

# U.S. Fish and Wildlife Service



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## EEO Program Status (MD-715) Report

### State of the Agency

### Fiscal Year 2016

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Working with others to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people.



**FWS EEO Program Status Report (MD-715) – FY 2016**  
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For period covering October 1, 2015, to September 30, 2016

<b>PART A</b> Department or Agency Identifying Information	1. Agency	1. U. S. Department of the Interior (DOI)
	1.a. 2 <sup>nd</sup> level reporting component	1.a. U. S. Fish and Wildlife Service
	1.b. 3 <sup>rd</sup> level reporting component	
	1.c. 4 <sup>th</sup> level reporting component	
	2. Address	2. 1849 C Street, N. W.
	3. City, State, Zip Code	3. Washington, DC 20240
	4. CPDF Code	4. IN15
	5. FIPS code(s)	5. 1448
<b>PART B</b> Total Employment	1. Enter total number of permanent full-time and part-time employees	1. 7917
	2. Enter total number of temporary employees	2. 1149
	3. Enter total number employees paid from non-appropriated funds	3. Not applicable
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>	<b>4. 9066</b>
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title	1. Daniel M. Ashe, Director
	2. Agency Head Designee	2. James W. Kurth, Deputy Director
	3. Principal EEO Director/Official Title/series/grade	3. Inez Uhl, EEO Director, GS- 0260-15
	4. Title VII Affirmative EEO Program Official	4. Julia Bumbaca, Diversity Program Manager
	5. Section 501 Affirmative Action Program Official	5. Julia Bumbaca, Diversity Program Manager
	6. Complaint Processing Program Manager	6. Ronald Niemann, Complaints and Compliance Program Manager
	7. Other Responsible EEO Staff	Matthew Costello, Acting Director, DOI Office of Collaborative Action and Dispute Resolution

EEOC FORM 715-01 PARTS A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		EEOC FORM 715-01 PARTS A - D	
<b>PART D</b> List of Subordinate Components Covered in This Report	<b>Subordinate Component and Location (City/State)</b>		<b>CPDF and FIPS codes</b>	
	Region 1, Portland, Oregon		IN1501	1448
	Region 2, Albuquerque, New Mexico		IN1502	1448
	Region 3, Bloomington, Minnesota		IN1503	1448
	Region 4, Atlanta, Georgia		IN1504	1448
	Region 5, Hadley, Massachusetts		IN1505	1448
	Region 6, Denver, Colorado		IN1506	1448
	Region 7, Anchorage, Alaska		IN1507	1448
	Region 8, Sacramento, California		IN1508	1448
	Headquarters, Falls Church, Virginia		IN1509	1448
<b>EEOC FORMS and Documents Included With This Report</b>				
Executive Summary [FORM 715-01 PART E], that includes:	✓	Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	✓	
Brief paragraph describing the agency's mission and mission-related functions	✓	EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement		
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	✓	EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	✓	
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	✓	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	✓	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	✓	Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	✓	
Summary of EEO Plan action items implemented or accomplished	✓	Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	✓	
Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	✓	Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	✓	
Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	✓	Organizational Chart	✓	

<small>PART E</small> <b>EEOC FORM 715-01</b> <b>PART E</b>	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL  EEO PROGRAM STATUS REPORT</b>	
<b>U.S. FISH AND WILDLIFE SERVICE</b>	<b>For period covering October 1, 2015, to September 30, 2016</b>	
<b>EXECUTIVE SUMMARY</b>		



**Daniel M. Ashe, Director**  
**U.S. Fish and Wildlife Service**

“We must diversify our organizations, our profession, and our community. This must be a collective priority. We need to set measureable goals and attain them. It is a myth that talented and diverse candidates are not available, or that they do not represent the best-and-brightest. In fact, who is the best-and-brightest at the age of 21 or 25? I wasn't. We take people of good character, and make them the best-and-brightest. There's a new generation of conservationists out there. They're in cities; they're using iPhones and Androids; they don't hunt or fish; they've never spent a night outdoors; their skin is red or brown; English may be their second language. We have to find them. We have to inspire and recruit them. They will make conservation relevant. The reality is that we look in all the same places, we do what we have always done, and we settle for what we have always gotten. This has to change. It's an issue of leadership, and it's time for leaders to step up and lead.” Director Ashe, March 16, 2016

## Mission

The U.S. Fish and Wildlife Service (FWS) is the principal Federal agency responsible for conserving, protecting, and enhancing fish, wildlife, and plants and their habitats for the continuing benefit of the American people. Here are a few of the ways we work to meet our mission:

- Enforce federal wildlife laws,
- Protect endangered species,
- Manage migratory birds,
- Restore nationally significant fisheries,
- Conserve and restore wildlife habitat such as wetlands,
- Help foreign governments with their international conservation efforts, and
- Distribute hundreds of millions of dollars, through our Wildlife & Sport Fish and Restoration Program, in excise taxes on fishing and hunting equipment to State fish and wildlife agencies.

## Model EEO Program Assessment

The FWS Fiscal Year (FY) 2016 Summary to the Annual Equal Employment Opportunity (EEO) Program Status Report outlines progress; identifies program deficiencies and barriers to achieving a model EEO program; delineates the planned actions necessary to address and/or eliminate the program deficiencies and barriers; and outlines FWS accomplishments toward addressing the program deficiencies and barriers. An analysis of FWS workforce for FY 2016 was conducted to complete this report.

Management Directive 715 divides the essential elements of model agency EEO programs into six broad categories.

- Demonstrated Commitment from Agency Leadership
- Integration of EEO into the Agency's Strategic Mission
- Management and Program Accountability
- Proactive Prevention of Unlawful Discrimination
- Efficiency
- Responsiveness and Legal Compliance

FWS reviewed its EEO and personnel programs, policies, and performance in light of these elements to identify where the EEO program can become more effective. These six elements serve as the organizing principles by which FWS can assess and improve its program. The major initiatives that were implemented for FY 2016 are listed below.

### Demonstrated Commitment from Agency Leadership

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**Policies:** The annual Director's Memorandum "Mandatory Equal Employment Opportunity and Diversity Training" for managers, supervisors, and employees was issued. In FY 2016, the Anti-Harassment Policy and Procedures were updated adding a new requirement to complement the Zero Tolerance Harassment policy, which remained unchanged. The Equal Employment Opportunity and Non-Discrimination policy also remained unchanged.

**Executive Diversity Committee (EDC):** The EDC consists of six Senior Executive Service members, a Deputy Assistant Director, and a Deputy Regional Director. The FWS Deputy Director personally provides direction and articulates his expectations to the EDC members. The FWS EEO Director/Chief of the Office of Diversity and Inclusive Workforce Management (ODIWM) and the Human Resources Senior Advisor serve as consultants. In FY 2016, FWS appointed the Assistant Director, Wildlife & Sport Fish Restoration Program as the new Chair to the EDC. The EDC provides leadership to articulate the expectations and to ensure that strategic activities are implemented for the Director's Five-Year Strategic Diversity and Inclusion Implementation Plan (DIIP) FY 2015 - FY 2019.

**Diversity Change Agents (DCA):** The Deputy Assistant Director, International Affairs serves as the lead for the DCA, this includes leading national meetings throughout the year for collaborating on implementation of best practices, providing training, and presenting recommendations to the Directorate on DCA initiatives. The FWS Director provides support and funding for the DCA located in Headquarters, regional, and field offices throughout the nation.

**National Recruiting Initiative:** In FY 2016, FWS launched a National Recruiting Initiative to outline a systematic approach that will be used to execute targeted recruitment strategies to increase diversity and inclusion in the workforce. Managers, supervisors, and project leaders will be accountable for developing long-term partnerships with colleges and universities and for conducting a centralized recruitment and hiring approach for the mission biology (400) series. The initiative will enable FWS to review proposed vacancies, create standard position descriptions, develop national strategies for recruitment, and assess accomplishments.

- *20 Partnership Universities:* FWS conducted research on data retrieved from the U.S. Department of Education National Center for Education Statistics that resulted in the selection of 20 partnership universities. FWS initiated a process to form a national targeted recruitment team which will develop long-term relationships with the 20 partnership universities. The number of degrees conferred to minority students over a four-year period in relevant majors in professional biology (400) series was a main factor in the selection methodology.
- *Vacant Position Tracking System (VPTS):* VPTS is a centralized database that eliminates redundancies and inconsistencies encountered in workforce planning and aids in the development of national recruitment strategies. The Director mandated a procedure to ensure his personal review of all vacant positions in order to enhance national recruitment and retention strategies before the vacancies are advertised.
- *Workforce Participation Goals:* In FY 2016, FWS statisticians performed data modeling to assist FWS leadership in the selection of specific and realistic workforce participation goals.

**Barrier Analysis Team (BAT):** In FY 2016, FWS formed a national Barrier Analysis Team (BAT). The BAT has a cross-functional, program, regional, and multi-grade structure which is designed to provide the Directorate with comprehensive and long-term analyses and insights into FWS workforce processes, including recruitment and retention. In FY 2017, the BAT will engage in sustained and systematic inquiry into anomalies (triggers) as they relate to workplace policies, procedures, and practices, with a focus on identifying barriers to diversity, inclusion, equal opportunity, and devising plans to eliminate them.

**Directorate Meetings:** The Director and Deputy Directors emphasize the priority of issues related to diversity and inclusion at quarterly meetings. The Directorate evaluates progress on the implementation and results in executing the provisions in the FWS Diversity and Inclusion Implementation Plan (DIIP). The Directorate also initiated a more frequent reporting procedure for statistical reports by developing a report every other pay period on the demographic composition of the FWS workforce which is discussed during the meetings.

**The Five-Year Diversity and Inclusion Implementation Plan (DIIP) (FY 2015-2019):** The FWS Director continues to highlight the importance of implementing the strategic initiatives in the DIIP. The FWS Director requires all supervisors to meet with their employees to ensure that each member of FWS understands their role in developing and fostering a diverse and inclusive workforce. Members of the Directorate discuss progress towards action items in the DIIP in meetings with project leaders and at all-hands gatherings. The Directorate has made a commitment to accomplish the strategic activities defined in the DIIP, with each Deputy serving as the lead for their Region/Program to assist with implementation and progress.

**Climate Survey and Focus Groups:** FWS conducts Equal Opportunity climate surveys and focus groups, on alternating fiscal years, to identify the strengths that can be leveraged and to determine areas where improvements are needed in order to obtain and maintain an inclusive work environment. In FY 2016, FWS hired consultants to facilitate Headquarters and regional focus groups to gain more information about concerns raised in the climate survey. The EDC and Directorate were briefed on focus group results to address areas of concern and to develop an action plan.

**League of United Latin Americans Citizens (LULAC):** FWS participated with the Federal Training Institute (FTI) Planning Committee in the 2016 LULAC convention to engage with members of the Latino/Hispanic community and students from the Hispanic Association of Colleges and Universities. FWS continues to fulfill its commitments outlined in a Memorandum of Understanding with LULAC that provides a framework for cooperation to promote conservation and natural resource management to Latinos/Hispanics and other diverse groups. The partnership encourages students and professionals to consider careers in FWS. FWS also participated in the fourth annual LULAC FTI Partnership Conference to educate federal employees and students about careers in the federal government. The FWS Director addressed members of the LULAC FTI. In addition, the Assistant Director, National Wildlife Refuge System, mentored prospective SES candidates on executive core qualifications (ECQ) for the SES program.

**Urban American Outdoors (UAO):** The UAO works to raise the visibility of diverse stakeholders among outdoor recreational sports industries. FWS co-hosted the UAO 2016 Annual Urban Kids Fishing Derby on the National Mall. The FWS Assistant Director, Fish and Aquatic Conservation and other FWS employees participated in the event. The summit provided FWS the opportunity to discuss diversity and inclusion, conservation, environmental issues, and job and career opportunities.

**Funding:** The Director continued to invest in FWS goals by allocating annual funds to the Office of Diversity and Inclusive Workforce Management (ODIWM) which has the responsibility of carrying out the agency's equal opportunity and diversity programs. In FY 2016, funds were allocated to support numerous diversity initiatives to include the following:

- *Recruiters:* FWS ensured that Headquarters and each region continued to receive funds to retain a full-time permanent recruiter for a total of nine national recruiters to work with human resources specialists and hiring officials in executing strategies to increase applicant pools for low participation groups based on the Civilian Labor Force and other benchmarks.
- *Directorate Resource Assistant Fellows Program (DRAFP):* FWS sponsored the third year of the DRAF in compliance with the Direct Hiring Authority authorized under DOI Personnel Bulletin No. 12-15. The program's primary focus is to reach individuals who are enrolled in an institution of higher education with particular attention given to ensure full representation of women and participants from historically Black, Hispanic, Asian Pacific Islander and Native American schools or other schools with diverse student populations. The DRAF allows greater flexibility in hiring, which enhances FWS's ability to achieve a more diverse workforce through targeted

recruitment. Minorities comprised 22.4% of the 2016 cohort of 49 student fellows. The FWS Director continues to support and fund five DFP projects per region, including Headquarters.

- *Student Conservation Careers Symposia (CCS)*: FWS conducted symposia at targeted institutions of higher education (primarily minority-serving institutions) for undergraduate and graduate college students interested in public service careers in natural resources and wildlife management. CCSs were held for students at various universities nationwide, such as, Tuskegee University, University of New Mexico, and University of California- Davis. CCSs were also held for students participating in internships through the Hispanic Association of Colleges and Universities (HACU) and the Conference on Asian Pacific American Leadership (CAPAL).
- *Career Discovery Internship Program (CDIP)*: FWS leadership continued their support of regional participation in the Student Conservation Association's (SCA) Career Discovery Internship Program. FWS partners with SCA to provide internships for students at FWS field stations throughout the country to help build the next generation of conservation leaders. Approximately 50 percent of the students who participated in the program were minorities, which provides FWS with a future source of recruitment.
- *Steve Harvey Mentoring Program*: FWS, in partnership with the Steve and Marjorie Harvey Foundation, provided more than 200 inner-city young men the opportunity to experience the outdoors and to learn about conservation values at Cape Grace in Roberta, Georgia. FWS collaborated with Warm Spring's National Fish Hatchery and the Georgia Department of Natural Resources Hatchery to provide information on aquatic ecology and careers in conservation.
- *Gates Millennium Scholars (GMS) Program*: FWS collaborates with the GMS Program to provide opportunities for high achieving minority students to reach their highest potential by sharing information on FWS careers through the GMS annual leadership development training sessions and circulating job announcements with scholars. The National Conservation Training Center (NCTC) presented a Conservation Career webinar for the Gates Millennium Scholars focusing on the FWS Directorate Fellowship Program.
- *Alaska Native Science and Engineering Program (ANSEP)*: FWS participates in the Science component of the ANSEP. The program provides students with a vision for a career in conservation-related fields through math and science courses, internships with professionals in federal and state government agencies, and study groups to ensure academic success. Participants are prepared to apply for Pathways appointments and ultimately hired as permanent employees. In FY 2016, the program has received an increase in funding and resources for developing students in the biological component of the program. There is also a new dedicated aviation component of the program. Students matriculating through these two components will be eligible to enter the Federal workforce as early as 2018.

**Other Outreach and Event Sponsorship:** FWS's leadership funded other partnerships, events, training, and outreach efforts. Some examples are listed below:

- *Society for the Advancement of Chicanos and Native American's in Science (SACNAS)*: Recruiters continued to work with SACNAS Chapters at colleges and universities to provide information on careers in conservation and natural resources. In FY 2016, FWS participated with the Department at the SACNAS National Conference which provided an opportunity to meet students interested in pursuing careers in natural resources.
- *Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS)*: FWS participated in the MANRRS Conference to network with minority students and professionals about FWS career opportunities. FWS continues to maintain contact with MANRRS chapters at colleges and universities.
- FWS participated in the *Mobilize Green West Coast Conference*. This conference targeted the student populations at the University of Washington Seattle Campus (one of the FWS partnership schools), an Asian American and Native American Pacific Islander Serving

Institution (AANAPISI), and had attendees from Minority Serving Institutions from around the country in attendance.

