service employees; local, national and international partners in the public and private sectors; key constituencies and stakeholders; and the broader citizenry of this country to join forces and seek solutions to the challenges to fish and wildlife conservation posed by climate change. The plan recognizes no single organization or agency can succeed fully in its mission without the support and involvement of others. It calls for bold, aggressive action, and outlines commitments that will help re-shape the face of conservation and enable us to play a leading role in addressing the challenges of a changing climate system. These include:

- Facilitate development of a National Fish and Wildlife Adaptation Strategy to serve as the conservation community's shared blueprint to guide wildlife adaptation partnerships over the next 50–100 years.
- Help create a National Biological Inventory and Monitoring Partnership that strategically deploys the conservation community's monitoring resources. The partnership would generate empirical data needed to track climate change effects on the distribution and abundance of fish, wildlife, plants and their habitats; model predicted population and habitat change; and help us determine if our goals are being achieved.
- Establish a network of Landscape Conservation Cooperatives that produce the science and technical information needed to understand the implications of climate change and support landscape-scale conservation through shared science capacity.

## Invasive Species

<[www.fws.gov/invasives](http://www.fws.gov/invasives)>

Increased threats from invasive species are a high priority for the Service as we adapt our programs to face the challenges posed by an expanding global economy and a continued loss of biodiversity. Climate change will likely exacerbate this problem. Climate change is already compromising the capacity of native organisms to compete with existing invaders and opening up additional pathways of spread.

Executive Order 13112 defines an invasive species as a nonnative species that is likely to cause economic or environmental harm, or harm to human health. Invasive species can be plants, animals, and other organisms (e.g., microbes). Human actions are the primary means of invasive species introductions. Under the Executive Order, the Service works with other agencies and Departments to coordinate national and local-level invasive species management activities and share information and new techniques for fighting invasive species. Prevention, early detection, rapid response, control, management, and restoration are key components of the National Invasive Species Management Plan and other interagency/interdepartmental programs.

The need for stronger coordination and cooperation between Federal resource managers and the private sector, particularly in local communities, is essential. Aquatic Invasive Species (AIS) Program and Injurious Wildlife The Service's Fisheries and Habitat Conservation Program, through its Division of Fisheries and Aquatic Resource Conservation, supports implementation of the Non-indigenous Aquatic Nuisance Prevention and Control Act of 1990 (as amended by NISA 1996) through its AIS Program. This program provides national leadership in preventing, eradicating, and controlling aquatic invasive species.

- Deliver conservation to the most vulnerable species through various activities, including but not limited to identifying priority water needs, addressing habitat fragmentation, managing genetic resources, reducing non-climate stressors, and conducting other resource management actions.
- Inform stakeholders on wildlife conservation issues related to energy development and policy and facilitate development of renewable energy sources in a manner that helps conserve species and avoids or minimizes significant impacts to sensitive fish, wildlife, and plant species.
- Reduce the carbon footprint of Service facilities, vehicles, and workforce, becoming carbon neutral by 2020.
- Develop expertise in biological carbon sequestration—sequestering greenhouse gases in plant biomass while also creating or restoring priority native fish, wildlife and plant habitats.
- Facilitate habitat conservation through carbon sequestration at the international level. By working with international partners and stakeholders to help reduce deforestation rates in key areas, such as tropical forests, we will help preserve areas critical to biodiversity conservation and support greenhouse gas mitigation.

The Service's Strategic Plan for Climate Change is a blueprint for action in a time of uncertainty. It calls for the Service and its partners to step up to the challenges before us, lay the foundation for wise decision making in the future and take steps now to ensure that our nation's fish and wildlife resources will thrive in the years to come.

For more information on how the U.S. Fish and Wildlife Service is working with others to conserve the nature of America in a changing climate, visit <[www.fws.gov/home/climatechange/](http://www.fws.gov/home/climatechange/)> or on InsideFWS at <<https://inside.fws.gov/go/post/Climate-Change-Intranet>>.

**For more information, contact:**

NWRS National Invasive, 703/358-2063

Species Program Coordinator, Aquatic Nuisance Species,  
703/358-1932

**Additional Web Links**

*National Invasive Species Council*

<[www.invasivespecies.gov](http://www.invasivespecies.gov)>

*Federal Interagency Committee for the Management of  
Noxious and Exotic Weeds*

<[www.fs.fed.us/ficmnew](http://www.fs.fed.us/ficmnew)>

*Injurious Wildlife*

<[www.fws.gov/contaminants/ANS/ANSInjurious.cfm](http://www.fws.gov/contaminants/ANS/ANSInjurious.cfm)>

*Aquatic Nuisance Species Task Force*

<[anstaskforce.gov](http://anstaskforce.gov)>

*Stop Aquatic Hitchhikers! National Public Awareness  
Campaign*

<[www.protectyourwaters.net](http://www.protectyourwaters.net)>

*Invasive Species Survey*

<[www.nwrinvasives.com](http://www.nwrinvasives.com)>

*100th Meridian Initiative*

<[www.100thmeridian.org](http://www.100thmeridian.org)>

## Let's Go Outside!

<[www.fws.gov/letsgooutside](http://www.fws.gov/letsgooutside)>

### Vision

All of America's children will have enjoyable and meaningful experiences in the out-of-doors, improving their health and well-being, and leading to life-long connections with the natural world.

### Background

In *Last Child in the Woods: Saving Our Children from Nature-Deficit Disorder*, author Richard Louv wrote that children today are not spending time as much time outside as previous generations. This reduced time outdoors has negative implications for children's mental, physical, and emotional health, and for their success in school. It also has implications for their desire to protect the environment. Louv refers to this problem as "nature-deficit disorder."

Louv's book sparked an international social movement to reconnect children with nature. Stakeholders in this movement include parents, educators, health care providers, conservationists, outdoor recreation companies, land developers and more. This movement provides parents and communities with compelling reasons to conserve natural resources and provide outdoor experiences. New evidence shows that conservation is more than just the "right thing to do"—it is necessary for healthy childhood development and learning.

### How does this movement fit with the Service priorities?

One of the Service's top six priorities is "Connecting People with Nature: Ensuring the Future of Conservation." Today's children are the decision makers of the future. By focusing on connecting children and their families with nature, we are helping to ensure that our future constituents support the Service's conservation

efforts. Additionally, many efforts to connect children with nature will by extension also connect parents, grandparents and other family members. The Service’s slogan for this effort is “Let’s Go Outside.”

**What are the elements of an activity or program that help connect children with nature?**

Louv’s book gives anecdotal and research-based examples of activities that successfully help children connect with nature. Children appear to connect with nature when they get outside on a regular, sustained basis to discover and explore. Connections are made when children’s exposure is experiential, using as many senses as possible. Activities that promote self-guided learning and exploration, rather than highly structured activities, may help children make stronger connections to nature. Connecting with nature may not involve conveyance of facts or environmental concepts, but it is the foundation for future learning and respect for nature.

These experiences can occur outside anywhere that nature is found—not just on Service lands, but also in “nearby nature” such as school yards, urban parks, backyards and vacant woodlots. Connecting a child to nature does not require special training or experience as an educator. Nature connections can be developed in many ways and can be an important element of all Service programs. The Refuge System’s “Big Six” public uses: hunting, fishing, wildlife observation, camping, nature photography, hiking, environmental education, fit nicely with this effort. Other Service programs can also engage people in outdoor activities, such as habitat restoration, invasive species and fish hatchery work.

**What other agencies and organizations are working on this effort?**

Many! The Department of the Interior agencies are all part of the “Youth in the Great Outdoors Initiative” which will employ, educate, and engage young people from all backgrounds in exploring, connecting with and preserving America’s natural and cultural heritage. In addition, many national environmental

organizations are engaged in this movement, such as the Children & Nature Network, Nature Rocks, National Wildlife Federation, Sierra Club, and the Conservation Fund. Local and state governments and organizations are also keenly interested.

**Resources**

**Web sites**

USFWS: <[www.fws.gov/letsgooutside](http://www.fws.gov/letsgooutside)>

Children & Nature Network: <[www.cnaturenet.org](http://www.cnaturenet.org)>

Nature Rocks: <[www.naturerocks.org](http://www.naturerocks.org)>

**Regional Contacts**

Each Service region and many programs have a representative on the National Connecting People With Nature Working Group. They can be contacted for more information.