- NCTC hosted the *Inter-Tribal Climate Leadership Congress* for 87 high school students and adult chaperones representing 30 Native American, Alaskan Native, and Pacific Islander communities from across the country.
- NCTC sponsored the *Urban Wildlife Conservation Program (UWCP) Evaluation Sub-team* which focused on building a broader and stronger conservation constituency in urban areas. New partnerships were funded in 2016 by the National Fish and Wildlife Foundation and local partners.

## Integration of EEO into the Agency's Strategic Mission

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**Reporting Structure:** The FWS EEO Director reports to the Deputy Director for Operations. FWS revised its reporting structure to require all subordinate-level (Regional) EEO Managers report directly to their respective Regional/Deputy Regional Directors.

**Communication:** Two workshops were held to increase communication and further implement the FWS enterprise approach to recruiting with participation from the Deputy Director, Executive Diversity Committee (EDC), HR Officers, Regional EEO Managers, and Recruiters.

**Refuge Workforce Diversity Team:** A cross-program team, led by the National Wildlife Refuge System Program staff, developed recommendations to implement recruitment, succession, and retention strategies that will help to ensure the National Wildlife Refuge System is inclusive and reflects the diversity of America. The Leadership Development Council of the National Wildlife Refuge System formulated recommendations for making our workforce match the diversity in the civilian labor workforce.

**Non-traditional Stakeholder Engagement:** FWS continued to expand its non-traditional stakeholder engagement with diverse communities to continue partnering on civic and science-based initiatives associated with wildlife conservation.

The FWS Director met with the International President of Zeta Phi Beta, a national African American sorority, to identify opportunities to expand the partnership established by the Memorandum of Understanding signed by the FWS Director. FWS continues to participate in activities to provide diverse women and girls information on environmental education and careers in natural resources.

FWS continues its partnership with Phi Beta Sigma, a national African American fraternity, to provide a framework for cooperation to promote conservation and natural resource management among African Americans and other diverse groups. FWS actively participated in fraternity-sponsored events, such as career fairs, to provide information on environmental education and careers in natural resources.

## Management and Program Accountability

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- There were no findings of discrimination for FY 2016. FWS ensured full and prompt compliance with the terms of settlement agreements that were reached during FY 2016. Once settlement agreements were finalized, the EEO Director issued execution and compliance letters to all responsible officials and tracked compliance.
- The Human Resource Office (HR) ensured that performance reviews and expectations for senior level executives, managers, and supervisors, include a performance element that supports the FWS EEO and Diversity mission.
- FWS required all supervisors and managers to take a minimum of four hours of EEO training and four hours of Diversity training. In FY 2016, all employees were required to take two hours of EEO training and two hours of Diversity training. Additional training was purchased for Diversity and Inclusion and was made available in the FWS learning management system; DOI Learn.

## Proactive Prevention of Unlawful Discrimination

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- FWS followed the Department of the Interior's (DOI) Civil Rights Directive 2014-02, Personnel Bulletin 14-01, DOI Policy and Procedures on Reasonable Accommodation for Individuals with Disabilities, issued on February 20, 2014, which sets policy for DOI Bureaus and Offices, when responding to reasonable accommodation requests.
- EEO staff facilitated on-site and off-site training through webinars and teleconferencing for supervisors and managers. Training included Diversity, Inclusion, Diversity Management, Special Hiring Authorities, Diversity Change Agent Training, Disability Sensitivity, MD-715, Barrier Analysis Training, EEO Laws and Regulations, Disability Awareness, Reasonable Accommodations, Prevention of Sexual Harassment, Alternative Dispute Resolution, Reprisal, Communicating Across Generations, EEO complaints and a one-day training program on diversity/EEO/ethics and barrier analysis.
- FWS has an Anti-Harassment Policy that: (1) informs employees as to what type of behavior is prohibited and the steps to take if faced with a harassment situation; (2) provides for multiple avenues of redress, not just the EEO complaint process; (3) provides for a prompt management inquiry and appropriate corrective and disciplinary action; and, (4) prohibits acts of retaliation against employees and witnesses. In FY 2016, FWS disseminated guidance to employees to read and verify to their supervisor that they understood their responsibility for compliance with the policy. To ensure implementation of the policy, a requirement was disseminated to the Directorate requiring quarterly reporting.

## Efficiency

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- FWS has an efficient, fair, and impartial complaint resolution and adjudication process under the management of the EEO Director. When it is determined that there is a conflict of interest, the complaint is forwarded to the Departmental Office of Civil Rights for processing.
- The Office of Diversity and Inclusive Workforce Management (ODIWM) is kept separate from the Office of the Solicitor or other agency offices having conflicting or competing interests.
- FWS has an Alternative Dispute Resolution (ADR) program that facilitates the early, effective, neutral, efficient, and informal resolution of disputes. Managers and supervisors are required to participate in ADR when mediation is elected by a complainant.
- FWS tracked complaint information through the Department's complaint tracking system (iComplaints). FWS also manually tracks complaints using a computerized complaint log to provide live updates of the status of complaints.
- FWS has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.
- FWS uses full-time permanent counselors and contract counselors, as needed. Work performed by the counselors is monitored for technical accuracy and to ensure timeframes are met. If the work by a contract counselor is not completed in the specified timeframes, FWS negotiates costs to reflect a reduction due to the delay.
- FWS employs a full-time Public Civil Rights and Accessibility Coordinator to work with members of the public and FWS employees, Regions, and Program offices to assist individuals with disabilities and management officials with processing requests for reasonable accommodations and addressing complaints brought by members of the public.
- In FY 2016, FWS committed to providing accessibility at FWS facilities and ensuring that accessibility data and reports are managed efficiently. To centralize data, a new accessibility module in the Service-wide Asset Management Inventory (SAMI) was introduced that will make all accessibility information available to facility managers. This improves efficiency in managing

the Federally Conducted Program because it reduces FWS liability for complaints and provides the information necessary to improve accessibility at facilities for individuals with disabilities.

- In FY 2016, FWS worked with a social scientist to enhance the questions and reduce the size of the current Exit Survey by 40% in order to improve user experience and to specifically target metrics relevant to recruitment and retention of low participation groups.

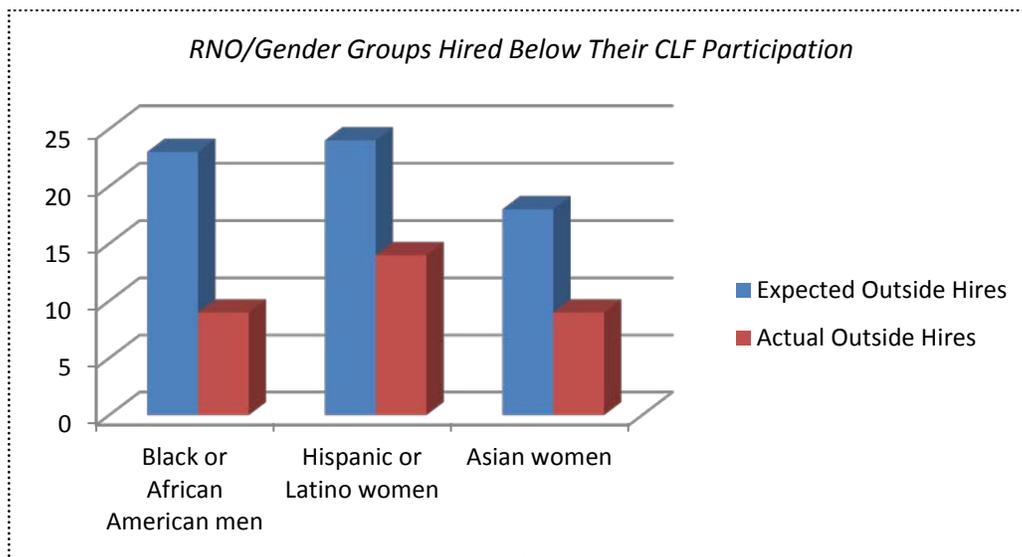
## Responsiveness and Legal Compliance

- FWS has a system in place to ensure that officials comply promptly with any orders or directives issued by EEOC, the Department of the Interior, and all other adjudicatory bodies with jurisdiction over EEO laws.
- All supervisors and managers have a critical element regarding EEO and Diversity in their performance standards. Supervisors and managers are evaluated on compliance with these standards. The EEO Director and her staff are also evaluated on ensuring compliance.

## Summary of Analysis of Workforce and Program Improvements

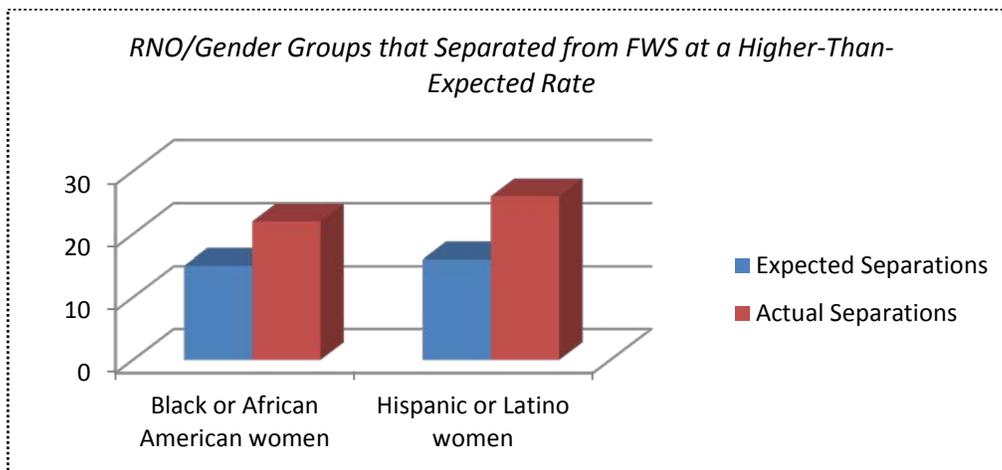
FWS workforce diversity outcomes for FY 2016 were mixed. The participation rates of Asian men, of White men and women, and of men identifying with two or more races increased, while the participation rates of Hispanic or Latino men and women and of American Indian/Alaska Native men declined.

Black or African American men, Hispanic or Latino women, and Asian women were hired in numbers which were significantly below their participation in the CLF, while White men were hired in numbers which were significantly above their participation in the CLF.



RNO/Gender Groups Hired Inconsistent with their CLF Participation		
RNO/Gender Group	FWS Outside Hires	
	Actual	Expected
Black or African American men	9	23
Hispanic or Latino women	14	24
Asian women	9	18
White men	321	269

More Black or African American women and more Hispanic or Latino women separated from FWS than would have been expected based on an equal probability statistical model.



RNO/Gender Groups that Separated at a Higher-Than-Expected Rate		
RNO/gender Group	Separated from FWS	
	Actual	Expected
Black or African American women	22	15
Hispanic or Latino women	26	16

The combination of a lower-than-expected accession rate and a higher-than-expected separation rate largely accounts for the drop in participation of Hispanic or Latino women, while the higher than expected accession rate accounts for the increase in the participation of White men.

The increase in the participations of Asian men and White women, and the drop in the participation of Hispanic or Latino men were a result of the demographic shift in the rest of the workforce. All three groups were hired in numbers which were consistent with their availability in the CLF, and all three groups left in numbers which were consistent with their participation in the workforce.

Change in Participation Rates for RNO/Gender groups from FY 2015 to FY 2016												
		Black or African American		Hispanic or Latino		Asian		Two or more races		White		Workforce
		F	M	F	M	F	M	F	M	F	M	
Change	#	0	+4	+1	+5	0	+1	0	0	+7	+29	+48
	%	0%	+0.7%	+0.1%	+0.4%	-0.1%	0%	0%	0%	+0.7%	-1.6%	+10.9%

The backdrop for these changes was a permanent workforce which added 109 permanent positions (+1.4%). In FY 2016, FWS hired 652 permanent employees, the largest number of permanent hires in five years. Entry-level developmental positions were filled with 208 outside hires, constituting 44.8% of professional and administrative hires.

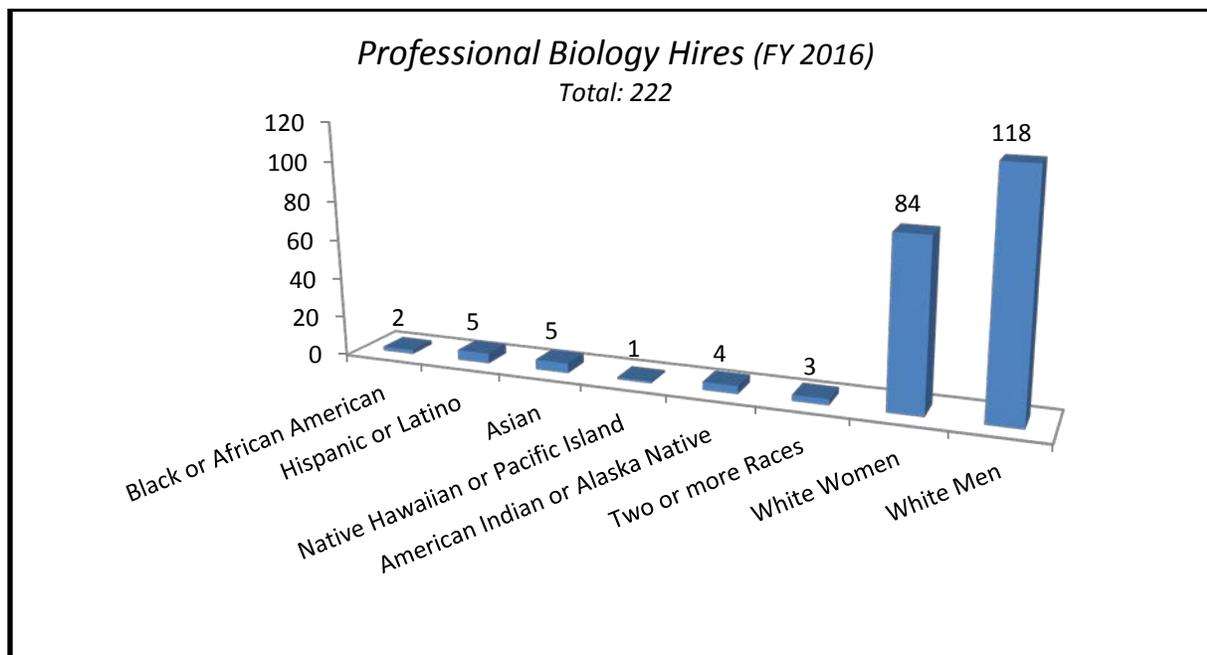
### Professional Biology Occupations

Professional biologists constitute 47% of the FWS permanent workforce and 63% of its senior level positions (GS-13 and above).

In FY 2016, similar to overall FWS workforce data, diversity outcomes for professional biology occupations were mixed. The participations of Black or African American men and women, of Asian

men and women, of Hispanic or Latino women, of White women, and of women identifying with two or more races in the FWS professional biology workforce were low when compared to their participation in similar occupations in the CLF. In addition, the participations of White women and of women identifying with two or more races increased, while the participations of Hispanic or Latino men and women, of American Indian/Alaska Native men and of White men declined.

In FY 2016, FWS hired 205 professional biologists and competitively selected another 17 from other occupations to fill professional biology positions.



Professional Biology Hires										
		Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Pacific Island	American Indian or Alaska Native	Two or more Races	White		Total
								F	M	
Outside hires	#	1	2	5	1	4	3	83	106	205
	%	0.5%	1%	2.4%	0.5%	2%	1.5%	40.0%	51.7%	100%
Inside selections	#	1	3	0	0	0	0	1	12	17
	%	5.9%	17.6%	0%	0%	0%	0%	5.9%	70.6%	100%
Total	#	2	5	5	1	4	3	84	118	222
	%	0.9%	2.3%	2.3%	0.5%	1.8%	1.4%	37.8%	53.2%	100%

Among the 205 outside hires in professional biology, 16 were members of minority groups (7.8%), well below the 16.0% of minority participation in these occupations in the CLF. Among the low-participation groups in professional biology, only White women and women identifying with two or more races were hired from outside in numbers which were at or above their participation in the CLF. All other low-participation groups (Black or African American men and women, Hispanic or Latino women, and Asian men and women) were hired in numbers which were significantly below their participation in the CLF.

In professional biology, all RNO/gender groups left FWS in numbers which were consistent with their participation in the professional biology workforce at the beginning of the fiscal year. Therefore, failure to increase participation rates for many low-participation groups appears to be attributable to shortfalls in accessions.

In FY 2016, FWS appointed 115 professional biologists to entry-level developmental positions, constituting 51.8% of the total of outside hires and competitive internal selections in these occupations.

Professional biologists appointed to entry-level developmental positions					
		Minority	White women	White men	Total
Special Appointment Authorities	#	5	23	18	46
	%	10.9%	50.0%	39.1%	100%
DEU certificates	#	1	20	26	47
	%	2.1%	42.6%	55.3%	100%
Merit staffing (other agencies/bureaus)	#	0	3	5	8
	%	0%	37.5%	62.5%	100%
Internal selections (competitive)	#	3	1	10	14
	%	21.4%	7.1%	71.4%	100%
Total	#	9	47	59	115
	%	7.8%	40.9%	51.3%	100%

In addition to targeted recruitment, FWS employed a variety of special appointment authorities to fill these entry-level positions, chiefly the Pathways Internship and the Directorate Resources Fellows programs, aimed at biology students.

Representation of RNO/Gender Groups by Special Appointment Authority (Entry-level Positions)					
Special Appointment Authorities		Minority	White women	White men	Total
Pathways interns	#	2	14	12	28
	%	7.1%	50%	42.9%	100%
Directorate Resource Fellows	#	3	6	3	12
	%	25%	50%	25%	100%
Other	#	0	3	3	6
	%	0%	50%	50%	100%
Total	#	5	23	18	46
	%	10.9%	50%	39.1%	100%

### Glass Ceiling Analysis of the FWS Professional Biology Series

A grade-by-grade Glass Ceiling analysis was conducted, in response to EEOC's August 27, 2015 letter, on the progress of Asian men and Asian women in the FWS professional biology series as they advance to higher levels. FWS statisticians found no EEO group to have a lower-than-expected participation rate at the SES level in FY 2014, when compared to its rate in the FWS permanent workforce.

### Law Enforcement Officers

Currently, the participation of White women, and of men and women in all minority groups (except American Indian or Alaska Native and Native Hawaiian or Pacific Island) is low when compared to their participation in similar occupations in the CLF. Yet, in FY 2016, many of these low participation gaps were substantially reduced.

In FY 2016, the overall law enforcement officer hiring rate was high (63 of 465 officers are new, 13.5%) and the separation rate was low (only 15 of 436 officers left, 3.4%). Furthermore, all individual RNO/gender groups were hired in numbers which were consistent with their participation in the CLF, and all individual RNO/gender groups left FWS in numbers which were consistent with their participation in the law-enforcement-officer workforce at the beginning of the fiscal year. Less favorably, minority women as a group were hired in numbers which were significantly below their participation in similar occupations in the CLF.

Law Enforcement Officer Hires								
		Black or African American		Other minority		White		Total
		F	M	F	M	F	M	
Outside hires	#	0	3	1	5	6	36	51
	%	0%	5.9%	2%	9.8%	11.8%	70.6%	100%
Internal selections	#	0	1		2	3	6	12
	%	0%	8.3%	0%	16.7%	25%	50%	100%
Total	#	0	4	1	7	9	42	63
	%	0%	6.3%	1.6%	11.1%	14.3%	66.7%	100%

In FY 2016, among 63 law-enforcement-officer positions filled, 32 of were entry-level (50.8%). Fifteen of the 32 entry-level appointments were made using special appointment authorities for veterans (VRA and the authority to appoint veterans with 30% service-connected disabilities). In addition, 12 of the 63 new law-enforcement officers came from other occupations within FWS, primarily from the Wildlife Inspector workforce.

### Professional/Administrative occupations (except Professional Biology and Law Enforcement Officers):

Professional occupations in this group include a variety of non-biology STEM occupations such as Geology, Chemistry, Hydrology, Cartography, Engineering, Archeology, Geography, Statistics, as well as occupations such as Accounting, Economics, and Contracting. Administrative occupations include occupations such as Park Ranger, Recreation Planning, Human Resources, Program Management, Public Affairs, Administrative Officer, and Budget Analysis. While these occupations are essential to the FWS mission, most are too small to focus separately and many have similar enough demographic distributions to make analyzing them together meaningful.

These occupations constitute 27% of the FWS permanent workforce and 31% of its senior level positions (GS-13 and above). Therefore, the diversity of these occupations is key to the diversity of the FWS leadership and to FWS as a whole. Black or African American men, Hispanic men, Asian men, White men, and men identifying with two or more races, as well as Asian women have low participation in these occupations in FWS relative to their participation in similar occupations in the CLF.

Diversity outcomes for low-participation groups in these occupations during FY 2016 were positive (with the exception of Black or African American men).

Change in participation from FY 2015 to FY 2016 for low-participation groups in Professional/Administrative occupations								
		Black or African American	Hispanic or Latino	Asian		Two or more races	White	Workforce
		M	M	F	M	M	M	
Change	#	-2	+4	+2	+5	+1	+38	+99
	%	-0.3%	+0.1%	0.0%	+0.2%	+0.1%	+0.3%	+4.7%

In FY 2016, FWS hired 208 employees in these occupations from outside sources and selected another 62 from occupations not included in this group. All RNO/gender groups except Black or African American men were selected in numbers which were consistent with their participation in similar occupations in the CLF. Fewer Black or African American men were hired than expected based on the CLF.

All RNO/gender groups except White men separated in numbers which were consistent with their participation in this segment of the workforce at the beginning of the fiscal year. More White men left than would have been expected based on an equal probability statistical model. The lower than expected accession rate for Black men accounts for their drop in participation. The higher than expected separation rate for White men reduced the gains they otherwise would have achieved.

### Technical Biology and Wage Grade Occupations:

There are 851 Biology technician and wage-grade employees in FWS, constituting 11% of the permanent workforce. At the end of FY 2016, the break out is: 118 Biological Science Technicians, 133 Forest and Range Technicians, and 600 employees in wage-grade occupations. In FWS, these occupations have similar demographics; they are overwhelmingly male (93%) and White (85%). In contrast, the CLF for this group of occupations is male (79%) and White (77%).

In FY 2016, FWS hired 74 employees in these occupations. Although the CLF percentages and the number hired were small, all individual RNO/gender groups except Black or African American men, White women, and White men were hired in numbers which were consistent with their participation in similar occupations in the CLF. Fewer Black or African American men, fewer White women, and more White men were hired than expected based on the CLF. In addition, as a group, fewer minority women were hired than expected based on their participation in the CLF.

All RNO/gender groups separated in numbers which were consistent with their participation in this segment of the workforce at the beginning of the fiscal year. The lower than expected accession rates for White women, for Black or African American men, and for minority women as a group, accounts for the drop in participation of these groups.

Change in participation from FY 2015 to FY 2016 for Technical Biology and Wage Grade Occupations						
		Minority		White		Workforce
		F	M	F	M	
Change	#	-1	-8	-1	-14	-24
	%	-0.1%	-0.5%	0%	+0.6%	-2.7%

### Senior Level Workforce (GS-13 and above)

FWS uses the total permanent administrative/professional workforce as the standard against which to compare the demographic distribution of its senior level workforce. The participations of women and of minorities are low in comparison to that standard.

Historically, roughly two-thirds of entrants to the FWS senior level workforce gain entry through internal promotion; the other third are hired from outside. In FY 2016, 37% of entrants to the FWS senior level workforce were hired from outside FWS. The CLF is tabulated by occupation, not by occupation multiplied by grade, so it is not an appropriate standard against which to gauge the availability of RNO/gender accessions to the FWS senior level workforce.

Change in participation from FY 2015 to FY 2016 for Senior Level Workforce						
		Minority		White		Workforce
		F	M	F	M	
Participation	#	+5	+4	+32	+45	+86
Change	%	0.0%	-0.1%	+0.4%	-0.1%	+4.1%

Senior Level Workforce Hires						
		Minority		White		Total
		F	M	F	M	
Outside Hires	#	10	7	25	37	79
	%	12.7%	8.9%	31.6%	46.8%	100%
Promoted to Senior Level	#	7	8	39	79	133
	%	5.3%	6.0%	29.3%	59.4%	100%
Total Additions	#	17	15	64	116	212
	%	8%	7.1%	30.2%	54.7%	100%

Hispanic or Latino was the only low-participation group for which senior level accessions were below those expected by this upper bound of their participation in the CLF. All RNO/gender groups were promoted to GS-13 in numbers consistent with their participation in the GS-12 workforce at the beginning of the fiscal year.

Senior Level Accessions by RNO/gender group compared to their participation in the CLF									
		Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Pacific Island	American Indian or Alaska Native	Two or more Races	White women	All RNO Groups
		Outside Hires	#	6	1	6	1	3	
%	7.6%		1.3%	7.6%	1.3%	3.8%	0%	31.6%	100%
Accessions CLF	%	7%	6.3%	5.9%	0.1%	0.9%	0.5%	36%	

### Leadership development

FWS offered two competitive leadership development programs in FY 2016. The Stepping Up To Leadership (SUTL) program was open to employees in GS-11 and GS-12 equivalent positions and the Advanced Leadership Development Program (ALDP) was open to GS-13 and GS-14 employees. An analysis of the applicant pool suggests that women and minorities, including minority women, are applying to both SUTL and ALDP at rates reflective of their participation in the GS-11/12 workforce and GS-13/14 workforce respectively. Further, the number of women, minority, and minority women employees selected for the leadership programs was consistent with the number of employees from these groups who applied.

### Persons with disabilities

At the beginning of the fiscal year the participation of persons with targeted disabilities in FWS was 1.4% of the permanent workforce, well below the 2.0% goal established by the EEOC's LEAD Initiative. To narrow this gap, the FWS Director renewed his challenge to annually hire at least three persons with targeted disabilities in each region and Headquarters, for a total of 27. In FY 2016 FWS came close to meeting the challenge by hiring 26, the participation rate increased to 1.7%. However, the change in OPM's Standard Form 256 - Self Identification of Disability was a contributing factor to the overall increase in the participation rate for individuals with targeted disabilities.

Separations for Targeted Disability	Count
Retire	2
Move to another agency/bureau	5
Resign	4
Death	1
Total	12

Despite this substantial success in hiring, failure to meet the 2.0% goal is attributable to a large number of separations of persons with targeted disabilities from the permanent workforce. Persons with targeted disabilities constituted 12 of the 524 separations from the permanent workforce during FY 2016 (2.3%). Although not statistically significant, only 5.1% of the possible sets of 524 permanent employees who might have separated would contain as many as 12 persons with targeted disabilities.

## Trends in EEO Complaints

In FY 2016, both pre-complaints and formal complaints increased at FWS. Fifty-one pre-complaints were initiated in 2016; this is the highest figure since 2013, after two years of decline. Thirty-seven formal complaints were filed within FWS; this is an increase of 60% from the 23 complaints filed in the previous year.

The percentage of individuals proceeding from a pre-complaint to a formal complaint also increased in FY 2016 to 72%, the second highest figure since 2010; in 2014, 79% of pre-complaints proceeded to the formal stage. See table below for trends in FWS complaints.

TRENDS IN FWS COMPLAINTS FISCAL YEARS 2010-2016							
	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
PRE-COMPLAINTS	36	45	61	65	39	33	51
FORMAL COMPLAINTS	14	30	38	41	31	23	37
% of Pre-Complaints becoming Formal	38%	67%	62%	63%	79%	70%	72%

Reprisal remains the most frequent basis alleged in employment discrimination complaints at FWS. In FY 2016, it was reported 27% of the time. This is consistent across the federal government. Sex discrimination and disability complaints each comprised 20% of the complaints. Complaints based on sex increased from nine in FY 2014 to 11 in FY 2015 to 15 in FY 2016. Complaints based on race comprised 12% of the cases. See table below for trends in bases for discrimination complaints.

TRENDS IN BASIS FOR DISCRIMINATION COMPLAINTS (Referenced from Part IV of the EEOC 462 Report)							
BASIS	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Race	1	7	9	18	14	10	9
Sex	2	15	9	14	9	11	15
Age	4	11	12	10	8	7	8
Color	0	4	4	5	4	2	1
National Origin	0	2	5	4	4	1	4
Religion	0	0	0	2	0	3	2
Disability	13	15	15	13	13	8	15
Reprisal	6	17	18	23	18	16	20
Genetics	0	0	0	0	0	0	0

Harassment (non-sexual) remains the number one issue in FWS complaints (see chart below.) This is consistent across the government.

<b>HARASSMENT (NON-SEXUAL) COMPLAINT TRENDS</b> (Referenced 4 <sup>th</sup> Quarter FY 2016 No FEAR Report)					
<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
12	15	17	21	15	21

Other issues only represent a fraction of the harassment complaints. The chart below shows the top five issues in FY 2016.

<b>FY 2016 Top Issues in EEO Complaints</b> (Referenced 4 <sup>th</sup> Quarter FY 2016 No FEAR Report)	
<b>Issue</b>	<b>#</b>
Harassment	21
Assignment of duties	6
Performance Evaluation	5
Pay	5
Terms and Conditions	5

Employees who enter the EEO process are given the choice of traditional EEO counseling or Alternative Dispute Resolution (ADR) when appropriate. FWS continues to bring awareness to its managers, supervisors, and employees regarding the benefits of the ADR process. In FY 2016, among 51 pre-complaints filed, ADR was elected nine times or 17% of the time. This is down from the two prior years, when ADR was elected 27% of the time. ADR was conducted six of the nine times it was elected. When ADR was conducted, the resolution rate was 67%. FWS continues to offer ADR again in the formal process when complaints are accepted for investigation. ADR was conducted for two of the 37 formal complaints; neither of the cases were resolved. Looking ahead, improving interest and participation in ADR across FWS could resolve more disputes and reduce processing time.





**Certification of Establishment of Continuing Equal Employment Opportunity Programs**

I, Inez Uhl, GS-0260-15, am the Principal EEO Director for the U.S. Fish and Wildlife Service (FWS).

The FWS has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The FWS has also analyzed its workforce profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to eliminate identified barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

/Inez Uhl/  
Inez Uhl, EEO Director

signed December 20, 2016

Certifies that this Federal Agency Annual EEO  
Program Status Report is in compliance with  
EEOC MD-715.

/Daniel M. Ashe/  
Daniel M. Ashe, Director

signed December 20, 2016



# PART G: SELF-ASSESSMENT CHECKLIST

Measuring Essential Elements

## ESSENTIAL ELEMENT A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP

Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
<b>A.1</b>	<b>EEO policy statements are up to date.</b>				
A.1.a.1		The Agency Head was installed on:	Jun 30, 2011		
A.1.a.2		The EEO policy statement was issued on:	Nov 23, 2011		
A.1.a.3		Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head?	x		
A.1.b		During the current Agency Head's tenure, has the EEO policy statement been re-issued annually?	x		The Director re-issues EEO Policy Statement annually.
A.1.c		Are new employees provided a copy of the EEO policy statement during orientation?	x		In addition, it is posted on FWS's website and in prominent work areas for all employees to access.
A.1.d		When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	x		The EEO Policy Statement is distributed to managers and supervisors when they take the mandatory new supervisor and EEO training sessions. It is also posted on FWS's website.
<b>A.2</b>	<b>EEO policy statements have been communicated to all employees.</b>				
A.2.a		Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	x		
A.2.b		Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	x		Information on EEO programs and administrative and judicial remedial procedures are made available to employees on FWS's intranet and are distributed periodically by email, e-bulletins and fact sheets.
A.2.c		Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]	x		
<b>A.3</b>	<b>Agency EEO policy is vigorously enforced by agency management.</b>				
A.3.a		Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	x		
A.3.a.1		resolve problems/disagreements and other conflicts in their respective work environments as they arise?	x		

**ESSENTIAL ELEMENT A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP**

Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
A.3.a.2		Address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	x		
A.3.a.3		Support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	x		
A.3.a.4		Ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	x		
A.3.a.5		Ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	x		
A.3.a.6		Ensure the subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	x		
A.3.a.7		Ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	x		
A.3.a.8		Ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	x		
A.3.b		Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary action? Describe what means were utilized by the agency to inform its workforce about the penalties for unacceptable behavior.	x		All employees are sent FWS Policy on Harassment and Zero Tolerance annually via email. Penalties for unacceptable behavior are referenced in the FWS Director's Policy memorandum.  Employees access the DOI Disciplinary Action Guide through the DOI website.
A.3.c		Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	x		A link to the DOI Procedures for Reasonable Accommodation is provided in the FWS Manual.
A.3.d		Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	x		Information on reasonable accommodation is provided during supervisory training.