Region	Contact	Phone
1	Taylor Pittman	360/753-4375
2	Ken Garrahan	505/284-6632
3	Tim Smigielski	231/584-3540
4	Stacy Armitage	404/679-7178
5	Jennifer Lapis	413/253-8303
6	Kathi Stoffer	435/7346438
7	Cathy Rezbek	907/786-3351
8	Kate Eschelbach	805/644-1766
NCTC	Matt Gay	304/876-7654
NCTC	Mary Danno	304/876-7495
9 Migratory Birds	Rachel Levin	703/358-2405
9 Law Enforcement	Bernadette Atencio	303/287-2110
9 Fisheries & Habitat Cons.	Bennie Williams	703/358-1816
9 Refuges	Nathan Caldwell	703/358-2205
9 Endangered Species	Lew Gorman	703/358-1911
9 External Affairs	Valerie Fellows	703/358-2285

## Science Excellence

<[www.fws.gov/science](http://www.fws.gov/science)>

Aristotle said, “Excellence...is not an act, but a habit.” The Service’s tradition is to pursue ever higher standards in applying science to the conservation of fish, wildlife, plants and their habitats. The Service will continue this tradition by:

- Expanding our capacities to produce, acquire, apply, and communicate scientific information;
- Promoting active involvement of the Service and our employees in the larger scientific community;
- Encouraging strengthened partnerships between the Service and other scientific organizations, including the U.S. Geological Survey;
- Growing and mentoring the next generation of Service scientists; and
- Recognize those scientists and celebrate their successes.

In January 2008, the Service developed its first-ever Scientific Code of Professional Conduct, a set of guidelines applicable to scientists, managers, and executives within the agency. It applies to scientific conduct, but also extends to the translation and application of science used to inform resource management decisions. The Service code is modeled after codes from professional scientific organizations and has been praised by The Wildlife Society and American Fisheries Society; two of the leading societies for fish and wildlife scientists.

The Service has developed two peer-reviewed journals, *The Journal of Fish and Wildlife Management* and *North American Fauna*. These scientific journals provide additional and accessible outlets for Service employees, their state and tribal partners, and other resource professionals to publish their work. Information on these publications is available at <[www.fws.gov/science/publicationsys.html](http://www.fws.gov/science/publicationsys.html)>.

The Service is playing a key leadership role in bringing together the natural resource community to promote landscape-scale conservation and address the challenges associated with accelerating climate change. Strategic habitat conservation, an iterative, adaptive resource management approach, is our business model to help in these efforts. Climate change has begun altering ecological processes and will increasingly affect the distribution and abundance of animal and plant populations. To help sustain fish and wildlife in a climate altered world, the Service is working with its sister bureaus in DOI and with state, federal, tribal and private partners to establish a network of Landscape Conservation Cooperatives (LCCs), which are applied conservation science partnerships focused on a defined geographic area that support on-the-ground strategic conservation efforts at landscape scales. They support applied science and increase access to rapidly evolving science, and they provide the expertise for translating the applicable science into options for resources managers that will help determine success or failure in the years ahead.

The Service collaborated with partners and many Service employees to develop a strategic plan and action plan to address climate change. These plans outline the Service’s long-term strategy and near-term actions to help reduce the impacts of climate change on fish, wildlife, plants and their habitats. The Service is committed to building on its history of achievement in conservation science and on its leadership in landscape-scale conservation, climate change planning and adaptation, and LCCs to ensure that it remains the world’s premiere conservation organization. Through careful consultation with its partners and employees, the Service will identify additional priorities for conservation science and develop additional capacity and partnerships to develop, acquire and apply science with unsurpassed excellence. Never before has the future of fish and wildlife conservation depended so heavily and clearly on science excellence.

Sign up for the Science Advisory listserv at <[scienceadvisoryrequest@lists.fws.gov](mailto:scienceadvisoryrequest@lists.fws.gov)>. Type “subscribe” in the subject line.

## Permits Programs

<[www.fws.gov/permits](http://www.fws.gov/permits)>

During the past 100 years, the United States has enacted numerous wildlife laws to protect its heritage of wild animals and plants and their habitats. Four Service program, Endangered Species, Law Enforcement, Migratory Bird Management, and Management Authority; issue permits under these laws at the national, regional, and wildlife port levels. This is a cross-program initiative to help the public receive clear, consistent permit information. The following laws use permits to help conserve these protected resources:

### Conservation Laws

**BALD AND GOLDEN EAGLE PROTECTION ACT:** Permits issued to take, possess, and transport bald and golden eagles for scientific, educational, and Indian religious purposes; depredation; and falconry. *Contact:* Migratory Bird Management.

**CONVENTION ON INTERNATIONAL TRADE IN ENDANGERED SPECIES OF WILD FAUNA AND FLORA (CITES):** Permits issued to import, export, and re-export listed species for commercial and noncommercial purposes. *Contact:* Management Authority and Law Enforcement (*Contact* LE for exportation of certain fur products and re-exportation of Appendix-II or -III wildlife).

**ENDANGERED SPECIES ACT:** Permits issued for take, interstate and foreign commerce, importation, and exportation of listed species; scientific research and enhancement activities; incidental take; and conservation activities on private lands; also for zoological, horticultural, or botanical exhibition purposes for threatened species, and permits for incidental take of species if they become listed. *Contact:* Endangered Species (for native species, except for importation or exportation) or Management Authority (for foreign species and for import/export of native and foreign species).

**LACEY ACT:** Permits issued to import, transport, and acquire injurious wildlife for zoological, educational, medical, or scientific purposes. *Contact:* Management Authority.

**MARINE MAMMAL PROTECTION ACT:** Permits issued to take and import marine mammals for scientific research, public display, enhancing the survival or recovery of a species or stock, educational or commercial photography, and importation of personal sport-hunted polar bears. *Contact:* Management Authority.

**MIGRATORY BIRD TREATY ACT:** Permits issued to take, possess, transport, sell, purchase, barter, import, and export migratory birds for scientific collecting, banding and marking, falconry, raptor propagation, depredation, taxidermy, waterfowl sale and disposal, and special purposes. *Contact:* Migratory Bird Management.

**NATIONAL WILDLIFE REFUGE SYSTEM IMPROVEMENT ACT:** Special use permits issued when uses of NWRs are compatible with the purpose(s) for which the refuge was established and the mission of the National Wildlife Refuge System. *Contact:* Each National Wildlife Refuge.

**WILD BIRD CONSERVATION ACT (WBCA):** Permits issued to import exotic bird species for scientific research, zoological breeding or display, cooperative breeding, and personal pet purposes. *Contact:* Management Authority.

**ALL WILDLIFE:** Import/export licenses and designated port exception permits. *Contact:* Law Enforcement.

**FEDERAL SUBSISTENCE MANAGEMENT PROGRAM (ALASKA ONLY):** Authorized under ANILCA, this program's fish and wildlife management activities include issuing permits, developing regulations, taking special management actions; intergovernmental coordination among five DOI agencies as well as U.S. Forest Service, State, Tribal, and rural organizations; and administering a major public review and advisory process.

*Continued*

## Programs Contact Offices

### Region 1

	Telephone	Fax
Endangered Species	503/231-2071	503/231-2062
Law Enforcement	503/521-5300	503/521-5318
Migratory Bird	503/872-2715	503/231-2019

### Region 2

Endangered Species	505/248-6665	505/248-6788
Law Enforcement	480/967-2007	480/966-9766
Migratory Bird	505/248-7882	505/248-7885

### Region 3

Endangered Species	612/713-5334	612/713-5292
Law Enforcement	612/713-5320	612/713-5283
Migratory Bird	612/713-5436	612/713-5393

### Region 4

Endangered Species	404/679-7313	404/679-7081
Law Enforcement	404/679-7057	404/679-7065
Migratory Bird	404/679-7070	404/679-4180

### Region 5

Endangered Species	413/253-8631	413/253-8482
Law Enforcement	516/825-3950	516/825-3597
Migratory Bird	413/253-8643	413/253-8424

### Region 6

Endangered Species	303/236-7400	303/236-0027
Law Enforcement	303/236-7540	303/236-7901
Migratory Bird	303/236-8171	303/236-8017

### Region 7

Endangered Species	907/786-3323	907/786-3350
Law Enforcement	907/786-3311	907/786-3313
Migratory Bird	907/786-3446	907/786-3641
Subsistence Mgmt.	800/478-1456	907/786-3898