<b>ESSENTIAL ELEMENT B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b>					
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.					
<b>PART</b>	<b>COMPLIANCE INDICATOR</b>	<b>MEASURES</b>	<b>YES</b>	<b>NO</b>	Brief explanation for unmet measures below (or complete a section in Part H of this report).
<b>B.1</b>	<b>The reporting Structure for the EEO program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO program.</b>				
B.1.a		<p>Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)]</p> <p>For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official?</p> <p>(For example, does the Regional EEO Officer report to the Regional Administrator?)</p>	x		<p>The EEO Director is under the direct supervision of the agency head and reports to the Deputy Director for Operations.</p> <p>It is the policy of the FWS that the Regional Diversity and Civil Rights Chiefs either report to the Regional Director or the Deputy Regional Director. This policy became effective on September 30, 2015.</p>
B.1.b		Are the duties and responsibilities of EEO officials clearly defined?	x		
B.1.c		Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	x		
B.1.d		If the agency has 2 <sup>nd</sup> level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	x		
B.1.e		<p>If the agency has 2<sup>nd</sup> level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?</p> <p>If not, please describe how EEO program authority is delegated to subordinate reporting components</p>	x		<p>The EEO Director has complete technical oversight of the formal EEO process and delegates the pre-complaint process to the Regions except in the case of conflicts of interest.</p> <p>The EEO Director develops FWS-wide policies and procedures and provides general oversight and technical guidance to Regional EEO officials.</p>
<b>B.2</b>	<b>The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.</b>				
B.2.a		Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?	x		The EEO Director meets with the Deputy Director regularly to provide briefings on the EEO Program. The EEO Director also provides updates for the Executive Diversity Committee and the Directorate meetings.

**ESSENTIAL ELEMENT B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION**

Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
B.2.b		Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	x		The EEO Director provides a briefing to the Director and the Deputy Director on the "State of the Agency" covering all components of MD-715, including an assessment of the six elements of the Model EEO Program, a report of accomplishments, and plan of action to correct deficiencies.
B.2.c		Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	x		The FWS employs nine recruiters to conduct targeted recruitment. The recruiters are assigned to the Headquarters ODIWM and the Regional DCR Offices.  EEO and HR Officials routinely work in collaboration on recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce initiatives.
B.2.c.1		Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	x		
B.2.c.2		Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]	x		
B.2.d		Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?	x		The EEO Director has a strong working relationship with the Chief, Division of Human Resources and provides technical guidance to ensure that EEO concerns are integrated into the FWS strategic mission.

**ESSENTIAL ELEMENT B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION**

Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
<b>B.3</b>	<b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b>				
B.3.a		Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?	x		The EEO Director maintains an operating budget to ensure implementation of the agency EEO action plans.
B.3.b		Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?	x		
B.3.c		Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?	x		The FWS Diversity Program Manager serves as the Special Emphasis and Disability Program Manager who oversees all of FWS Special Emphasis Programs and the Disability and Veterans Employment Programs. FWS actively participates on the DOI Special Emphasis Committee. Recruiters for each Regional Diversity and Civil Rights Office support the Special Emphasis Programs.
B.3.c.1		Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204	x		In collaboration with the DOI.
B.3.c.2		Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204	x		In collaboration with the DOI.
B.3.c.3		People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709	x		The Diversity Program Manager manages the Disability and Veterans Programs.
B.3.d		Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?	x		

**ESSENTIAL ELEMENT B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION**

Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
<b>B.4 The agency has committed sufficient budget to support the success of its EEO programs.</b>					
B.4.a		Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?	x		The FWS Headquarters and Regional EEO staffs retrieve workforce employment data and conduct queries through the DOI, EEO data and tracking system - Datamart (Hyperion Software). The Datamart system is used to develop quarterly workforce statistics to report workforce trends and participation rates. Headquarters has two full-time permanent statisticians who assist all Regions with reports and analysis.
B.4.b		Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	x		
B.4.c		Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	x		
B.4.d		Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	x		FWS provides reasonable accommodations to persons with a disability, in accordance with DOI Policy. Regions and Headquarters Programs fund supplies, equipment, and other services, as necessary.
B.4.e		Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	x		
B.4.f		Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	x		
B.4.f.1		Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	x		
B.4.f.2		Is there sufficient funding to ensure that all employees have access to this training and information?	x		

**ESSENTIAL ELEMENT B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION**

Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
B.4.g		Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	x		All FWS managers and supervisors are required to complete 8 hours of annual training (4 hours EEO and 4 hours Diversity) and one hour biennial No Fear Act Training. Funding is provided to ensure that managers and supervisors are provided training.
B.4.g.1		for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	x		
B.4.g.2		to provide religious accommodations?	x		
B.4.g.3		to provide disability accommodations in accordance with the agency's written procedures?	x		
B.4.g.4		in the EEO discrimination complaint process?	x		
B.4.g.5		to participate in ADR?	x		

**ESSENTIAL ELEMENT C: MANAGEMENT AND PROGRAM ACCOUNTABILITY**

This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
C.1	<b>EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area of responsibility.</b>				
C.1.a		Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	x		The Director issues annual Equal Opportunity and Diversity Objectives. Senior management is provided quarterly Diversity Workforce Briefings. In addition, the Deputy Director requires senior management to send the Diversity Workforce Briefings and statistical reports to all subordinate managers and supervisors.
C.1.b		Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?	x		
C.2	<b>The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives.</b>				
C.2.a		Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	x		Accountability reviews are conducted every three years.
C.2.b		Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	x		Statistical analysis is conducted during the preparation of the MD-715 Barrier Analysis.
C.2.c		Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	x		Statistical analysis was conducted during the preparation of the MD-715 Barrier Analysis.

**ESSENTIAL ELEMENT C: MANAGEMENT AND PROGRAM ACCOUNTABILITY**

This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
<b>C.3</b>		<b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.</b>			
C.3.a		Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	x		FWS refers to the DOI Table of Penalties to determine what appropriate disciplinary action should be taken if discrimination is committed.  Policy guidance is provided by the Headquarters Human Resources Officer who makes recommendations to the Regional Directors regarding appropriate disciplinary actions to be taken when an employee has been found to have committed a discriminatory act.
C.3.b		Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	x		
C.3.c		Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.	N/A		In FY2015 and FY2016 there were no findings of discrimination.
C.3.d		Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	x		
C.3.e		Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	x		

**ESSENTIAL ELEMENT D: PROACTIVE PREVENTION**

Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO programs as well as an efficient and fair dispute resolution process.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
D.1	<b>Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</b>				
D.1.a		Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	x		The EEO Director meets with the FWS Deputy Director regularly to discuss and address potential barriers. The EEO Director also meets and works with the Executive Diversity Committee—to identify barriers. During FY2016, the Director and Executive Diversity Committee led the implementation of action items in the DIIP to address potential barriers and challenges to diversity and inclusion.
D.1.b		When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	x		The FWS Directorate, Executive Diversity Committee, EEO Director, and HR Senior Advisor collaborated in implementing the five-year DIIP Plan. FWS managers and supervisors are actively engaged in minimizing barriers to employment when they are brought to their attention.
D.1.c		Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	x		
D.1.d		Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	x		
D.1.e		Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	x		
D.1.f		Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	x		
D.1.g		Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	x		
D.1.h		Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	x		
D.2	<b>The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</b>				
D.2.a		Are all employees encouraged to use ADR?	x		
D.2.b		Is the participation of supervisors and managers in the ADR process required?	x		

**ESSENTIAL ELEMENT E: EFFICIENCY**

Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO programs as well as an efficient and fair dispute resolution process.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
<b>E.1 The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</b>					
E.1.a		Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	x		
E.1.b		Has the agency implemented adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	x		
E.1.c		Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?	x		
E.1.d		Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?	x		
E.1.e		Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?	x		
<b>E.2 The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO programs.</b>					
E.2.a		Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	x		
E.2.b		Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	x		
E.2.c		Does the agency hold contractors accountable for delay in counseling and investigation processing times? If yes, briefly describe how in explanation cell:	x		Prices are re-negotiated for firms that fail to produce timely products and/or the firm will not receive subsequent cases to counsel or investigate.
E.2.d		Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	x		
E.2.e		Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	x		

<b>ESSENTIAL ELEMENT E: EFFICIENCY</b>					
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO programs as well as an efficient and fair dispute resolution process.					
<b>PART</b>	<b>COMPLIANCE INDICATOR</b>	<b>MEASURES</b>	<b>YES</b>	<b>NO</b>	<b>Brief explanation for unmet measures below (or complete a section in Part H of this report).</b>
<b>E.3</b>	<b>The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.</b>				
E.3.a		Are benchmarks in place that compare the agency's discrimination complaint processes with 29 CFR Part 1614?	x		
E.3.a.1		Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?	x		
E.3.a.2		Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?	x		
E.3.a.3		Does the agency complete the investigations within the applicable prescribed time frame?	x		
E.3.a.4		When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?	N/A		DOI has responsibility to issue the decision.
E.3.a.5		When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?	x		
E.3.a.6		When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	x		
E.3.a.7		Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	x		
<b>E.4</b>	<b>There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing programs.</b>				
E.4.a		In accordance with 29 CFR §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?	x		
E.4.b		Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	x		ADR training is incorporated in supervisory training which is conducted at the National Conservation Training Center. ADR training is also offered throughout the year through the various EEO courses taught by the ODIWM and Regional Diversity and Civil Rights staff.
E.4.c		After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?	x		
E.4.d		Does the responsible management official directly involved in the dispute have settlement authority?	x		The FWS Regional Directors and Assistant Directors have settlement authority when a settlement involves material benefits or monetary value. Otherwise, the settlement authority is delegated.

**ESSENTIAL ELEMENT E: EFFICIENCY**

Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO programs as well as an efficient and fair dispute resolution process.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
E.5	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</b>				
E.5.a		Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?	x		
E.5.b		Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?	x		
E.5.c		Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?	x		
E.5.d		Do the agency's EEO programs address all of the laws enforced by the EEOC?	x		
E.5.e		Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?	x		
E.5.f		Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?	x		
E.5.g		Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	x		
E.6	<b>The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.</b>				
E.6.a		Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?	N/A		FWS does not request legal sufficiency reviews.
E.6.b		Does the agency discrimination complaint process ensure a neutral adjudication function?	x		
E.6.c		If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	N/A		FWS does not request legal sufficiency reviews.

**ESSENTIAL ELEMENT F: RESPONSIVENESS AND LEGAL COMPLIANCE**

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
F.1	<b>Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</b>				
F.1.a		Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	x		
F.2	<b>The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.</b>				
F.2.a		Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.	x		
F.2.a.1		Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	x		
F.2.a.2		Are procedures in place to promptly process other forms of ordered relief?	x		
F.3	<b>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</b>				
F.3.a		Is compliance with EEOC orders encompassed in the performance standards of any agency employees?	x		
F.3.a.1		If so, please identify the employees by title in the comments section, and state how performance is measured.	x		All supervisors and managers have a critical element regarding EEO and Diversity in their performance standards. Supervisors and managers are evaluated on compliance with these standards. Diversity advocacy performance statement is included in all SES performance plans.
F.3.b		Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	x		
F.3.b.1		If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.	-		
F.3.c		Have the involved employees received any formal training in EEO compliance?	x		
F.3.d		Does the agency promptly provide to the EEOC the following documentation for completing compliance:	x		
F.3.d.1		Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	x		
F.3.d.2		Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	x		

**ESSENTIAL ELEMENT F: RESPONSIVENESS AND LEGAL COMPLIANCE**

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

PART	COMPLIANCE INDICATOR	MEASURES	YES	NO	Brief explanation for unmet measures below (or complete a section in Part H of this report).
F.3.d.3		Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	x		
F.3.d.4		Compensatory Damages: The final agency decision and evidence of payment, if made?	x		
F.3.d.5		Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	x		
F.3.d.6		Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	x		
F.3.d.7		Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	x		
F.d.3.8		Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	x		
F.d.3.9		Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	x		
F.d.3.10		Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	x		
F.3.d.11		Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	x		
F.3.d.12		Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	x		

## Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See *EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation* (10/20/00), Question 28.

NO PART H (Plan for Attaining Essential Elements of a Model EEO Program, in the case of a "No" on PART G)



**EEOC FORM 715-01**  
**PART I (1 of**  
**12): Plan to Eliminate**  
**Identified Barriers**

*U.S. Equal Employment Opportunity Commission*  
**FEDERAL AGENCY ANNUAL**  
**EEO PROGRAM STATUS REPORT**

**U.S. FISH AND WILDLIFE SERVICE**

FY 2016  
**New Objective**

**DESCRIBE THE CONDITION THAT WAS A TRIGGER FOR THIS POTENTIAL BARRIER:**

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

**The participation rate of Asians in the total FWS permanent workforce and in the professional biology series is lower than expected.**

This condition was recognized after conducting a review of FY 2016 permanent workforce data. Analysis revealed a low participation rate of Asians (2.6%) in the permanent workforce in comparison to the CLF (6%) (See Table A1). The participation rate of Asian permanent employees in the professional biology workforce series was 2.0% in FY 2016 compared to the CLF of 7.2%.

Permanent workforce data was analyzed by comparing participation rates of all racial and ethnic groups in the FWS workforce with their respective CLF. This determined the initial cause of the condition.

**BARRIER ANALYSIS:**

Describe the steps taken and data analyzed to determine cause of the condition.

**Representation in Workforce:**

The participation rate of Asians in the FWS permanent workforce in FY 2016 (2.6%) increased by 0.2% compared to FY 2015 (2.4%).

A review of Asian participation in the major biology occupational series indicated that there were 73 Asian professional biologists. Their 2.0% participation rate in major biology occupational series is an increase from the rate of 1.9% in FY 2015.

**Hires and Separations:**

A total of 24 (3.7%) Asians were hired in FY 2016, which is above their participation rate. A review of separations on Table A14 indicated that there were 10 (1.9%) separations of Asians from the permanent workforce which is below their participation rate.

In FY 2016, there were 205 accessions of professional biologists to the permanent workforce of whom 5 (2.4%) were Asian, which is above their participation rate, and which is a decrease from the FY 2015 accession rate of 2.5%. Of the 181 separations in FY 2015 of professional biologists in the permanent workforce, 3 (1.7%) were Asian professional biologists, which is below their participation rate of (2%).

**Data Analysis:**

- A pilot study was conducted to automate retrieval and analysis of applicant flow data in order to assess return on investment for recruitment efforts. The pilot study was used to determine accuracy of applicant data at different stages of the application process. FWS determined that the data analysis should be limited to qualified, referred, and selected applicants.
- An analysis of qualitative data was conducted. Data sources included: employee focus groups, climate survey data, exit survey results, the Federal Employee Viewpoints Survey (FEVS), recommendations from the FWS Refuge Workforce Diversity Team, and decision tree mapping. One of the common themes was perceived bias in the hiring process.
- A grade-by-grade Glass Ceiling analysis was conducted, in response to EEOC's August 27, 2015 letter, on the progress of Asian men and Asian women in the FWS professional biology series as they advance to higher levels. FWS statisticians found no EEO group to have a lower-than-expected participation rate at the SES level in FY 2014, when compared to its rate in the FWS permanent workforce.