### Region 8

Endangered Species	916-414-6464	916/414-6462
Law Enforcement	503-521-5300	503-521-5318
Migratory Bird	503/872-2715	503/231-2019

### Region 9

Management Authority	800/358-2104	703/358-2280
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# January 2013

## DECEMBER 2012

S M T W T F S  
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 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
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## JANUARY 2013

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## FEBRUARY 2013

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## MARCH 2013

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## APRIL 2013

S M T W T F S  
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 7 8 9 10 11 12 13  
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 21 22 23 24 25 26 27  
 28 29 30

Sunday	Monday	Tuesday
30	31	1 <small>New Year's Day</small>
6	7	8 \$
13	14	15
20	21 <small>Martin Luther King, Jr. Birthday Inauguration Day</small>	22 \$
27 ○	28	29

## PP=Pay Period

# January 2013

Wednesday	Thursday	Friday	Saturday
2	3	4	5 ○
9	10 <small>Save the Eagles Day</small>	11 ●	12 <small>End PP2</small>
16	17	18 ○	19
23	24	25	26 <small>End PP3</small>
30	31	1	2

# February 2013

African-American History Month

**JANUARY 2013**  
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**FEBRUARY 2013**  
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**MARCH 2013**  
**S M T W T F S**  
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**APRIL 2013**  
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**MAY 2013**  
**S M T W T F S**  
 1 2 3 4  
 5 6 7 8 9 10 11  
 12 13 14 15 16 17 18  
 19 20 21 22 23 24 25  
 26 27 28 29 30 31

Sunday	Monday	Tuesday
26	27	28
3 ●	4	5 \$
10 ●	11	12
17 ●	18 President's Day	19 \$
24	25 ○	26

PP=Pay Period

# February 2013

Wednesday	Thursday	Friday	Saturday
29	30	1	2
6	7	8	9 End PP4
13	14	15	16
20	21	22	23 End PP5
27	28	1	2

# March 2013

Women's History Month

**FEBRUARY 2013**  
**S M T W T F S**  
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**MARCH 2013**  
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 17 18 19 20 21 22 23  
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**APRIL 2013**  
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**MAY 2013**  
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 26 27 28 29 30 31

**JUNE 2013**  
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 23 24 25 26 27 28 29  
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Sunday	Monday	Tuesday
26	27	28
3	4 ●	5 \$
10 Daylight savings time begins	11 ●	12
17	18 National Wildlife Week (18-24)	19 \$ ●
24	25	26
30		

PP=Pay Period

# March 2013

Wednesday	Thursday	Friday	Saturday
29	30	1	2
6	7	8	9 End PP6
13	14 National Wildlife Refuge Birthday	15	16
20 First day of Spring	21	22	23 End PP7
27 ○	28	29	30



# April 2013

**MARCH 2013**  
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**APRIL 2013**  
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 14 15 16 17 18 19 20  
 21 22 23 24 25 26 27  
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**MAY 2013**  
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**JUNE 2013**  
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**JULY 2013**  
**S M T W T F S**  
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 7 8 9 10 11 12 13  
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 21 22 23 24 25 26 27  
 28 29 30 31

Sunday	Monday	Tuesday
31	1	2 \$
7	8	9
14	15	16 \$
21	22 Earth Day	23
28	29	30 Arbor Day

PP=Pay Period

# April 2013

Wednesday	Thursday	Friday	Saturday
3 ●	4	5	6 End PP8
10 ●	11	12	13
17	18 ●	19 Jr. Duck Stamp Contest	20 End PP9
24	25 ○	26 Arbor Day	27
1	2	3	4

# May 2013

Asian/Pacific American Islander Month

**APRIL 2013**  
**S M T W T F S**  
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 7 8 9 10 11 12 13  
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 21 22 23 24 25 26 27  
 28 29 30

**MAY 2013**  
**S M T W T F S**  
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 5 6 7 8 9 10 11  
 12 13 14 15 16 17 18  
 19 20 21 22 23 24 25  
 26 27 28 29 30 31

**JUNE 2013**  
**S M T W T F S**  
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 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28 29  
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**JULY 2013**  
**S M T W T F S**  
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 7 8 9 10 11 12 13  
 14 15 16 17 18 19 20  
 21 22 23 24 25 26 27  
 28 29 30 31

**AUGUST 2013**  
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 4 5 6 7 8 9 10  
 11 12 13 14 15 16 17  
 18 19 20 21 22 23 24  
 25 26 27 28 29 30 31

Sunday

Monday

Tuesday

28

29

30

5

6

7

12

13

14 \$

19

20

21

26

27 Memorial Day

28 \$

PP=Pay Period

# May 2013

Wednesday

Thursday

Friday

Saturday

1

2  
●

3

4 End PP10

8

9

10  
●

11 International  
Migratory  
Bird Day

15

16

17 Endangered  
Species Day

18 End PP11  
●

22

23

24

25  
○

29

30

31  
●

1

# June 2013

Gay and Lesbian Pride Month

	Sunday	Monday	Tuesday
<b>MAY 2013</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	26	27	28
<b>JUNE 2013</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	<b>2</b> Great Outdoors Week (2-8)	3	4
<b>JULY 2013</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	9	10	11 \$
<b>AUGUST 2013</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<b>16</b> 	17	18
<b>SEPTEMBER 2013</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	<b>23</b>  <b>30</b> 	<b>24</b> National Pollinator Week (24-30)	<b>25</b> \$

PP=Pay Period

# June 2013

Wednesday	Thursday	Friday	Saturday
29	30	31	<b>1</b> End PP12 National Trails Day National Fishing and Boating Week (1-8) 
5	6	7	<b>8</b> National Get Outdoors Day 
12	13	14	15 End PP13
19	20	21 First day of Summer	22
26	27	28 Federal & Jr. Duck Stamps, First Day of Sales	29 End PP14

# July 2013

**JUNE 2013**  
**S M T W T F S**  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
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**JULY 2013**  
**S M T W T F S**  
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 7 8 9 10 11 12 13  
 14 15 16 17 18 19 20  
 21 22 23 24 25 26 27  
 28 29 30 31

**AUGUST 2013**  
**S M T W T F S**  
 1 2 3  
 4 5 6 7 8 9 10  
 11 12 13 14 15 16 17  
 18 19 20 21 22 23 24  
 25 26 27 28 29 30 31

**SEPTEMBER 2013**  
**S M T W T F S**  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30

**OCTOBER 2013**  
**S M T W T F S**  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30 31

Sunday	Monday	Tuesday
30	1	2
7	8 ●	9 \$
14	15	16 ●
21	22 ○	23 \$
28	29 ●	30

PP=Pay Period

# July 2013

Wednesday	Thursday	Friday	Saturday
3	4 Independence Day	5	6
10	11	12	13 End PP15
17	18	19	20
24	25	26	27 End PP16
31	1	2	3

# August 2013

**JULY 2013**  
**S M T W T F S**  
 1 2 3 4 5 6  
 7 8 9 10 11 12 13  
 14 15 16 17 18 19 20  
 21 22 23 24 25 26 27  
 28 29 30 31

**AUGUST 2013**  
**S M T W T F S**  
 1 2 3  
 4 5 6 7 8 9 10  
 11 12 13 14 15 16 17  
 18 19 20 21 22 23 24  
 25 26 27 28 29 30 31

**SEPTEMBER 2013**  
**S M T W T F S**  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30

**OCTOBER 2013**  
**S M T W T F S**  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30 31

**NOVEMBER 2013**  
**S M T W T F S**  
 1 2  
 3 4 5 6 7 8 9  
 10 11 12 13 14 15 16  
 17 18 19 20 21 22 23  
 24 25 26 27 28 29 30

Sunday	Monday	Tuesday
28	29	30
4	5	6 \$ •
11	12	13
18	19	20 \$
25	26	27

PP=Pay Period

# August 2013

Wednesday	Thursday	Friday	Saturday
31	1	2	3
7	8	9	10 End PP17
14 •	15	16	17
21 ○	22	23	24 End PP18
28 •	29	30	31

# September 2013

Hispanic Heritage Month (Sept. 15–Oct. 15)

**AUGUST 2013**  
**S M T W T F S**  
 1 2 3  
 4 5 6 7 8 9 10  
 11 12 13 14 15 16 17  
 18 19 20 21 22 23 24  
 25 26 27 28 29 30 31