<b>STATEMENT OF IDENTIFIED BARRIER/PROBLEM:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The decentralized hiring practices coupled with insufficient motivation have negatively influenced the FWS' ability to meet its goals and effectively shape its workforce despite promising initiatives that are designed to increase the diversity in the workforce.
<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<b>Change the environment in which decisions are made by implementing adaptive hiring practices and adjusting the strategy as necessary based on outcomes.</b>
<b>RESPONSIBLE OFFICIAL(S):</b>	FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters
<b>DATE OBJECTIVE INITIATED:</b>	December 15, 2016
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	October 31, 2017
<b>DATE OBJECTIVE COMPLETED</b> (Skip this row if not completed)	

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
1. Strengthen the language in the supervisory Employee Performance Appraisal Plan (EPAP) to increase accountability to the diversity and inclusion goals. Managers will verify that contributions to the Service's diversity goals for FY2017, and the performance of diversity and inclusion measures outlined in the DIIP are met prior to submitting performance awards to HR.	October 31, 2017
2. Develop centralized hiring panels using structured interviews and assign an executive coach to each panel.	November 30, 2016
3. Implement an annual hiring goal to increase the participation rate of minorities and track progress monthly. Fiscal Year 2016 goal is + 0.5%	December 15, 2016
4. Determine the overall workforce planning needs of the FWS and develop a systematic approach to execute the initiatives that are designed to increase minority participation.	March 31, 2017
5. Design national diversity campaigns to address identified barriers and establish key performance measures.	June 30, 2017
6. Rollout national diversity campaigns and track impact on selections.	September 30, 2017
7. Continue to use Vacancy Position Tracking System to eliminate inconsistencies encountered in workforce planning and aid the development of national recruitment strategies.	September 30, 2017
8. Establish partnerships with the 20 universities that were selected for FWS' national strategy.	September 30, 2017

<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>

<p>EEOC FORM 715-01  <b>PART I (2 of 12):</b>  Plan to Eliminate  Identified Barriers</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i>  <b>FEDERAL AGENCY ANNUAL  EEO PROGRAM STATUS REPORT</b></p>
<p><b>U.S. FISH AND WILDLIFE SERVICE</b></p>	<p>FY 2016  <b>New Objective</b></p>
<p><b>DESCRIBE THE CONDITION THAT WAS A TRIGGER FOR THIS POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p><b>There is a low participation rate of Black or African American employees in the FWS total permanent workforce and in the professional biology series</b></p> <p>This condition was recognized after conducting a review of FY 2016 permanent workforce data. The participation rate of Blacks or African Americans is 4.8% compared to their availability (6.8%) in the CLF. The participation rate of Blacks or African Americans in the professional biology series is 1.6% in FY 2016 compared to their availability in the CLF of 3.0%.</p> <p>Permanent workforce data was analyzed by comparing participation rates of all racial and ethnic groups in FWS workforce with their respective CLF. This identified the specific condition.</p>
<p><b>BARRIER ANALYSIS:</b>  Describe the steps taken and data analyzed to determine cause of the condition.</p>	<p><b>Representation in Workforce:</b>  The number of Black or African American employees in the permanent workforce increased by 2 so there was little change in the participation rate of Blacks or African Americans (4.8 %) in the workforce in FY 2015 compared to FY 2015 (4.7%). A review of Black or African American participation in the major biology occupational series indicated that there were 60 Black or African American professional biologists. Their participation rate (1.6%) has remained the same as that in FY 2014 and FY 2015.</p> <p><b>Hires and Separations:</b>  A review of accessions and separations of Black or African American employees was conducted. There were 33 (5.1%) Blacks or African Americans hired in FY 2016 in the permanent workforce, which is above their participation rate, however it is lower than their availability of 6.8% in the CLF (see Table A8). A total of 30 Black or African American employees separated from the permanent workforce, which was 5.7% of the total 524 separations (see Table A14), which is above their participation rate of 4.8%.</p> <p>A review was conducted of accessions and separations of Black or African American employees in the FWS mission-critical permanent professional biology occupations. Of the 205 accessions to the professional biology series in FY 2016, 1 (0.5%) were Black or African American in comparison to the CLF of 3.0%. Of the 181 separations in FY 2016 of professional biologists in the permanent workforce, 3 (1.7%) were Black or African American professional biologists, which is above their participation rate of (1.6%).</p> <p><b>Data Analysis:</b></p> <ul style="list-style-type: none"> <li>• A pilot study was conducted to automate retrieval and analysis of applicant flow data in order to assess return on investment for recruitment efforts. The pilot study was used to determine accuracy of applicant data at different stages of the application process. FWS determined that the data analysis should be limited to qualified, referred, and selected applicants.</li> <li>• An analysis of qualitative data was conducted. Data sources included: employee focus groups, climate survey data, exit survey results, the Federal Employee Viewpoints Survey (FEVS), recommendations from the FWS Refuge Workforce Diversity Team, and decision tree mapping. One of the common themes was perceived bias in the hiring process.</li> </ul>

	<ul style="list-style-type: none"> <li>A grade-by-grade Glass Ceiling analysis was conducted, in response to EEOC's August 27, 2015 letter, on the progress of Asian men and Asian women in the FWS professional biology series as they advance to higher levels. FWS statisticians found no EEO group to have a lower-than-expected participation rate at the SES level in FY 2014, when compared to its rate in the FWS permanent workforce.</li> </ul>
<b>STATEMENT OF IDENTIFIED BARRIER/PROBLEM:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The decentralized hiring practices coupled with insufficient motivation have negatively influenced the FWS' ability to meet its goals and effectively shape its workforce despite promising initiatives that are designed to increase the diversity in the workforce.

<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<b>Change the environment in which decisions are made by implementing adaptive hiring practices and adjusting the strategy as necessary based on outcomes.</b>
<b>RESPONSIBLE OFFICIAL(S):</b>	FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters
<b>DATE OBJECTIVE INITIATED:</b>	December 15, 2016
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	October 31, 2017
<b>DATE OBJECTIVE COMPLETED</b> (Skip this row if not completed)	

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
1. Strengthen the language in the supervisory Employee Performance Appraisal Plan (EPAP) to increase accountability to the diversity and inclusion goals. Managers will verify that contributions to the Service's diversity goals for FY2017, and the performance of diversity and inclusion measures outlined in the DIIP are met prior to submitting performance awards to HR.	October 31, 2017
2. Develop centralized hiring panels using structured interviews and assign an executive coach to each panel.	November 30, 2016
3. Implement an annual hiring goal to increase the participation rate of minorities and track progress monthly. Fiscal Year 2017 goal is + 0.5%	December 15, 2016
4. Determine the overall workforce planning needs of the FWS and develop a systematic approach to execute the initiatives that are designed to increase minority participation.	March 31, 2017
5. Design national diversity campaigns to address identified barriers and establish key performance measures.	June 30, 2017
6. Rollout national diversity campaigns and track impact on selections.	September 30, 2017
7. Continue to use Vacancy Position Tracking System to eliminate inconsistencies encountered in workforce planning and aid the development of national recruitment strategies.	September 30, 2017
8. Establish partnerships with the 20 universities that were selected for FWS' national strategy.	September 30, 2017

<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>

<b>EEOC FORM 715-01 PART I (3 of 12): Plan to Eliminate Identified Barriers</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
<b>U.S. FISH AND WILDLIFE SERVICE</b>	FY 2016 <b>New Objective</b>
<b>DESCRIBE THE CONDITION THAT WAS A TRIGGER FOR THIS POTENTIAL BARRIER:</b> Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<p><b>There is a low participation rate of Hispanic or Latino women in the professional biology series.</b></p> <p>This condition was recognized after conducting a review of FY 2016 permanent workforce data. The participation rate of Hispanic or Latino women in the professional biology workforce series was 1.8% in FY 2016 compared to their availability in the CLF of 2.1%.</p>
<b>BARRIER ANALYSIS:</b> Describe the steps taken and data analyzed to determine cause of the condition.	<p><b>Representation in Workforce:</b>            The 1.8% (66) participation of Hispanic or Latino women in the professional biology series in FY 2016 decreased from FY 2015's rate of 1.9%.</p> <p><b>Hires and Separations:</b>            A review was conducted of accessions and separations of Hispanic or Latino women employees in the FWS permanent professional biology occupations. Of the 205 accessions to the professional biology series in FY 2016, 0 (0%) were of Hispanic or Latino women biologists compared to their availability in the CLF of 2.1%.</p> <p>Of the 181 separations in FY 2016 of professional biologists in the permanent workforce, 4 or 2.2% were of Hispanic or Latino women professional biologists, well below their participation rate of 1.8%.</p> <p><b>Data analysis:</b></p> <ul style="list-style-type: none"> <li>• A pilot study was conducted to automate retrieval and analysis of applicant flow data in order to assess return on investment for recruitment efforts. The pilot study was used to determine accuracy of applicant data at different stages of the application process. FWS determined that the data analysis should be limited to qualified, referred, and selected applicants.</li> <li>• An analysis of qualitative data was conducted. Data sources included: employee focus groups, climate survey data, exit survey results, the Federal Employee Viewpoints Survey (FEVS), recommendations from the FWS Refuge Workforce Diversity Team, and decision tree mapping. One of the common themes that employees reported was a need for better communication and for consistent priorities and processes for recruitment and retention.</li> <li>• A grade-by-grade Glass Ceiling analysis was conducted, in response to EEOC's August 27, 2015 letter, on the progress of Asian men and Asian women in the FWS professional biology series as they advance to higher levels. FWS statisticians found no EEO group to have a lower-than-expected participation rate at the SES level in FY 2014, when compared to its rate in the FWS permanent workforce.</li> </ul>
<b>STATEMENT OF IDENTIFIED BARRIER/PROBLEM:</b>	The decentralized hiring practices coupled with insufficient motivation have negatively influenced the FWS' ability to meet its goals and effectively shape its workforce despite

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	promising initiatives that are designed to increase the diversity in the workforce.
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<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<b>Change the environment in which decisions are made by implementing adaptive hiring practices and adjusting the strategy as necessary based on outcomes.</b>
<b>RESPONSIBLE OFFICIAL(S):</b>	FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters
<b>DATE OBJECTIVE INITIATED:</b>	December 15, 2016
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	October 31, 2017
<b>DATE OBJECTIVE COMPLETED (Skip this row if not completed)</b>	

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
1. Strengthen the language in the supervisory Employee Performance Appraisal Plan (EPAP) to increase accountability to the diversity and inclusion goals. Managers will verify that contributions to the Service’s diversity goals for FY2017, and the performance of diversity and inclusion measures outlined in the DIIP are met prior to submitting performance awards to HR.	October 31, 2017
2. Develop centralized hiring panels using structured interviews and assign an executive coach to each panel.	November 30, 2016
3. Implement an annual hiring goal to increase the participation rate of minorities and track progress monthly. Fiscal Year 2016 goal is + 0.5%	December 15, 2016
4. Determine the overall workforce planning needs of the FWS and develop a systematic approach to execute the initiatives that are designed to increase minority participation.	March 31, 2017
5. Design national diversity campaigns to address identified barriers and establish key performance measures.	June 30, 2017
6. Rollout national diversity campaign and track progress and impact on selection.	September 30, 2017
7. Continue to use Vacancy Position Tracking System to eliminate inconsistencies encountered in workforce planning and aid the development of national recruitment strategies.	September 30, 2017
8. Establish partnerships with the 20 universities that were selected for FWS’ national strategy.	September 30, 2017

<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>

<p>EEOC FORM 715-01  <b>PART I (4 of 12):</b> Plan to Eliminate Identified Barriers</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i>  <b>FEDERAL AGENCY ANNUAL  EEO PROGRAM STATUS REPORT</b></p>
<p><b>U.S. FISH AND WILDLIFE SERVICE</b></p>	<p>FY 2016  <b>New Objective</b></p>
<p><b>DESCRIBE THE CONDITION THAT WAS A TRIGGER FOR THIS POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p><b>The participation rate of women Criminal Investigators (CI) in the FWS workforce is lower than expected.</b></p> <p>This condition was recognized after conducting a review of FY 2015 permanent workforce data. The participation rate of women CI was 14.3% at the end of FY 2016 which is well below the applicable CLF benchmark of 23.7%.</p>
<p><b>BARRIER ANALYSIS:</b>  Describe the steps taken and data analyzed to determine cause of the condition.</p>	<p><b>Representation in Workforce:</b>  The CI workforce increased from 197 in FY 2015 to 238 in FY 2016. The participation rate of women in this series increased 1.6% from 12.7% in FY 2015 to 14.3% in FY 2016 (See Table A6-Permanent).</p> <p><b>Hires and Separations:</b>  There were 25 new hires to the GS-1811 (CI) series, 6 (24%) of whom were women.</p> <p><b>Data analysis:</b></p> <ul style="list-style-type: none"> <li>• A pilot study was conducted to automate retrieval and analysis of applicant flow data in order to assess return on investment for recruitment efforts. The pilot study was used to determine accuracy of applicant data at different stages of the application process. FWS determined that the data analysis should be limited to qualified, referred, and selected applicants.</li> <li>• An analysis of qualitative data was conducted. Data sources included: employee focus groups, climate survey data, exit survey results, the Federal Employee Viewpoints Survey (FEVS), recommendations from the FWS Refuge Workforce Diversity Team, and decision tree mapping. One of the common themes was perceived bias in the hiring process.</li> <li>• A grade-by-grade Glass Ceiling analysis was conducted, in response to EEOC's August 27, 2015 letter, on the progress of Asian men and Asian women in the FWS professional biology series as they advance to higher levels. FWS statisticians found no EEO group to have a lower-than-expected participation rate at the SES level in FY 2014, when compared to its rate in the FWS permanent workforce.</li> </ul>
<p><b>STATEMENT OF IDENTIFIED BARRIER/PROBLEM:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Fiscal Year 2016 saw a 1.6% increase from 12.7% in FY2015 to 14.3% in FY2016. This is the first sign of progress in three years; however, there is still a substantial gap between the FWS' participation rate (14.3%) and the CLF (23.7%). Previous years of unsuccessful progress have left the FWS disadvantaged and it will take some time to overcome the large deficit.</p>

<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<b>Identify an acceptable annual progress rate for participation of women in the Criminal Investigator series and monitor accessions and separations for continued progress in this area.</b>
<b>RESPONSIBLE OFFICIAL(S):</b>	FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters
<b>DATE OBJECTIVE INITIATED:</b>	December 15, 2016
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	October 31, 2017
<b>DATE OBJECTIVE COMPLETED (Skip this row if not completed)</b>	

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
1. Strengthen the language in the supervisory Employee Performance Appraisal Plan (EPAP) to increase accountability to the diversity and inclusion goals. Managers will verify that contributions to the Service's diversity goals for FY2017, and the performance of diversity and inclusion measures outlined in the DIIP are met prior to submitting performance awards to HR.	October 31, 2017
2. Develop an annual statistical model to identify acceptable progress rates and track annually.	March 1, 2017
3. Design national diversity campaigns and establish key performance measures.	June 30, 2017
4. Rollout national diversity campaign and track progress and impact on selection.	September 30, 2017
5. Establish partnership with the 20 universities that were strategically identified by the number of degrees conferred to minorities in FWS mission series.	September 30, 2017