**SEPTEMBER 2013**  
**S M T W T F S**  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30

**OCTOBER 2013**  
**S M T W T F S**  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30 31

**NOVEMBER 2013**  
**S M T W T F S**  
 1 2  
 3 4 5 6 7 8 9  
 10 11 12 13 14 15 16  
 17 18 19 20 21 22 23  
 24 25 26 27 28 29 30

**DECEMBER 2013**  
**S M T W T F S**  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30 31

Sunday	Monday	Tuesday
<b>1</b>	<b>2</b> Labor Day	<b>3</b> \$
<b>8</b>	<b>9</b>	<b>10</b>
<b>15</b>	<b>16</b>	<b>17</b> \$
<b>22</b> First day of Fall	<b>23</b>	<b>24</b>
<b>29</b>	<b>30</b>	<b>1</b>

PP=Pay Period

# September 2013

Wednesday	Thursday	Friday	Saturday
<b>4</b>	<b>5</b> ●	<b>6</b>	<b>7</b> End PP19
<b>11</b>	<b>12</b> ○	<b>13</b>	<b>14</b>
<b>18</b>	<b>19</b> ○	<b>20</b>	<b>21</b> End PP20
<b>25</b>	<b>26</b>	<b>27</b> ● Federal Duck Stamp Contest	<b>28</b> National Public Lands Day National Fishing and Hunting Day
<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

# October 2013

Disability Employment Awareness Month

SEPTEMBER 2013  
 S M T W T F S  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30

OCTOBER 2013  
 S M T W T F S  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30 31

NOVEMBER 2013  
 S M T W T F S  
 1 2  
 3 4 5 6 7 8 9  
 10 11 12 13 14 15 16  
 17 18 19 20 21 22 23  
 24 25 26 27 28 29 30

DECEMBER 2013  
 S M T W T F S  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30 31

JANUARY 2014  
 S M T W T F S  
 1 2 3 4  
 5 6 7 8 9 10 11  
 12 13 14 15 16 17 18  
 19 20 21 22 23 24 25  
 26 27 28 29 30 31

Sunday	Monday	Tuesday
29	30	1 \$
6	7	8
13 National Wildlife Refuge Day	14 Columbus Day National Wildlife Refuge Week (14-20)	15 \$
20	21	22
27	28	29 \$

PP=Pay Period

# October 2013

Wednesday	Thursday	Friday	Saturday
2	3	4 ●	5 End PP21
9	10	11 ◐	12
16	17	18 ○	19 End PP22
23	24	25	26 ◐
30	31	1	2

# November 2013

National American Indian and Alaska Native Heritage Month

	Sunday	Monday	Tuesday
<b>OCTOBER 2013</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	26	27	28
<b>NOVEMBER 2013</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	3 ● Daylight Saving Time Ends	4	5
<b>DECEMBER 2013</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	10 ●	11 Veterans Day	12 \$
<b>JANUARY 2014</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	17 ○	18	19
<b>FEBRUARY 2014</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28	24	25 ●	26 \$

PP=Pay Period

# November 2013

Wednesday	Thursday	Friday	Saturday
29	30	1	2 End PP23
6	7	8	9
13	14	15	16 End PP24
20	21	22	23
27	28 Thanksgiving Day	29	30 End PP25 Last day to schedule "use or lose" leave

## December 2013

NOVEMBER 2013  
**S M T W T F S**  
 1 2  
 3 4 5 6 7 8 9  
 10 11 12 13 14 15 16  
 17 18 19 20 21 22 23  
 24 25 26 27 28 29 30

DECEMBER 2013  
**S M T W T F S**  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30 31

JANUARY 2014  
**S M T W T F S**  
 1 2 3 4  
 5 6 7 8 9 10 11  
 12 13 14 15 16 17 18  
 19 20 21 22 23 24 25  
 26 27 28 29 30 31

FEBRUARY 2014  
**S M T W T F S**  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28

MARCH 2014  
**S M T W T F S**  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28 29  
 30 31

Sunday	Monday	Tuesday
1	2 ●	3
8	9 ●	10 \$
15	16	17 ○
22	23	24 \$
29	30	31

PP=Pay Period

## December 2013

Wednesday	Thursday	Friday	Saturday
4	5	6	7
11	12	13	14 End PP26
18	19	20	21 First day of Winter
25 Christmas Day ●	26	27	28 End PP1
1	2	3	4

# January 2014

DECEMBER 2013  
**S M T W T F S**  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30 31

JANUARY 2014  
**S M T W T F S**  
 1 2 3 4  
 5 6 7 8 9 10 11  
 12 13 14 15 16 17 18  
 19 20 21 22 23 24 25  
 26 27 28 29 30 31

FEBRUARY 2014  
**S M T W T F S**  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28

MARCH 2014  
**S M T W T F S**  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28 29  
 30 31

APRIL 2014  
**S M T W T F S**  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30

Sunday	Monday	Tuesday
28	29	30
5	6	7 \$ ●
12	13	14
19	20 Martin Luther King, Jr. Birthday	21 \$
26	27	28

PP=Pay Period

# January 2014

Wednesday	Thursday	Friday	Saturday
1 ● New Year's Day	2	3	4
8	9	10	11 End PP2
15 ○	16	17	18
22	23	24 ●	25 End PP3
29	30 ●	31	1

# February 2014

African-American History Month

**JANUARY 2014**  
**S M T W T F S**  
 1 2 3 4  
 5 6 7 8 9 10 11  
 12 13 14 15 16 17 18  
 19 20 21 22 23 24 25  
 26 27 28 29 30 31

**FEBRUARY 2014**  
**S M T W T F S**  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28

**MARCH 2014**  
**S M T W T F S**  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28 29  
 30 31

**APRIL 2014**  
**S M T W T F S**  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30

**MAY 2014**  
**S M T W T F S**  
 1 2 3  
 4 5 6 7 8 9 10  
 11 12 13 14 15 16 17  
 18 19 20 21 22 23 24  
 25 26 27 28 29 30 31

Sunday	Monday	Tuesday
26	27	28
2	3	4
9	10	11
16	17 Presidents Day	18
23	24	25

PP=Pay Period

# February 2014

Wednesday	Thursday	Friday	Saturday
29	30	31	1
5	6	7	8 End PP4
12	13	14	15
19	20	21	22 End PP5
26	27	28	1

# March 2014

Women's History Month

**FEBRUARY 2014**  
**S M T W T F S**  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28

**MARCH 2014**  
**S M T W T F S**  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28 29  
 30 31

**APRIL 2014**  
**S M T W T F S**  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30

**MAY 2014**  
**S M T W T F S**  
 1 2 3  
 4 5 6 7 8 9 10  
 11 12 13 14 15 16 17  
 18 19 20 21 22 23 24  
 25 26 27 28 29 30 31

**JUNE 2014**  
**S M T W T F S**  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30

Sunday	Monday	Tuesday
23	24	25
2	3	4 \$
9 Daylight savings time begins	10	11
16 ○	17 National Wildlife Week (17-23)	18 \$
23	24 ☾	25
30 ●	31	

PP = Pay Period

# March 2014

Wednesday	Thursday	Friday	Saturday
26	27	28	1 ●
5	6	7	8 End PP6 ☾
12	13 National Wildlife Refuge Birthday	14	15
19	2 First day of Spring	21	22 End PP7
26	27	28	29

# April 2014

**MARCH 2014**  
**S M T W T F S**  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28 29  
 30 31

**APRIL 2014**  
**S M T W T F S**  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30

**MAY 2014**  
**S M T W T F S**  
 1 2 3  
 4 5 6 7 8 9 10  
 11 12 13 14 15 16 17  
 18 19 20 21 22 23 24  
 25 26 27 28 29 30 31

**JUNE 2014**  
**S M T W T F S**  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30

**JULY 2014**  
**S M T W T F S**  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30 31

Sunday	Monday	Tuesday
30	31	1
6	7 ☉	8
13	14	15 \$ ○
20	21	22 \$ Earth Day ☉
27	28	29 ●

PP=Pay Period

# April 2014

Wednesday	Thursday	Friday	Saturday
2	3	4	5 End PP8
9	10	11	12
16	17	18 Jr. Duck Stamp Contest	19 End PP9
23	24	25 Arbor Day	26
30 Arbor Day	1	2	3

# May 2014

Asian/Pacific American Islander Month

	Sunday	Monday	Tuesday
<b>APRIL 2014</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	27	28	29
<b>MAY 2014</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	4	5	6 ●
<b>JUNE 2014</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	11	12	13 \$
<b>JULY 2014</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	18	19	20
<b>AUGUST 2014</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	25	26 Memorial Day	27 \$