<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>

<p>EEOC FORM 715-01  <b>PART I (5 of 12):</b> Plan to Eliminate Identified Barriers</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i>  <b>FEDERAL AGENCY ANNUAL  EEO PROGRAM STATUS REPORT</b></p>
<p><b>U.S. FISH AND WILDLIFE SERVICE</b></p>	<p>FY 2016  <b>New Objective</b></p>
<p><b>DESCRIBE THE CONDITION THAT WAS A TRIGGER FOR THIS POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p><b>The rate of individuals with targeted disabilities in FWS is below the Federal goal of 2.0%.</b></p> <p>This condition was recognized after conducting a review of FY 2016 permanent workforce data. The participation rate of individuals with targeted disabilities was 1.7% at the end of FY 2016 which is below the Federal goal of 2.0%.</p>
<p><b>BARRIER ANALYSIS:</b>  Describe the steps taken and data analyzed to determine cause of the condition.</p>	<p><b>Representation in Workforce:</b>  Employees with targeted disabilities make up 1.7% of the FWS workforce which is 0.3% below the Federal goal of 2.0%.</p> <p>UPDATE: The percentages listed above are reported using the categories provided in EEOC’s B Tables. However, the categories were updated in August 2016, by the Standard Form – 256 Self Identification of Disability. Based on the updated categories for individuals with targeted disabilities, the FWS increased to 1.7% targeted disabilities (0.3% below the Federal goal of 2.0%).</p> <p><b>Hires and Separations:</b>  There were 15 individuals with targeted disabilities hired into the permanent workforce, including two (2) hired to permanent from temporary appointments, and 11 individuals hired into the temporary workforce. In FY 2016, there were 12 voluntary separations of individuals with targeted disabilities. There were no involuntary separations.</p> <p><b>Data Analysis:</b></p> <ul style="list-style-type: none"> <li>• See Part J, Item IV for barrier analysis related to individuals with targeted disabilities.</li> <li>• A pilot study was conducted to automate retrieval and analysis of applicant flow data in order to assess return on investment for recruitment efforts. The pilot study was used to determine accuracy of applicant data at different stages of the application process. FWS determined that the data analysis should be limited to qualified, referred, and selected applicants.</li> <li>• An analysis of qualitative data was conducted. Data sources included: employee focus groups, climate survey data, exit survey results, the Federal Employee Viewpoints Survey (FEVS), recommendations from the FWS Refuge Workforce Diversity Team, and decision tree mapping. One of the common themes that employees reported was a need for better communication and for consistent priorities and processes for recruitment and retention.</li> <li>• A grade-by-grade Glass Ceiling analysis was conducted, in response to EEOC’s August 27, 2015 letter, on the progress of Asian men and Asian women in the FWS professional biology series as they advance to higher levels. FWS statisticians found no EEO group to have a lower-than-expected participation rate at the SES level in FY 2014, when compared to its rate in the FWS permanent workforce.</li> </ul>

<b>STATEMENT OF IDENTIFIED BARRIER/PROBLEM:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	FWS' progress towards the Federal goal of 2.0% has been stagnant, with the exception of 0.3% increase from FY15 to FY16 due to an update in the categories for individuals with targeted disabilities. FWS' ability to meet its participation goal has been negatively influenced by decentralized hiring practices, insufficient motivation, and a hiring goal that does not account for workforce fluctuations.
<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<b>Change the environment in which decisions are made by implementing adaptive hiring practices and adjusting the strategy as necessary based on outcomes. Identify an acceptable annual progress rate for participation of people with targeted disabilities and monitor accessions and separations for continued progress in this area.</b>
<b>RESPONSIBLE OFFICIAL(S):</b>	FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters
<b>DATE OBJECTIVE INITIATED:</b>	December 15, 2016
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	October 31, 2017
<b>DATE OBJECTIVE COMPLETED (Skip this row if not completed)</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	
1. Develop an annual statistical model to identify acceptable progress rates and track annually.	<b>TARGET DATE (Must be specific)</b> September 30, 2017
2. Strengthen the language in the supervisory Employee Performance Appraisal Plan (EPAP) to increase accountability to the diversity and inclusion goals. Managers will verify that contributions to the Service's diversity goals for FY2017, and the performance of diversity and inclusion measures outlined in the DIIP are met prior to submitting performance awards to HR.	October 31, 2017
3. Determine the overall workforce planning needs of the FWS and develop a systematic approach to execute the initiatives that are designed to increase minority participation.	June 30, 2017
4. Design national diversity campaigns to address identified barriers and establish key performance measures.	June 30, 2017
5. Rollout national diversity campaign and track progress and impact on selection.	September 30, 2017
6. Continue to use Vacancy Position Tracking System to eliminate inconsistencies encountered in workforce planning and aid the development of national recruitment strategies.	September 30, 2017
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	

<p>EEOC FORM 715-01  <b>PART I (6 of 12):</b> Plan to Eliminate Identified Barriers</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i>  <b>FEDERAL AGENCY ANNUAL  EEO PROGRAM STATUS REPORT</b></p>
<p><b>U.S. FISH AND WILDLIFE SERVICE</b></p>	<p>FY 2015  <b>Completed Objective</b></p>
<p><b>DESCRIBE THE CONDITION THAT WAS A TRIGGER FOR THIS POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p><b>There is a low participation rate of Asians in the total FWS permanent workforce.</b></p> <p>This condition was recognized after conducting a review of FY 2015 permanent workforce data. Analysis revealed a low participation rate of Asians (2.4%) in the permanent workforce in comparison to the CLF (5.7%).</p> <p>Permanent workforce data was analyzed by comparing participation rates of all racial and ethnic groups in FWS workforce with their respective CLF. This determined the initial cause of the condition.</p>
<p><b>BARRIER ANALYSIS:</b>  Describe the steps taken and data analyzed to determine cause of the condition.</p>	<p><b>Representation in Workforce:</b>  The participation rate of Asians in the permanent workforce in FY 2015 (2.4%) increased by 0.1% compared to FY 2014 (2.3%).</p> <p>The participation of Asians in all the major occupational series is below their CLF availability, with the exception of the law enforcement related series, 1811 CI, 0025 LE and 1801 LE.</p> <p><b>Hires and Separations:</b>  A total of 18 (3.1%) Asians were hired in FY 2015, which is above their participation rate. In addition 5 Native Hawaiian or Pacific Islanders were hired which we attribute to FWS recruitment sources that are combined, such as: Federal Asian Pacific American Council (FAPAC), Conference on Asian Pacific American Leadership (CAPAL), Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs) and the Asian &amp; Pacific Islander American Scholarship Fund (APIASF).</p> <p>A review of separations on FY 2015 Table A14 indicated that there were 9 (1.5%) separations of Asians from the permanent workforce which is below their participation rate; therefore it does not constitute a concern.</p> <p><b>Steps Taken:</b>  The Fish and Wildlife Service has conducted in-depth workforce data analyses which revealed conditions that trigger further analyses. Initially, the cause for the condition appeared to be a lack of targeted recruitment. However, FWS realizes that it needs a standard methodology to better identify specific root causes such as a specific policy, practice, or procedure. Therefore, FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions. Tools and methods identified include team analysis of root causes, survey results, focus group results, and internal management discussions.</p>

<b>STATEMENT OF IDENTIFIED BARRIER/PROBLEM:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The percentage of Asians hired has increased from last year; however workforce participation rate is still well below the CLF. The cause of the less-than-expected participation rate for Asians is unknown.
<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions.  Although root causes are currently being investigated, FWS will continue to enhance targeted recruitment strategies to encourage more Asians to apply for all FWS vacancies.
<b>RESPONSIBLE OFFICIAL(S):</b>	FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters
<b>DATE OBJECTIVE INITIATED:</b>	December 15, 2009
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2016
<b>DATE OBJECTIVE COMPLETED (Skip this row if not completed)</b>	September 30, 2016 <b>Completed</b>

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
1. Establish a process for hiring officials to document their collaboration with recruiters and human resources specialists in planning to fill vacancies for all positions, to include the review of proposed Position Descriptions and Vacancy Announcements for any unnecessary requirements that are causing barriers to increasing the number of Asian candidates qualified to apply. They will work together to develop job-specific targeted recruitment plans to reach qualified Asians.	September 30, 2016 <b>Completed</b>
2. FWS will develop a standard methodology and identify tools to assist in analyzing barriers and identifying root causes for trigger conditions.	September 30, 2016 <b>Completed</b>

<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>
1. Vacant Position Tracking System: VPTS is a centralized database that eliminates redundancies and inconsistencies encountered in workforce planning and aids in the development of national recruitment strategies. The Director mandated a procedure to ensure his personal review of all vacant positions in order to enhance national recruitment and retention strategies before the vacancies are advertised.  2. FWS formed a national Barrier Analysis Team that has a cross-functional, program, regional, and multi-grade structure which is designed to provide the Directorate with comprehensive and long-term analyses and insights into FWS personnel operations, including recruitment and retention.

<p>EEOC FORM 715-01  <b>PART I (7 of 12):</b> Plan to Eliminate Identified Barriers</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i>  <b>FEDERAL AGENCY ANNUAL  EEO PROGRAM STATUS REPORT</b></p>
<p><b>U.S. FISH AND WILDLIFE SERVICE</b></p>	<p>FY 2015  <b>Completed Objective</b></p>
<p><b>DESCRIBE THE CONDITION THAT WAS A TRIGGER FOR THIS POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>There is a low participation rate of Black or African American employees in the FWS total permanent workforce.</p> <p>This condition was recognized after conducting a review of FY 2015 permanent workforce data. The participation rate of Black or African American employees is 4.7% compared to their availability (6.8%) in the CLF.</p> <p>Permanent workforce data was analyzed by comparing participation rates of all racial and ethnic groups in FWS workforce with their respective CLF. This identified the specific condition.</p>
<p><b>BARRIER ANALYSIS:</b>  Describe the steps taken and data analyzed to determine cause of the condition.</p>	<p><b>Representation in Workforce:</b>  The number of Black or African American employees in the permanent workforce declined by only 4 so there was little change in the participation rate of Blacks or African Americans(4.7%) in the workforce in FY 2015 compared to FY 2014 (4.8%).</p> <p><b>Hires and Separations:</b>  A review of accessions and separations of Black or African American employees was conducted. There were 34 (5.9%) Blacks or African Americans hired in FY 2015 in the permanent workforce, which is above their on-board rate, however it is lower than their availability of 6.8% in the CLF (see Table A8).</p> <p>A total of 37 Black or African American employees separated from the permanent workforce, which was 6.3% of the total 589 separations, which is above their on-board percent of 4.7%.</p> <p><b>Steps Taken:</b>  The Fish and Wildlife Service has conducted in-depth workforce data analyses which revealed conditions that trigger further analyses. Initially, the cause for the condition appeared to be a lack of targeted recruitment. However, FWS realizes that it needs a standard methodology to better identify specific root causes such as a specific policy, practice, or procedure. Therefore, FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions. Tools and methods identified include team analysis of root causes, survey results, focus group results, and internal management discussions.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER/PROBLEM:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The percentage of Black or African American employees hired has decreased from last year, and workforce participation rate is still well below the CLF. The cause of the less-than-expected participation rate for Blacks is unknown.</p>

<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions.  Although root causes are currently being investigated, FWS will continue to enhance targeted recruitment strategies to encourage more Blacks to apply for all FWS vacancies.
<b>RESPONSIBLE OFFICIAL(S):</b>	FWS Directorate Division of Human Resources Project Leaders and Hiring Officials Office of Diversity and Inclusive Workforce Management Workforce Recruiters
<b>DATE OBJECTIVE INITIATED:</b>	December 15, 2009
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2016
<b>DATE OBJECTIVE COMPLETED (Skip this row if not completed)</b>	September 30, 2016 <b>Completed</b>

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
1. Establish a process for hiring officials to document their collaboration with recruiters and human resources specialists in planning to fill vacancies for all positions, to include the review of proposed Position Descriptions and Vacancy Announcements for any unnecessary requirements that are causing barriers to increasing the number of Black candidates qualified to apply. They will work together to develop job-specific targeted recruitment plans to reach qualified Blacks or African Americans.	September 30, 2016 <b>Completed</b>
2. FWS will develop a standard methodology and identify tools to assist in analyzing barriers and identifying root causes for trigger conditions.	September 30, 2016 <b>Completed</b>

<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>
1. Vacant Position Tracking System: VPTS is a centralized database that eliminates redundancies and inconsistencies encountered in workforce planning and aids in the development of national recruitment strategies. The Director mandated a procedure to ensure his personal review of all vacant positions in order to enhance national recruitment and retention strategies before the vacancies are advertised.
2. FWS formed a national Barrier Analysis Team that has a cross-functional, program, regional, and multi-grade structure which is designed to provide the Directorate with comprehensive and long-term analyses and insights into FWS personnel operations, including recruitment and retention.

<p>EEOC FORM 715-01 <b>PART I (8 of 12):</b> Plan to Eliminate Identified Barriers</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></p>
<p><b>U.S. FISH AND WILDLIFE SERVICE</b></p>	<p>FY 2015 <b>Completed Objective</b></p>
<p><b>DESCRIBE THE CONDITION THAT WAS A TRIGGER FOR THIS POTENTIAL BARRIER:</b> Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p><b>There is a low participation rate of Blacks or African Americans in the professional biology series.</b></p> <p>This condition was recognized after conducting a review of FY 2015 permanent workforce data. The participation rate of Blacks in the professional biology series was 1.6% in FY 2015 compared to their availability in the CLF of 3.0%.</p>
<p><b>BARRIER ANALYSIS:</b> Describe the steps taken and data analyzed to determine cause of the condition.</p>	<p><b>Representation in Workforce:</b> A review of Black or African American participation in the major biology occupational series indicated that there were 61 Black or African American professional biologists. Their participation rate (1.6%) has remained the same as that in FY 2013 and FY 2014.</p> <p><b>Hires and Separations:</b> A review was conducted of accessions and separations of Black or African American employees in the FWS mission-critical permanent professional biology occupations. Of the 200 accessions to the professional biology series in FY 2015, 4 (2.0%) were Black or African American in comparison to the CLF of 3.0%.</p> <p>Of the 201 separations in FY 2015 of professional biologists in the permanent workforce, 2 or 1.0% were Black or African American professional biologists, which is below their on-board percent of (1.6%).</p> <p><b>Steps Taken:</b> The Fish and Wildlife Service has conducted in-depth workforce data analyses which revealed conditions that trigger further analyses. Initially, the cause for the condition appeared to be a lack of targeted recruitment. However, FWS realizes that it needs a standard methodology to better identify specific root causes such as a specific policy, practice, or procedure. Therefore, FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions. Tools and methods identified include team analysis of root causes, survey results, focus group results, and internal management discussions.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER/PROBLEM:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The percentage hired (2.0%) of Blacks or African Americans in the professional biology series in FY 2015 has increased from last year's zero percent, however workforce participation rate is still well below the CLF. The cause of the less-than-expected participation rate for Blacks in the professional biology series is unknown.</p>
<p><b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions.</p> <p>Although root causes are currently being investigated, FWS will continue to enhance targeted recruitment strategies to encourage more Blacks to apply for FWS vacancies in</p>

	the professional biology series.
<b>RESPONSIBLE OFFICIAL(S):</b>	FWS Directorate Managers and Supervisors Project Leaders Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters
<b>DATE OBJECTIVE INITIATED:</b>	December 15, 2008
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2016
<b>DATE OBJECTIVE COMPLETED</b> (Skip this row if not completed)	September 30, 2016 <b>Completed</b>

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
1. Establish a process for hiring officials to document their collaboration with recruiters and human resources specialists in planning to fill vacancies for all positions, to include the review of proposed Position Descriptions and Vacancy Announcements for any unnecessary requirements that are causing barriers to increasing the number of Black or African American professional biology candidates qualified to apply. They will work together to develop job-specific targeted recruitment plans to reach qualified Black or African American professional biology candidates.	September 30, 2016 <b>Completed</b>
2. FWS will develop a standard methodology and identify tools to assist in analyzing barriers and identifying root causes for trigger conditions.	September 30, 2016 <b>Completed</b>

<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>
<p>1. Vacant Position Tracking System: VPTS is a centralized database that eliminates redundancies and inconsistencies encountered in workforce planning and aids in the development of national recruitment strategies. The Director mandated a procedure to ensure his personal review of all vacant positions in order to enhance national recruitment and retention strategies before the vacancies are advertised.</p> <p>2. FWS formed a national Barrier Analysis Team that has a cross-functional, program, regional, and multi-grade structure which is designed to provide the Directorate with comprehensive and long-term analyses and insights into FWS personnel operations, including recruitment and retention.</p>

<b>EEOC FORM 715-01 PART I (9 of 12): Plan to Eliminate Identified Barriers</b>	<p style="text-align: center;"><i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></p>
<b>U.S. FISH AND WILDLIFE SERVICE</b>	FY 2015 <b>Completed Objective</b>
<b>DESCRIBE THE CONDITION THAT WAS A TRIGGER FOR THIS POTENTIAL BARRIER:</b> Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<p><b>There is a low participation rate of Hispanic or Latino women in the professional biology series.</b></p> <p>This condition was recognized after conducting a review of FY 2015 permanent workforce data. The participation rate of Hispanic women in the professional biology workforce series was 1.9% in FY 2015 compared to their availability in the CLF of 2.1%.</p>
<b>BARRIER ANALYSIS:</b> Describe the steps taken and data analyzed to determine cause of the condition.	<p><b>Representation in Workforce:</b>            233 Hispanic or Latino women make up 3.0% of the permanent workforce of which 71 Hispanic or Latino women are professional biologists which is 1.9% of the 3,703 total employees in that category in the permanent workforce compared to their availability of 2.1% in the CLF. The 1.9% participation of Hispanic or Latino women in the professional biology series in FY 2015 increased from FY 2014's rate of 1.5%.</p> <p><b>Hires and Separations:</b>            A review was conducted of accessions and separations of Hispanic or Latino women employees in the FWS permanent professional biology occupations. Of the 200 accessions to the professional biology series in FY 2015, 3 (1.5%) were of Hispanic or Latino women biologists compared to their availability in the CLF of 2.1%.</p> <p>Of the 201 separations in FY 2015 of professional biologists in the permanent workforce, 2 or 1.0% were of Hispanic or Latino women professional biologists, well below their on-board participation of 1.9%.</p> <p><b>Steps Taken:</b>            The Fish and Wildlife Service has conducted in-depth workforce data analyses which revealed conditions that trigger further analyses. Initially, the cause for the condition appeared to be a lack of targeted recruitment. However, FWS realizes that it needs a standard methodology to better identify specific root causes such as a specific policy, practice, or procedure. Therefore, FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions. Tools and methods identified include team analysis of root causes, survey results, focus group results, and internal management discussions.</p>
<b>STATEMENT OF IDENTIFIED BARRIER/PROBLEM:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<p>The percentage hired of Hispanic or Latino women in the professional biology series in FY 2015 has increased from last year's percentage, however workforce participation rate is still well below the CLF. The cause of the less-than-expected participation rate for Hispanic women in the professional biology series is unknown.</p>

<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions.  Although root causes are currently being investigated, FWS will continue to enhance targeted recruitment strategies to encourage more Blacks to apply for FWS vacancies in the professional biology series.
<b>RESPONSIBLE OFFICIAL(S):</b>	FWS Directorate Managers and Supervisors Project Leaders Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters
<b>DATE OBJECTIVE INITIATED:</b>	December 15, 2008
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2016
<b>DATE OBJECTIVE COMPLETED (Skip this row if not completed)</b>	September 30, 2016 <b>Completed</b>

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
1. Establish a process for hiring officials to document their collaboration with recruiters and human resources specialists in planning to fill vacancies for all positions, to include the review of proposed Position Descriptions and Vacancy Announcements for any unnecessary requirements that are causing barriers to increasing the number of Hispanic or Latino women professional biology candidates qualified to apply. They will work together to develop job-specific targeted recruitment plans to reach qualified Hispanic or Latino women professional biology candidates.	September 30, 2016 <b>Completed</b>
2. FWS will develop a standard methodology and identify tools to assist in analyzing barriers and identifying root causes for trigger conditions.	September 30, 2016 <b>Completed</b>

<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>
1. Vacant Position Tracking System: VPTS is a centralized database that eliminates redundancies and inconsistencies encountered in workforce planning and aids in the development of national recruitment strategies. The Director mandated a procedure to ensure his personal review of all vacant positions in order to enhance national recruitment and retention strategies before the vacancies are advertised.
2. FWS formed a national Barrier Analysis Team that has a cross-functional, program, regional, and multi-grade structure which is designed to provide the Directorate with comprehensive and long-term analyses and insights into FWS personnel operations, including recruitment and retention.

<p>EEOC FORM 715-01 <b>PART I (10 of 12):</b> Plan to Eliminate Identified Barriers</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p><b>U.S. FISH AND WILDLIFE SERVICE</b></p>	<p>FY 2015 <b>Completed Objective</b></p>
<p><b>DESCRIBE THE CONDITION THAT WAS A TRIGGER FOR THIS POTENTIAL BARRIER:</b> Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p><b>The participation rate of Asians in the professional biology series within FWS workforce is lower than expected.</b></p> <p>This condition was recognized after conducting a review of FY 2015 permanent workforce data. The participation rate of Asian permanent employees in the professional biology workforce series was 1.9% in FY 2015 compared to the CLF of 7.2%.</p>
<p><b>BARRIER ANALYSIS:</b> Describe the steps taken and data analyzed to determine cause of the condition.</p>	<p><b>Representation in Workforce:</b> A review of Asian participation in the major biology occupational series indicated that there were 69 Asian professional biologists. Their 1.9% participation rate in FY 2015 is a slight increase from the rate of 1.8% in FY 2014.</p> <p><b>Hires and Separations:</b> In FY 2015, there were 200 accessions of professional biologists to the permanent workforce of whom 5 (2.5%) were Asian, which is above their on-board rate, and which is an increase from the FY 2014 accession rate of 1.5%.</p> <p>Of the 201 separations in FY 2015 of professional biologists in the permanent workforce, 4 or 2.0% were Asian professional biologists, which is slightly above their on-board percent of (1.9%).</p> <p><b>Steps Taken:</b> The Fish and Wildlife Service has conducted in-depth workforce data analyses which revealed conditions that trigger further analyses. Initially, the cause for the condition appeared to be a lack of targeted recruitment. However, FWS realizes that it needs a standard methodology to better identify specific root causes such as a specific policy, practice, or procedure. Therefore, FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions. Tools and methods identified include team analysis of root causes, survey results, focus group results, and internal management discussions.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER/PROBLEM:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The rate of Asians hired in the professional biology series in FY 2015 has increased from last year's, however their workforce participation rate in the professional biology series is still well below the CLF. The cause of the less-than-expected participation rate for Asians in the professional biology series is unknown.</p>
<p><b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions.</p> <p>Although root causes are currently being investigated, FWS will continue to enhance targeted recruitment strategies to encourage more Blacks to apply for FWS vacancies in the professional biology series.</p>

<b>RESPONSIBLE OFFICIAL(S):</b>	FWS Directorate Managers and Supervisors Project Leaders Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters
<b>DATE OBJECTIVE INITIATED:</b>	December 15, 2008
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2016
<b>DATE OBJECTIVE COMPLETED (Skip this row if not completed)</b>	September 30, 2016 <b>Completed</b>

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
1. Establish a process for hiring officials to document their collaboration with recruiters and human resources specialists in planning to fill vacancies for all positions, to include the review of proposed Position Descriptions and Vacancy Announcements for any unnecessary requirements that are causing barriers to increasing the number of Asian professional biology candidates qualified to apply. They will work together to develop job-specific targeted recruitment plans to reach qualified Asian professional biology candidates.	September 30, 2016 <b>Completed</b>
2. FWS will develop a standard methodology and identify tools to assist in analyzing barriers and identifying root causes for trigger conditions.	September 30, 2016 <b>Completed</b>

<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>
<p>1. Vacant Position Tracking System: VPTS is a centralized database that eliminates redundancies and inconsistencies encountered in workforce planning and aids in the development of national recruitment strategies. The Director mandated a procedure to ensure his personal review of all vacant positions in order to enhance national recruitment and retention strategies before the vacancies are advertised.</p> <p>2. FWS formed a national Barrier Analysis Team that has a cross-functional, program, regional, and multi-grade structure which is designed to provide the Directorate with comprehensive and long-term analyses and insights into FWS personnel operations, including recruitment and retention.</p>

<p>EEOC FORM 715-01 <b>PART I (11 of 12):</b> Plan to Eliminate Identified Barriers</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p><b>U.S. FISH AND WILDLIFE SERVICE</b></p>	<p>FY 2015 <b>Completed Objective</b></p>
<p><b>DESCRIBE THE CONDITION THAT WAS A TRIGGER FOR THIS POTENTIAL BARRIER:</b> Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p><b>The participation rate of women Criminal Investigators (CI) in the FWS workforce is lower than expected.</b></p> <p>This condition was recognized after conducting a review of FY 2015 permanent workforce data. The participation rate of women CI was 12.7% at the end of FY 2015 which is well below the applicable CLF benchmark of 23.7%.</p>
<p><b>BARRIER ANALYSIS:</b> Describe the steps taken and data analyzed to determine cause of the condition.</p>	<p><b>Representation in Workforce:</b> The CI workforce decreased from 212 in FY 2013 to 202 in FY 2014, and to 197 in FY 2015. The participation rate of women in this series has remained effectively unchanged between FY 2013 and FY 2015.</p> <p><b>Hires and Separations:</b> There were 4 new hires to the GS-1811 (CI) series, none of whom were women. Nine CIs separated from the permanent workforce, one of whom was a woman.</p> <p><b>Steps Taken:</b> The Fish and Wildlife Service has conducted in-depth workforce data analyses which revealed conditions that trigger further analyses. Initially, the cause for the condition appeared to be a lack of targeted recruitment. However, FWS realizes that it needs a standard methodology to better identify specific root causes such as a specific policy, practice, or procedure. Therefore, FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions. Tools and methods identified include team analysis of root causes, survey results, focus group results, and internal management discussions.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER/PROBLEM:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Although it is apparent that limited hiring reduced the opportunities for all CIs, including women, to join the FWS law enforcement workforce, other root causes of the less-than-expected participation rate of women in the CI series are unknown.</p>
<p><b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions.</p> <p>Although root causes are currently being investigated, FWS will continue to enhance targeted recruitment strategies to encourage more Blacks to apply for FWS vacancies in the professional biology series.</p>
<p><b>RESPONSIBLE OFFICIAL(S):</b></p>	<p>FWS Directorate Managers and Supervisors Project Leaders Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>December 15, 2008</p>

<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2016
<b>DATE OBJECTIVE COMPLETED (Skip this row if not completed)</b>	September 30, 2016 <b>Completed</b>
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
1. Establish a process for hiring officials to document their collaboration with recruiters and human resources specialists in planning to fill vacancies for all positions, to include the review of proposed Position Descriptions and Vacancy Announcements for any unnecessary requirements that are causing barriers to increasing the number of women qualified to apply for the CI series. They will work together to develop job-specific targeted recruitment plans to reach qualified women candidates.	September 30, 2016 <b>Completed</b>
2. FWS will develop a standard methodology and identify tools to assist in analyzing barriers and identifying root causes for trigger conditions.	September 30, 2016 <b>Completed</b>
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	
<p>1. Vacant Position Tracking System: VPTS is a centralized database that eliminates redundancies and inconsistencies encountered in workforce planning and aids in the development of national recruitment strategies. The Director mandated a procedure to ensure his personal review of all vacant positions in order to enhance national recruitment and retention strategies before the vacancies are advertised.</p> <p>2. FWS formed a national Barrier Analysis Team that has a cross-functional, program, regional, and multi-grade structure which is designed to provide the Directorate with comprehensive and long-term analyses and insights into FWS personnel operations, including recruitment and retention.</p>	

<b>EEOC FORM 715-01 PART I (12 of 12): Plan to Eliminate Identified Barriers</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
<b>U.S. FISH AND WILDLIFE SERVICE</b>	FY 2015 <b>Completed Objective</b>
<b>DESCRIBE THE CONDITION THAT WAS A TRIGGER FOR THIS POTENTIAL BARRIER:</b> Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<p><b>There is a low participation rate of individuals with targeted disabilities in FWS.</b></p> <p>This condition was recognized after conducting a review of FY 2015 permanent workforce data. The participation rate of individuals with targeted disabilities was 1.3% at the end of FY 2015 which is below the Federal goal of 2.0%.</p>
<b>BARRIER ANALYSIS:</b> Describe the steps taken and data analyzed to determine cause of the condition.	<p><b>Representation in Workforce:</b>            Employees with targeted disabilities make up 1.3% of the FWS workforce which is 0.7% below the Federal goal of 2.0%. However, the participation of individuals with non-targeted disabilities is higher (638 individuals or 8.2%), as was the accession rate (77 individuals or 13.3%) in FY 2015.</p> <p><b>Hires and Separations:</b>            There were 11 individuals with targeted disabilities hired into the permanent workforce, including 2 hired to permanent from temporary appointments, and 9 individuals hired into the temporary workforce. Although this is an increase from FY 2014, the overall increase in hiring means that individuals with targeted disabilities comprised a smaller share of employees hired in FY 2015 than in FY 2014.</p> <p>In FY 2015, there were 8 voluntary separations of individuals with targeted disabilities. There were no involuntary separations.</p> <p><b>Steps Taken:</b>            See Part J, Item IV for barrier analysis related to individuals with targeted disabilities.</p> <p>The Fish and Wildlife Service has conducted in-depth workforce data analyses which revealed conditions that trigger further analyses. Initially, the cause for the condition appeared to be a lack of targeted recruitment. However, FWS realizes that it needs a standard methodology to better identify specific root causes such as a specific policy, practice, or procedure. Therefore, FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions. Tools and methods identified include team analysis of root causes, survey results, focus group results, and internal management discussions.</p>
<b>STATEMENT OF IDENTIFIED BARRIER/PROBLEM:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<p>Although it is apparent that traditional recruitment sources cannot always reach individuals with targeted disabilities who meet the qualification requirements for established positions, other root causes of the less-than-expected participation rate of individuals with targeted disabilities are unknown.</p>

<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To complement the Part J analysis, FWS is developing a standard methodology and tools to assist in analyzing barriers and identifying root causes for these conditions.  Although root causes are currently being investigated, FWS will continue to enhance targeted recruitment strategies for individuals with targeted disabilities that start with review of Position Descriptions and Vacancy Announcements to look for unnecessary qualifications that might be restricting individuals with targeted disabilities from applying.
<b>RESPONSIBLE OFFICIAL(S):</b>	FWS Directorate Managers and Supervisors Project Leaders Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters
<b>DATE OBJECTIVE INITIATED:</b>	December 15, 2008
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2016
<b>DATE OBJECTIVE COMPLETED (Skip this row if not completed)</b>	September 30, 2016 <b>Completed</b>

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
1. Establish a process for hiring officials to document their collaboration with recruiters and human resources specialists in planning to fill vacancies for all positions, to include the review of proposed Position Descriptions and Vacancy Announcements for any unnecessary requirements that are causing barriers to increasing the number of individuals with targeted disabilities who are qualified to apply for FWS positions. They will work together to develop job-specific targeted recruitment plans to reach qualified candidates with targeted disabilities.	September 30, 2016 <b>Completed</b>
2. FWS will develop a standard methodology and identify tools to assist in analyzing barriers and identifying root causes for trigger conditions.	September 30, 2016 <b>Completed</b>

<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>
1. Vacant Position Tracking System: VPTS is a centralized database that eliminates redundancies and inconsistencies encountered in workforce planning and aids in the development of national recruitment strategies. The Director mandated a procedure to ensure his personal review of all vacant positions in order to enhance national recruitment and retention strategies before the vacancies are advertised.
2. FWS formed a national Barrier Analysis Team that has a cross-functional, program, regional, and multi-grade structure which is designed to provide the Directorate with comprehensive and long-term analyses and insights into FWS personnel operations, including recruitment and retention.