PP=Pay Period

# May 2014

Wednesday	Thursday	Friday	Saturday
30	1	2	3 End PP10
7	8	9	10 International Migratory Bird Day
14 ○	15	16 Endangered Species Day	17 End PP11
21 ●	22	23	24
28 ●	29	30	31 End PP12

# June 2014

Gay and Lesbian Pride Month

**MAY 2014**  
**S M T W T F S**  
 1 2 3  
 4 5 6 7 8 9 10  
 11 12 13 14 15 16 17  
 18 19 20 21 22 23 24  
 25 26 27 28 29 30 31

**JUNE 2014**  
**S M T W T F S**  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30

**JULY 2014**  
**S M T W T F S**  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30 31

**AUGUST 2014**  
**S M T W T F S**  
 1 2  
 3 4 5 6 7 8 9  
 10 11 12 13 14 15 16  
 17 18 19 20 21 22 23  
 24 25 26 27 28 29 30  
 31

**SEPTEMBER 2014**  
**S M T W T F S**  
 1 2 3 4 5 6  
 7 8 9 10 11 12 13  
 14 15 16 17 18 19 20  
 21 22 23 24 25 26 27  
 28 29 30

Sunday	Monday	Tuesday
<b>1</b>	<b>2</b>	<b>3</b>
<b>8</b> Great Outdoors Week (8-15)	<b>9</b>	<b>10</b> \$
<b>15</b>	<b>16</b>	<b>17</b>
<b>22</b>	<b>23</b> National Pollinator Week (23-29)	<b>24</b> \$
<b>29</b>	<b>30</b>	<b>1</b>

PP=Pay Period

# June 2014

Wednesday	Thursday	Friday	Saturday
<b>4</b>	<b>5</b> ○	<b>6</b>	<b>7</b> National Trails Day National Fishing and Boating Week (7-15) →
<b>11</b>	<b>12</b>	<b>13</b> ○	<b>14</b> End PP13 National Get Outdoors Day
<b>18</b>	<b>19</b> ●	<b>20</b>	<b>21</b> First day of Summer
<b>25</b>	<b>26</b>	<b>27</b> ● Federal & Jr. Duck Stamps, First Day of Sales	<b>28</b> End PP14 →
<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

# July 2014

**JUNE 2014**  
**S M T W T F S**  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30

**JULY 2014**  
**S M T W T F S**  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30 31

**AUGUST 2014**  
**S M T W T F S**  
 1 2  
 3 4 5 6 7 8 9  
 10 11 12 13 14 15 16  
 17 18 19 20 21 22 23  
 24 25 26 27 28 29 30  
 31

**SEPTEMBER 2014**  
**S M T W T F S**  
 1 2 3 4 5 6  
 7 8 9 10 11 12 13  
 14 15 16 17 18 19 20  
 21 22 23 24 25 26 27  
 28 29 30

**OCTOBER 2014**  
**S M T W T F S**  
 1 2 3 4  
 5 6 7 8 9 10 11  
 12 13 14 15 16 17 18  
 19 20 21 22 23 24 25  
 26 27 28 29 30 31

**Sunday**

29

**Monday**

30

**Tuesday**

1

6

7

8 \$

13

14

15

20

21

22 \$

27

28

29

PP=Pay Period

# July 2014

**Wednesday**

2

**Thursday**

3

**Friday**

4

Independence Day

**Saturday**

5

○

9

10

11

12

End PP15

○

16

17

18

●

19

23

24

25

26

End PP16

●

30

1

2

3

# August 2014

**JULY 2014**  
**S M T W T F S**  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30 31

**AUGUST 2014**  
**S M T W T F S**  
 1 2  
 3 4 5 6 7 8 9  
 10 11 12 13 14 15 16  
 17 18 19 20 21 22 23  
 24 25 26 27 28 29 30  
 31

**SEPTEMBER 2014**  
**S M T W T F S**  
 1 2 3 4 5 6  
 7 8 9 10 11 12 13  
 14 15 16 17 18 19 20  
 21 22 23 24 25 26 27  
 28 29 30

**OCTOBER 2014**  
**S M T W T F S**  
 1 2 3 4  
 5 6 7 8 9 10 11  
 12 13 14 15 16 17 18  
 19 20 21 22 23 24 25  
 26 27 28 29 30 31

**NOVEMBER 2014**  
**S M T W T F S**  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28 29  
 30

Sunday

26

3  
●

10  
○

17  
●

24

31

Monday

27

4

11

18

25  
●

Tuesday

28

5 \$

12

19 \$

26

PP=Pay Period

# August 2014

Wednesday

29

6

13

20

27

Thursday

30

7

14

21

28

Friday

1

8

15

22

29

Saturday

2

9  
End PP17

16

23  
End PP18

30

# September 2014

Hispanic Heritage Month (Sept. 15–Oct. 15)

**AUGUST 2014**  
**S M T W T F S**  
 1 2  
 3 4 5 6 7 8 9  
 10 11 12 13 14 15 16  
 17 18 19 20 21 22 23  
 24 25 26 27 28 29 30  
 31

**SEPTEMBER 2014**  
**S M T W T F S**  
 1 2 3 4 5 6  
 7 8 9 10 11 12 13  
 14 15 16 17 18 19 20  
 21 22 23 24 25 26 27  
 28 29 30

**OCTOBER 2014**  
**S M T W T F S**  
 1 2 3 4  
 5 6 7 8 9 10 11  
 12 13 14 15 16 17 18  
 19 20 21 22 23 24 25  
 26 27 28 29 30 31

**NOVEMBER 2014**  
**S M T W T F S**  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28 29  
 30

**DECEMBER 2014**  
**S M T W T F S**  
 1 2 3 4 5 6  
 7 8 9 10 11 12 13  
 14 15 16 17 18 19 20  
 21 22 23 24 25 26 27  
 28 29 30 31

Sunday	Monday	Tuesday
31	1 Labor Day	2 \$
7	8 ○	9 ●
14	15 ●	16 \$
21	22 First day of Fall	23 ●
28	29	30

PP=Pay Period

# September 2014

Wednesday	Thursday	Friday	Saturday
3	4	5	6 End PP19
10	11	12	13
17	18	19	20 End PP20
24 ●	25	26 Federal Duck Stamp Contest	27 National Public Lands Day National Fishing and Hunting Day
1	2	3	4



# October 2014

Disability Employment Awareness Month

SEPTEMBER 2014  
S M T W T F S  
1 2 3 4 5 6  
7 8 9 10 11 12 13  
14 15 16 17 18 19 20  
21 22 23 24 25 26 27  
28 29 30

OCTOBER 2014  
S M T W T F S  
1 2 3 4  
5 6 7 8 9 10 11  
12 13 14 15 16 17 18  
19 20 21 22 23 24 25  
26 27 28 29 30 31

NOVEMBER 2014  
S M T W T F S  
1  
2 3 4 5 6 7 8  
9 10 11 12 13 14 15  
16 17 18 19 20 21 22  
23 24 25 26 27 28 29  
30

DECEMBER 2014  
S M T W T F S  
1 2 3 4 5 6  
7 8 9 10 11 12 13  
14 15 16 17 18 19 20  
21 22 23 24 25 26 27  
28 29 30 31

JANUARY 2015  
S M T W T F S  
1 2 3  
4 5 6 7 8 9 10  
11 12 13 14 15 16 17  
18 19 20 21 22 23 24  
25 26 27 28 29 30 31

Sunday

28

Monday

29

Tuesday

30

5

6

7

12

National  
Wildlife  
Refuge  
Day

13

Columbus  
Day  
  
National  
Wildlife  
Refuge  
Week  
(13-19)

14 \$

19

20

21

26

27

28 \$

PP=Pay Period

# October 2014

Wednesday

1

○

8

○

15

●

22

29

Thursday

2

9

16

23

●

30

Friday

3

10

17

24

1

Saturday

4

End PP21

11

18

End PP22

25

2



# November 2014 National American Indian and Alaska Native Heritage Month

	Sunday	Monday	Tuesday
<b>OCTOBER 2014</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	25	26	27
<b>NOVEMBER 2014</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	2 <small>Daylight saving time ends</small>	3	4
<b>DECEMBER 2014</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	9	10 <small>Veterans Day (observed)</small>	11 \$ <small>Veterans Day</small>
<b>JANUARY 2015</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	16	17	18
<b>MARCH 2015</b> <b>S M T W T F S</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	23  30	24	25 \$

PP=Pay Period		November 2014			
Wednesday	Thursday	Friday	Saturday		
28	29	30	1 <small>End PP23</small>		
5	6 ○	7	8		
12	13	14 ●	15 <small>End PP24</small>		
19	20	21	22 ●		
26	27 <small>Thanksgiving Day</small>	28	29 <small>End PP25 Last day to schedule "use or lose" leave</small> ●		

## December 2014

### NOVEMBER 2014

S M T W T F S  
 1  
 2 3 4 5 6 7 8  
 9 10 11 12 13 14 15  
 16 17 18 19 20 21 22  
 23 24 25 26 27 28 29  
 30

Sunday	Monday	Tuesday
30	1	2
7	8	9 \$
14	15	16
21 First day of Winter	22 ●	23 \$
28 ●	29	30

### DECEMBER 2014

S M T W T F S  
 1 2 3 4 5 6  
 7 8 9 10 11 12 13  
 14 15 16 17 18 19 20  
 21 22 23 24 25 26 27  
 28 29 30 31

### JANUARY 2015

S M T W T F S  
 1 2 3  
 4 5 6 7 8 9 10  
 11 12 13 14 15 16 17  
 18 19 20 21 22 23 24  
 25 26 27 28 29 30 31

### FEBRUARY 2015

S M T W T F S  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28

### MARCH 2015

S M T W T F S  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30 31

## PP=Pay Period

## December 2014

Wednesday	Thursday	Friday	Saturday
3	4	5	6 ○
10	11	12	13 End PP26
17	18	19	20
24	25 Christmas Day	26	27 End PP1
1	2	3	4

## Major Events Dates

	2013	2014
National Wildlife Refuge Week	Oct. 13-19	Oct. 14-20
National Wildlife Refuge System Birthday	Mar. 14	Mar. 14
National Wildlife Week	Mar. 18-24	Mar. 17-23
Junior Duck Stamp Contest	April 19	April 18
Earth Day	April 22	April 22
Arbor Day	April 26	April 25
International Migratory Bird Day	May 11	May 10
Endangered Species Day	May 16	May 17
National Trails Day	June 1	June 7
National Fishing and Boating Week	June 1-8	June 7-15
Great Outdoors Week	June 2-8	June 8-14
National Get Outdoors Day	June 8	June 14
National Pollinator Week	June 24-30	June 23-29
Federal Duck Stamp 1st Day of Sale	June 28	June 27

	2013	2014
National Hunting and Fishing Day	Sept. 28	Sept. 27
National Public Lands Day	Sept. 28	Sept. 27
Federal Duck Stamp Contest	Sept. 27-28	Sept. 26-27

### Special Events Calendar

Check the Service Intranet page for detailed event information under Refuges and Wildlife Service-wide Special Events Calendar.

### Free Admission Days

- Jan. 21** Martin Luther King Jr. Day
- April 22–26** National Park Week, all National Parks are offering free admissions.
- June 8** Great Outdoors Day, the US Forest Service is offering free admissions.
- Aug. 25** National Park Service Birthday
- Sept. 28** National Public Lands Day
- Oct. 13** National Wildlife Refuge Day
- Nov. 9-11** Veterans Day weekend options abound

## Frequently Asked Questions (FAQs)

### **How can I get Service publications or information on fish, wildlife, and plant species?**

To obtain a publication or information on wildlife species, employees should call the Service's Fulfillment Center at 304/876-7203 or fax a request to 304/876-7689. The general public should be advised to use 800/344-WILD. Electronic files of many publications are available on the Web at <library.fws.gov>. The Service also has individual fact sheets on many species at <www.fws.gov/species>.

### **Where can I get visitor information about refuges?**

You can get visitor information directly from the individual refuges. For information about the Refuge System call 800/344-WILD or 703/358-1744, or visit the Web at <www.fws.gov/refuges>.

### **Where can I get visitor information about fish hatcheries?**

You can get visitor information directly from individual hatcheries. The "Federal & State Listing of Fishery Offices" has hatchery addresses and phone numbers, and can be obtained by calling 304/876-7203 or 703/358-1715. Hatchery addresses are also available at <www.fws.gov/fisheries> or <www.fws.gov/offices>.

### **Where can I get information about bird houses and feeders?**

Receive information about bird houses and feeders by calling 800/344-WILD or Migratory Bird Management at 703/358-1714, or visit the Web at <www.fws.gov/birds>.

### **How do I find America the Beautiful, the National Parks and Federal Recreational Land Passes (replaced Golden Eagle & Golden Age Passports)?**

Call 888/448-1474 or go to website <www.recreation.gov>.

### **Where do I go for hunting and fishing licenses?**

Hunting and fishing regulations and licenses are issued by State fish and wildlife or natural resources agencies and are available at most places where hunting and fishing gear is sold. If you want to hunt migratory birds (ducks, geese, etc.), you will also need a Federal Duck Stamp. For State contacts, see State Fish and Wildlife Agencies in this guide or at <www.fws.gov/offices>.

### **Where can I purchase a Federal Duck Stamp?**

The \$15 duck stamps are available at U.S. Post Offices, WalMarts, Kmarts, sporting goods stores, and many national wildlife refuges. Stamps can be ordered and sent overnight by calling either 800/852-4897 or 800/STAMP24.

### **How do I report bird bands?**

Call 800/327-BAND (2263) or visit USGS' Bird Banding Lab on the Web at <www.reportband.gov> or <www.pwrc.usgs.gov/bbl>.

### **What kinds of grants and other financial assistance are available from the Service?**

For information about wetlands conservation grants through Bird Habitat Conservation, call 703/358-1784.

- For information about assistance restoring a variety of habitat on private land through the Partners for Fish and Wildlife Program, contact Habitat and Resource Conservation at 703/358-2161.
- For information about grants available through International Conservation, call 703/358-1754 or visit <www.fws.gov/grants>.
- For information about financial assistance for endangered and imperiled species and their habitats, contact Endangered Species at 703/358-2171 or visit <www.fws.gov/endangered/grants/index.html>.

## Summary of Frequently Used Laws, Regulations, & Service Manuals

Law	U.S. Code	Regulations	FWS Manual
Migratory Bird Treaty Act	16 USC 703-712	50 CFR 10.13 & 21	720-729 FW
Bald & Golden Eagle Protection Act	16 USC 668a	50 CFR 22	
Endangered Species Act of 1973	16 USC 1532 et seq.	50 CFR 17, ESA list, prohibitions, etc.; 50 CFR 24, import/export under ESA and CITES; 50 CFR 402, interagency consultations; 50 CFR 424, listing and critical habitat; 50 CFR 450-453, exemption process	730-739 FW
Marine Mammal Protection Act of 1972	16 USC 1361-1407	50 CFR 18; grant in aid, 50 CFR 82	740-749 FW
Fish and Wildlife Coordination Act	16 USC 661-667e	draft regs never ratified	502 FW 1-7
National Wildlife Refuge Admin. Act	16 USC 668 dd	50 CFR 25-38	
National Environmental Policy Act	42 USC 4321 et seq. (4321-4347)	FWS 40 CFR 1502 CEQ 40 CFR 1500-1508 EPA 40 CFR 6, grants for environmental protection 40 CFR 35 USBR 40 CFR 1500-1508	550 FW 1-3; 30 AM
Clean Water Act aka Federal Water Pollution Control Act	33 USC 1251 et seq.	EPA, Ocean Dumping: 40 CFR 220-238 ACOE, Section 404	
Lacey Act	16 USC 3371-3378	50 CFR 14 & 16 & 10	440-459 FW & 720-739 FW
CITES	27 U.S.T. 1087	50 CFR 81	736 FW 1-4
Wild Bird Conservation Act of 1992	16 USC 4901-4916	50 CFR 15	

References: *U.S. Fish & Wildlife Service Habitat Conservation Planning Handbook* and *U.S. Fish and Wildlife Service Manual*, <[www.fws.gov/policy/manuals](http://www.fws.gov/policy/manuals)>

## Employee Travel Tips

It is mandatory to use the government travel charge card for official travel.

- Never use your personal credit card or cash while on official travel status. This includes the purchase of airline tickets and hotel expenses.

- Complete travel vouchers within five days of the trip. Always have your trip approved by your supervisor.

- Always have your travel voucher approved by supervisor in GovTripPay.

- Pay your government-issued credit card statement upon receipt. Per Diem rates can be found at <[www.gsa.gov](http://www.gsa.gov)> and at the DOI Travel site listed below.

- Use your Verizon Business long-distance telephone calling card on travel.

- Always verify hotel-advertised “government rates” do not exceed the current GSA per diem rates. Any additional amount will be the responsibility of the employee.

For complete travel information, visit both the DOI Travel website at <[www.doi.gov/pfm/travel.html](http://www.doi.gov/pfm/travel.html)> and the Service’s website with up-to-date manual chapters at <[www.fws.gov/policy/manuals](http://www.fws.gov/policy/manuals)>. To arrange Government travel, log on to <[www.govtrip.com](http://www.govtrip.com)> or call Sato Travel at 1-866-486-6135.

Travel-related questions may be directed to your regional Federal Agency Travel Administrator:

**Region 1** 503/231-6824

**Region 6** 303/236-4451

**Region 2** 505/248-6932

**Region 7** 907/786-3986

**Region 3** 612/713-5174

**Region 8** 503/231-6824

**Region 4** 404/679-4098

**Region 9** 703/358-1781

**Region 5** 413/253-8222

## Tips for Working with the Media

FWS personnel often have ample opportunity to engage with the media. Here are helpful hints to create a successful engagement. The public often has no idea what you do or how you do it. But they are VERY interested and need to hear how FWS employees are helping out in this incident.

- You can and should talk to the media. If you want to decline (you can), do it respectfully. “I’m sorry, but I don’t have anything for you at this time.”
- Stay in your lane. Don’t talk about other agencies or issues. Don’t speculate.
- Don’t give your opinion. State the facts.
- Say what you are doing in this response and how.
- Be professional. Be polite.
- Use terms you would use talking with your own kids.
- Don’t use acronyms.
- Talk about your training/qualifications that put you here.
- When in doubt, call your Washington or Region External Affairs Office

### More Hints

- Take photos/video when in the field, but get Washington or Region External Affairs Office clearance for potentially sensitive or controversial imagery.
- Wear FWS identified clothing. Wear Service uniforms properly. Take off your shades. If required, be in proper safety/protective gear.

## General Do’s and Don’ts

### Do

Take your time; think before answering

Say if you don’t know.

Stick to the facts.

Say if you can’t answer/explain why.

Talk only about your area of expertise.

Assume everything is “on the record” and being recorded.

Maintain eye contact with the reporter.

Be firm, fair and honest.

### Don’t

Lie, guess or speculate.

Get upset or angry.

Repeat negative words from questions.

Play favorites with reporters.

Say “no comment.”

Introduce new issues or subjects

## Guidance on Lobbying, Advertising, & Donations

**Lobbying:** The Service encourages all employees to initiate contacts with members of Congress and their staffs to provide information about the Service's programs or to answer questions. This is particularly important following elections, when many congressional offices experience staff turnover even if the member is reelected. There are two principles governing these contacts—always alert your regional Congressional Affairs Specialist and never lobby. Go to the Service Intranet for more information at the Service's intranet site.

**Paid Advertising:** Paying for print, broadcast, or online advertising is not allowed with the exception of notices to encourage participation in the development of Environmental Impact Statements, Comprehensive Conservation Plans, and other formal public processes. You need prior written approval from the Service's Office of Public Affairs and from the Department of the Interior's Office of Communications before paying for advertising space. Go to the Service Intranet for more information at the Service's intranet site.

**Donation Activity Guidelines:** Congress has authorized the Service to accept donations that further the mission of the agency or for more limited purposes but has not provided the Service with authority to solicit such donations. Employees are restricted to only educating the public about the existence of our authority to accept gifts and the specific gift needs of the Service. Avoid actions that would be construed as a serious request for money or in-kind goods and services. Congress has chartered the National Fish and Wildlife Foundation to accept and solicit donations, and Service employees may facilitate the Foundation's efforts to solicit donations.

For more information go to <[www.NFWF.org](http://www.NFWF.org)>.

For Departmental guidance, go <[www.doi.gov/ethics](http://www.doi.gov/ethics)>.

## Photography Rights

**Government Photos:** Photographs taken by employees in the conduct of official agency business are considered official government records, even if taken using the employee's personal camera and/or film. Camera originals should be sent with accompanying metadata to the regional External Affairs office for cataloging and storage.

**Personal Photos:** Photographs taken by the employee with his/her own equipment, on personal time, and not in the conduct of official agency business, that are segregated from government records and are not used to affect a government decision, are considered personal property. Employees who provide personal photos to the U.S. Fish and Wildlife Service (for example, photos of wildlife taken using a personal camera, on personal time, and not in the conduct of agency business) should clearly specify the terms and conditions of the use of such photos.

To request a Service photograph, send an email to <[images@fws.gov](mailto:images@fws.gov)>. For more information about photo usage issues, donations, and release form requirements, go to the Service's intranet site.

## FWS Literature Search Service

Visit <[https://intranet.fws.gov/conservation\\_library/litsearch/lss1.html](https://intranet.fws.gov/conservation_library/litsearch/lss1.html)>

The FWS Literature Search Service includes Intranet access from your office via the NCTC Conservation Library to searchable databases and full text journal articles for application to science-based management decisions throughout the Service. Access to more than 1,000 peer-reviewed electronic journals is available through an e-journal portal list and directly from your search results.

Service-wide access to the following databases include: Aquatic Science and Fisheries Abstracts, Environmental Sciences and Pollution Management, Biological Sciences Collection, Zoological Record Plus, GeoRef, Agricola, Plant Science, Conference Papers Abstracts, ERIC, MEDLINE, TOXLINE, Wildlife and Ecology Studies Worldwide, Fish and Fisheries Worldwide, HeinOnline, OCLC's WorldCat and FirstSearch, Academic Search Premier, National Technical Reports Library (NTIS), Dissertations and Theses, Environmental Impact Statements database (FullText), and Historic MapWorks. Cornell Lab of Ornithology provides Birds of North America Online for easy access.

RefWorks, a bibliographic management tool used to organize references from one's search results, is also available through this service. Opportunities to register for an alert service from many of the databases for weekly emails on specified topics keep you current and up-to-date on the latest research in your area of expertise.

The NCTC Conservation Library provides a document delivery service for those hard to find journal articles and other texts not available in electronic format.

If there are any questions about this outstanding resource, please contact the NCTC Conservation Library at <[library.fws.gov](mailto:library.fws.gov)> or call 304/876-7399 or 304/876-7304.

### FWS Scientific Journals

Beginning in 2010, the Service launched two peer-reviewed publications that focus on the practical application and integration of science to wildlife conservation and management—the brand new *Journal of Fish and Wildlife Management* (JFWM) and the revitalized *North American Fauna* (NAF) monograph series (last published in 1991). Both are available at <[www.fwspubs.org](http://www.fwspubs.org)>. We welcome submissions to both journals from all scientists—Service or otherwise. These journals are in the public domain and completely electronic, from submission to review and online publication. There are no page charges for authors publishing in these journals. Access is unlimited and free of charge for anyone with internet access; paper copies are not distributed by the Service.

Papers published in the *Journal of Fish and Wildlife Management* (JFWM) and *North American Fauna* are subject to rigorous peer review, and must achieve the same fundamental level of scientific rigor as those published in other peer reviewed journals. Studies must be vigorous, well presented, properly designed, statistically sound, and conclusions must logically follow from the data and analyses presented. However, these publications stand out from the traditional peer reviewed literature in that they do not require manuscripts to appeal to a broad audience, be perceived as being novel, or be expected to necessarily attain a high scientific impact factor. Go to <[www.fws.gov/science/publicationsys.html](http://www.fws.gov/science/publicationsys.html)> for more information. To register as an author or peer-reviewer go to our manuscript tracking system for JFWM: <[jfwm.allentrack.net/](http://jfwm.allentrack.net/)> or for NAF: <[naf.allentrack.net/](http://naf.allentrack.net/)>

Other inquiries: <[scipublishing@fws.gov](mailto:scipublishing@fws.gov)> or Anne Post Roy, Staff Administrator, at <[anne\\_roy@fws.gov](mailto:anne_roy@fws.gov)>.

## Tools for Employees

### *Employee Relations and Benefits*

#### **Benefits**

The Service is your employer of choice! Our employees are encouraged to participate in all of the benefit programs available including the Federal Employee Health Benefits Program, Federal Employees' Group Life Insurance Program, Flexible Savings Accounts, Long-Term Care Insurance, and the supplemental Vision and Dental Insurance Program. In general, all permanent employees and employees whose appointments are for more than 1 year are eligible for health benefits and life insurance. Both programs provide group rates and with Service contributions toward the premiums. Employees and qualifying relatives are also eligible to enroll in long-term care insurance. The employee or qualifying relative receives a lower group rate, although they are required to pay 100 percent of the premium.

The Service also offers employee flexible spending accounts for medical expenses and dependent care and premium conversion for the employee's portion of the health benefit premiums. Both of these programs result in savings for employees. Recently, the new Vision and Dental Supplemental Insurance Program has been added. Like the long-term care program, employees and family members receive a lower group rate, although they are required to pay 100% of the premium. Employees can make eligible changes to their benefit enrollments through Employee Express <[www.employeeexpress.gov](http://www.employeeexpress.gov)>.

#### **More Information**

For specific information on employee programs, visit these Web sites.

Federal Employees Health Benefits Program  
<[www.opm.gov/insure/health/index.asp](http://www.opm.gov/insure/health/index.asp)>

Federal Employees' Group Life Insurance Program  
<[www.opm.gov/insure/life/index.asp](http://www.opm.gov/insure/life/index.asp)>

Long-Term Care Insurance  
<[www.opm.gov/insure/ltc/index.asp](http://www.opm.gov/insure/ltc/index.asp)>

Flexible Spending Accounts  
<[www.opm.gov/insure/flexible/index.asp](http://www.opm.gov/insure/flexible/index.asp)>

FSAFEDS—Enrollment and account management site  
<[www.fsafeds.com/fsafeds/index.asp](http://www.fsafeds.com/fsafeds/index.asp)>

Supplemental Vision Insurance  
<[www.opm.gov/insure/vision/index.asp](http://www.opm.gov/insure/vision/index.asp)>

Supplemental Dental Insurance  
<[www.opm.gov/insure/dental/index.asp](http://www.opm.gov/insure/dental/index.asp)>

BENEFEDS—Enrollment and account management site  
<[www.benefeds.com](http://www.benefeds.com)>

More comprehensive Human Capital information can be obtained by visiting the Service's intranet site InsideFWS <<https://inside.fws.gov/go/post/Employee-Resources>>.

## Office of Workers' Compensation Program, EOD Contacts and Student Programs

	Phone	Fax
Region 1	OWCP: 503/231-6145 EOD: 503/231-2260 Student Programs: 503/736-6136	503/231-6260 503/231-2322
Region 2	OWCP: 505/248-6936 EOD: 505-248-7838 Student Programs: 505/248-6861	505/248-6924
Region 3	OWCP: 612/713-5213 EOD: 612-713-5899 Student Programs: 612/713-5230	612/713-5282
Region 4	OWCP: 404/679-4193 EOD: 404-679-4197 Student Programs: 404/679-4197	404/679-4101 404/679-4047
Region 5	OWCP: 413/253-8313 EOD: 413-253-8317 Student Programs: 413/253-8262	413/253-8461
Region 6	OWCP: 303/236-4458 EOD: 303-236-4495 Student Programs: 303/236-5414	303/236-5775
Region 7	OWCP: 907/786-3610 EOD: 907-786-3328 Student Programs: 907/786-3857 or 3328	907/786-3841
Region 8	OWCP: 503/872-2788 EOD: 503/231-2260 Student Programs: 503/736-4789	503/231-6260
Headquarters	OWCP: 703/358-1743 EOD: 703/358-1724 Student Programs: 703/358-2591	703/358-2224

## Weights & Measures

### Cubic Measure

1,728 cu. in.	= 1 cu. ft.
27 cu. ft.	= 1 cu. yd.
128 cu. ft.	= 1 cord (wood)
2,150.42 cu. in.	= 1 bushel
231 cu. in.	= 1 gallon
43,560 cu. ft.	= 325,851 gal.

### U.S. Weights

16 drams	= 1 oz.
16 oz.	= 1 lb.
2,240 lbs.	= 1 ton (long)

### Dry Measure

2 pints	= 1 qt.
8 qt.	= 1 peck
4 pecks	= 1 bushel

### Liquid Measure

8 oz.	= 1 cup
2 cups or 4 gills	= 1 pint
2 pints	= 1 qt.
4 qt.	= 1 gal.
31½ gal.	= 1 barrel
325,851 gal.	= 1 acre ft.
1 million gal.	= 3.07 acre ft.

### Linear Measure

12 inch	= 1 foot
3 ft.	= 1 yard
5½ yds.	= 1 rod
40 rods	= 1 furlong
5,280 ft.	= 1 land mile
3 land miles	= 1 league

### Mariner's Measure

6 ft.	= 1 fathom
120 fathoms	= 1 cable length
60,076.11 ft.	= 1 naut. mile

### Square Measure

144 sq. in.	= 1 sq. ft.
9 sq. ft.	= 1 sq. yd.
30¼ sq. yd.	= 1 sq. rod
4,840 sq. yds.	= 1 acre
43,560 sq. ft.	= 1 acre
640 acres	= 1 sq. mile

### Metric Weights

1 gm.	= 0.03527 oz.
1 oz.	= 28.35 gm.
1 kg.	= 2,204.6 lbs.
1 lb.	= 0.4536 kg.
1 Eng. ton.*	= 0.9072 mt. tons
1 mt. ton.	= 1.1023 Eng. ton*

*1 Eng. ton	= 2,000 lbs. (short)
1 Eng. ton	= 2,240 lbs. (long)
1 metric ton	= 2,204.62 lbs.

### Metric Linear

1 cm.	= 0.3937 in.
1 in.	= 2.54 cm.
1 ft.	= 0.3048 mtr.
1 mtr.	= 39.37 in.
1 yd.	= 0.9144 mtr.
1 rod	= 5.029 mtr.
1 km.	= 0.621 mile
1 mile	= 1.609 km.

### Metric Square

1 sq. cm.	= 0.1550 sq. in.
1 sq. in.	= 6.452 sq. cm.
1 sq. ft.	= 0.0929 sq. mtr.
1 sq. mtr.	= 1.196 sq. yds.
1 sq. yd.	= 0.8361 sq. mtr.
1 hectare	= 2.47 acres
1 acre	= 0.4047 ha.
1 sq. km.	= 0.386 sq. mile
1 sq. mile	= 2.59 sq. km.

### Measure of Volume

1 cu. cm.	= 0.061 cu. in.
1 cu. in.	= 16.39 cu. cm.
1 cu. ft.	= 0.0283 cu. mtr.
1 cu. mtr.	= 1.308 cu. yds.
1 cu. yd.	= 0.7646 cu. mtr.
1 liter	= 1.0567 qt. liq.
1 qt. dry	= 1.101 lit.
1 qt. liquid	= 0.9463 lit.
1 liter	= 1.0567 qt.
1 gal.	= 3.78541 lit.
1 peck	= 8.810 lit.
1 hectoliter	= 2.8375 bush.

### Temperature Conversions

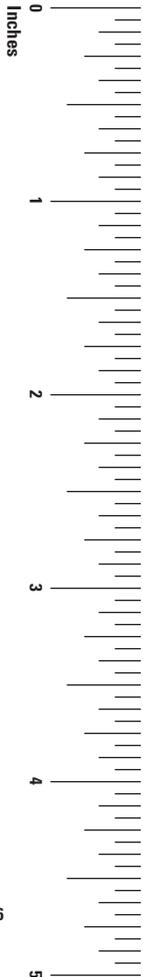
Freezing water = 32° F, 0° C  
Boiling water = 212° F, 100° C

To convert F° to C°, subtract 32, multiply by 5, and divide by 9.

To convert C° to F°, multiply by 9, divide by 5, and add 32.







Centimeters



Department of the Interior  
U.S. Fish & Wildlife Service  
1849 C Street, NW  
Washington, DC 20240  
<[www.fws.gov](http://www.fws.gov)>

January 2013 (FY2013 and FY2014)

FWS Customer Service Center  
800/344-WILD  
[contact2@fws.gov](mailto:contact2@fws.gov)

Visit the DOI and USFWS Intranet sites  
for the latest news and information,  
especially designed with our  
employees in mind!

**OneINTERIOR** [oneinterior.doi.net](http://oneinterior.doi.net)

**InsideFWS** <http://inside.fws.gov>