## EEOC FORM 715-01

**PART J: Special Program**  
 Plan for the Recruitment, Hiring,  
 and Advancement of Individuals  
 with Targeted Disabilities

 U.S. Equal Employment Opportunity Commission  
 FEDERAL AGENCY ANNUAL  
 EEO PROGRAM STATUS REPORT

<b>J: I Department or Agency Information</b>	1. Agency	1. U.S. FISH AND WILDLIFE SERVICE					
	1.a. 2 <sup>nd</sup> Level Component	1.a.					
	1.b. 3 <sup>rd</sup> Level or lower	1.b.					
<b>J: II Employment Trend and Special Recruitment for Individuals with Targeted Disabilities</b>	Enter Actual Number at the ...	... beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	7808	100.00%	7917	100.00%	109	1.4%
	Reportable Disability	769	9.8%	773	9.8%	4	0.5%
	Targeted Disability*	106	1.4%	109	1.4%	3	2.8%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Persons with Targeted Disabilities during the reporting period.					N/A (USASTaffing data availability began partway through 2015)	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					15 (2.3%)		

**J: III Participation Rates in Agency Employment Programs**

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	355	21	5.9%	5	1.4%	8	2.3%	329	92.7%
4. Non-Competitive Promotions	423	50	11.8%	7	1.7%	29	6.9%	366	86.5%
5. Employee Career Dev. Programs	72	4	5.6%	0	0.0%	2	2.8%	66	91.6%
5.a. Grades 5 - 12	48	3	6.2%	0	0.0%	2	4.2%	43	89.6%
5.b. Grades 13 - 14	24	1	4.2%	0	0.0%	0	0.0%	23	95.8%
5.c. Grade 15/SES	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
6. Employee Recognition and Awards	10,916	1,033	9.5%	140	1.2%	302	2.7%	9,581	87.8%
6.a. Time-Off Awards (Total hrs awarded)	90,252	9,249	10.2%	1354	1.5%	2,437	2.7%	78,566	87.1%
6.b. Cash Awards (total \$\$\$ awarded)	\$9,678,198	\$845,737	8.7%	\$118,583	1.2%	\$275,058	2.9%	\$8,557,403	88.4%
6.c. Quality-Step Increase	293	29	9.9%	5	1.7%	8	2.7%	256	87.4%

**J: IV  
 Identification and Elimination of Barriers**

Based on the updated categories for individuals with targeted disabilities, the FWS increased to 1.7% targeted disabilities (0.3% below the Federal goal of 2.0%).

**Notification System:**

The FWS uses the federal personnel payroll system (FPPS) to process personnel actions and payroll. The FPPS automatically generates a tickler notice to the Servicing Human Resources Office (SHRO) for Schedule A actions which may lead to a conversion after 2-years. The SHRO uses the tickler notification to notify managers 60 days before the Schedule A employee is eligible for conversion.

Although there is no OPM regulatory requirement to convert a Schedule A employee to a permanent competitive position, the SHRO notifies the manager of the employee’s eligibility for conversion. In addition to the tickler notification, the FWS process is for ODIWM to provide a report to SHRO every 6 months. SHRO will use the report to verify if the Schedule A employees are being converted and/or to follow up with managers regarding the conversion.

**Accessions:**

There were a total of 15 accessions (2.3%) of employees with targeted disabilities into the permanent workforce during FY 2016. Two temporary employees with targeted disabilities were also hired into permanent positions during this time period representing 1.5% of conversions from temporary to permanent status. Overall, persons with reportable disabilities comprised 12% of accessions to the permanent workforce and 13.7% of permanent hires from the temporary workforce.

**Separations:**

There were a total of 12 employees with targeted disabilities who voluntarily separated from the permanent workforce during FY 2016, constituting 2.3% of all separations. There were no involuntary separations of individuals with targeted disabilities.

**Promotions:**

There were a total of 778 promotions (competitive and non-competitive) in the permanent workforce during FY 2016. Of these, 12 promotions were of individuals with targeted disabilities. Employees with targeted disabilities earned 1.5% of all promotions.

**Leadership Development:**

FWS ran two leadership development programs in FY 2016, one for GS 11-12 level employees and an advanced program available to GS 13-14 level employees. At the GS 11-12 level, two employees with a targeted disability applied for the leadership program and they were not selected for participation. There were no employees with targeted disabilities among the applicants for the GS 13-14 Advanced Leadership Development Program.

**J: V  
 Goals for Targeted Disabilities**

**Objective:**

FWS will continue the Director’s goal of increasing the participation rate of individuals with targeted disabilities. The numerical objective for FY 2017 is currently being reviewed to determine if it should stay 27 new hires.

**Summary of Recruitment Guide for Individuals with Targeted Disabilities**

**Recruitment Strategies:**

Increase the coordination between the Recruiters, Human Resources Specialists, and Hiring Officials to:

- Continue to increase recruitment strategies and sources to reach more applicants with targeted disabilities.

- Share best practices for recruitment of individuals with targeted disabilities among the Regions/Programs.
- Maximize recruiting from all sources when filling positions, including managerial and supervisory positions at grades GS-13 to GS-15, in an effort to attract a broader pool of candidates with targeted disabilities.
- Develop collaborative recruiting partnerships with community, academic and governmental groups that can reach individuals with targeted disabilities to locate and market potential applicants to selecting officials.
- Increase the use of the Department of Aging and Rehabilitative Services, Non Paid Work Experience Program, to provide experience and exposure to individuals with targeted disabilities of work experiences and potential job opportunities.
- Cultivate contacts at the Disability Resources Offices of colleges and universities and other placement offices to increase the awareness of the FWS's interests to identify applicants/candidates with targeted disabilities for positions.
- Increase FWS's presence at meetings, conferences and career fairs sponsored by organizations serving individuals with targeted disabilities to reach a larger pool of potential candidates.
- Contact students with targeted disabilities listed in the Workforce Recruitment Program (WRP) annual on-line recruitment list and provide managers resumes for job vacancies.

**Recruitment Sources:**

Expand the use of recruitment sources of applicants with targeted disabilities including:

- State/local Vocational Rehabilitation Agencies (SVRAs)
- U.S. Department of Veterans Affairs (VA)
- Department of Defense, Operation Warfighter Program (OWF)
- Workforce Recruitment Program for College Students with Disabilities (WRP)
- Paralyzed Veterans of America (PVA)
- Employer Assistance Referral Network (EARN)
- Rehabilitation Service Administration (RSA)
- Disability Service Offices at Colleges and Universities
- National Employment Team (NET)
- Talent Ability Acquisition Portal (TAAP)
- Professional organizations and publications serving the interests of individuals with targeted disabilities
- Atlanta Metropolitan Employment Networking Association
- City of Springfield – Senior Community Service Employment Program
- Manpower, Inc. and the Massachusetts Rehabilitation Commission

**Hiring Strategies:**

The Division of Human Resources and the Office of Diversity and Inclusive Workforce Management will continue provide guidance and training to managers on the use of the special appointing authorities available when hiring individuals with targeted disabilities, including but not limited to:

- *Schedule A, 5 CFR 213.3102(u) for hiring people with severe physical disabilities, psychiatric disabilities, and mental retardation.* This excepted authority is used to appoint persons with severe physical disabilities, psychiatric disabilities, and intellectual disabilities. Such individuals may qualify for conversion to permanent status after two years of satisfactory FWS employment. Severe physical disabilities include but are not limited to blindness, deafness, paralysis, missing limbs, epilepsy, dwarfism, and more.
- *Schedule A, 5 CFR 213.3102(11) for hiring readers, interpreters, and personal assistants.* This excepted authority is used to appoint readers, interpreters, and personal assistants for employees with severe disabilities as reasonable accommodations.
- *5 CFR 315.604 for hiring disabled veterans enrolled in a Department of Veterans Affairs (VA) training program.* This authority is used to hire veterans with disabilities who are eligible for training under the VA

vocational rehabilitation program (38 U.S.C. Chapter 31). The veterans may enroll for training or work experience at an agency under the terms of an agreement between the agency and VA. Veterans in this program are beneficiaries of the VA, thus for most purposes are not Federal employees. Upon successful completion of the program, the Region may appoint the veterans non-competitively under a status quo appointment that may be converted to permanent status at any time.

- *5 CFR 316.201(b) for hiring worker-trainees for programs such as the Welfare to Work program.* Federal agencies are encouraged to expand the use of the worker-trainee authority under TAPER (Temporary Appointment Pending Establishment of a Register) and other excepted FWS hiring authorities to appoint welfare recipients to entry-level positions. Accordingly, the worker-trainee authority may be used as an additional tool to increase employment opportunities for people with disabilities under the Welfare to Work program.
- *5 CFR 316.302(b)(4) and 5 CFR 316.402(b)(4) for hiring 30 percent or more disabled veterans.* These authorities are used to hire veterans with a compensable FWS connected disability of 30% or more who were issued a notice of retirement or discharge from active military service due to the disability; or who was rated by the VA within the preceding year as having a compensable service-connected disability of 30 percent or more. If the appointment is for more than 60 days, they may be converted, without a break in service, to permanent status at any time during the appointment.

**Retention Strategies:**

- Provide guidance to managers and supervisors on the requirements in the Diversity and Inclusion Implementation Plan (DIIP) to develop Individual Development Plans (IDPs) for all of their employees, especially individuals with targeted disabilities to provide career development opportunities and participation in formal leadership training programs.
- Sponsor activities and training through the Special Emphasis Program to provide awareness and education to management and employees focused on strategies for retention of individuals with targeted disabilities, especially during the observance for Disability Employment Awareness Month (October).
- Educate managers on how to make the workplace accessible for individuals with targeted disabilities and how to assess the ability of potential individuals with targeted disabilities to perform the essential functions of the job.
- Discuss strategies and guidance from the Department of the Interior's Reasonable Accommodation Policy with managers and supervisors in Diversity Training and staff meetings.
- Provide managers and supervisors information on obtaining electronic equipment through the Department of Defense, and Computer/Electronics Accommodations Program (CAP).
- Monitor and track quarterly the conversion of individuals with targeted disabilities from an excepted appointment to career conditional.
- Monitor and track retention of individuals with targeted disabilities quarterly and report any barriers.

End of Part J

# Backup Documentation

MD-715 Tables on Service-wide Statistics

Annual EEO Statistical Report of Discrimination Complaints (462 Report)

Facilities Accessibility Project Report

Organizational Charts

EEO Memos from Director's Office



# MD-715 Tables on Servicewide Statistics



**Fish & Wildlife Service - Servicewide FY2016**  
**Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex**

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Total Workforce</b>																		
Prior FY	#	8904	5361	3543	295	244	4567	2822	159	229	103	108	26	21	191	105	20	14
	%	100%	60.2%	39.8%	3.3%	2.7%	51.3%	31.7%	1.8%	2.6%	1.2%	1.2%	0.3%	0.2%	2.1%	1.2%	0.2%	0.2%
Current FY	#	9066	5455	3611	301	230	4653	2895	160	228	113	114	21	20	186	108	21	16
	%	100%	60.2%	39.8%	3.3%	2.5%	51.3%	31.9%	1.8%	2.5%	1.2%	1.3%	0.2%	0.2%	2.1%	1.2%	0.2%	0.2%
All Occupations CLF	%	100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.5%	2.0%	1.9%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Organizational CLF	%	100%	54.1%	45.9%	3.6%	3.2%	43.5%	35.2%	3.2%	3.6%	2.8%	3.2%	0.1%	0.1%	0.7%	0.4%	0.3%	0.2%
Difference	#	162	94	68	6	-14	86	73	1	-1	10	6	-5	-1	-5	3	1	2
Ratio Change	%	-	0.0%	0.0%	0.0%	-0.2%	0.0%	0.2%	0.0%	-0.1%	0.1%	0.0%	-0.1%	0.0%	-0.1%	0.0%	0.0%	0.0%
Net Change	%	1.8%	1.8%	1.9%	2.0%	-5.7%	1.9%	2.6%	0.6%	-0.4%	9.7%	5.6%	-19.2%	-4.8%	-2.6%	2.9%	5.0%	14.3%
<b>Permanent Workforce</b>																		
Prior FY	#	7808	4640	3168	270	232	3925	2485	148	225	88	101	13	17	177	96	19	12
	%	100%	59.4%	40.6%	3.5%	3.0%	50.3%	31.8%	1.9%	2.9%	1.1%	1.3%	0.2%	0.2%	2.3%	1.2%	0.2%	0.2%
Current FY	#	7917	4712	3205	273	219	3989	2529	148	227	99	104	13	18	170	94	20	14
	%	100%	59.5%	40.5%	3.4%	2.8%	50.4%	31.9%	1.9%	2.9%	1.3%	1.3%	0.2%	0.2%	2.1%	1.2%	0.3%	0.2%
Difference	#	109	72	37	3	-13	64	44	0	2	11	3	0	1	-7	-2	1	2
Ratio Change	%	-	0.1%	-0.1%	0.0%	-0.2%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	-0.1%	0.0%	0.0%	0.0%
Net Change	%	1.4%	1.6%	1.2%	1.1%	-5.6%	1.6%	1.8%	0.0%	0.9%	12.5%	3.0%	0.0%	5.9%	-4.0%	-2.1%	5.3%	16.7%
<b>Temporary Workforce</b>																		
Prior FY	#	1096	721	375	25	12	642	337	11	4	15	7	13	4	14	9	1	2
	%	100%	65.8%	34.2%	2.3%	1.1%	58.6%	30.7%	1.0%	0.4%	1.4%	0.6%	1.2%	0.4%	1.3%	0.8%	0.1%	0.2%
Current FY	#	1149	743	406	28	11	664	366	12	1	14	10	8	2	16	14	1	2
	%	100%	64.7%	35.3%	2.4%	1.0%	57.8%	31.9%	1.0%	0.1%	1.2%	0.9%	0.7%	0.2%	1.4%	1.2%	0.1%	0.2%
Difference	#	53	22	31	3	-1	22	29	1	-3	-1	3	-5	-2	2	5	0	0
Ratio Change	%	-	-1.1%	1.1%	0.2%	-0.1%	-0.8%	1.1%	0.0%	-0.3%	-0.2%	0.2%	-0.5%	-0.2%	0.1%	0.4%	0.0%	0.0%
Net Change	%	4.8%	3.1%	8.3%	12.0%	-8.3%	3.4%	8.6%	9.1%	-75.0%	-6.7%	42.9%	-38.5%	-50.0%	14.3%	55.6%	0.0%	0.0%



**Fish & Wildlife Service - Servicewide FY2016**  
**Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex**

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Non-Appropriated Workforce</b>																		
Prior FY	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

All Occupations CLF is based on all workers in all Census Occupation groups.  
 Organizational CLF is based on the number of incumbents in each occupation in the organization.



**Fish & Wildlife Service - Servicewide as of September 30, 2016**  
**Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex**

Organizational Component	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total	#	7917	4712	3205	273	219	3989	2529	148	227	99	104	13	18	170	94	20	14
	%	100%	59.5%	40.5%	3.4%	2.8%	50.4%	31.9%	1.9%	2.9%	1.3%	1.3%	0.2%	0.2%	2.1%	1.2%	0.3%	0.2%
All Occupations CLF	%	100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.5%	2.0%	1.9%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Organizational CLF	%	100%	54.0%	46.0%	3.6%	3.1%	43.8%	35.5%	3.1%	3.6%	2.6%	3.0%	0.1%	0.1%	0.6%	0.4%	0.2%	0.2%
Region 1	#	940	565	375	19	17	485	308	6	9	23	25	4	9	22	5	6	2
	%	100%	60.1%	39.9%	2.0%	1.8%	51.6%	32.8%	0.6%	1.0%	2.4%	2.7%	0.4%	1.0%	2.3%	0.5%	0.6%	0.2%
Region 2	#	778	493	285	92	61	350	201	7	7	11	2	1	32	14			
	%	100%	63.4%	36.6%	11.8%	7.8%	45.0%	25.8%	0.9%	0.9%	1.4%	0.3%	0.1%	0.0%	4.1%	1.8%	0.0%	0.0%
Region 3	#	902	563	339	10	6	528	303	8	13	1	7	2	2	14	7		1
	%	100%	62.4%	37.6%	1.1%	0.7%	58.5%	33.6%	0.9%	1.4%	0.1%	0.8%	0.2%	0.2%	1.6%	0.8%	0.0%	0.1%
Region 4	#	1209	790	419	47	26	668	323	47	60	11	2	2	12	7	3	1	
	%	100%	65.3%	34.7%	3.9%	2.2%	55.3%	26.7%	3.9%	5.0%	0.9%	0.2%	0.2%	1.0%	0.6%	0.2%	0.1%	
Region 5	#	689	378	311	10	8	332	276	15	15	9	7	1	2	8	3	3	
	%	100%	54.9%	45.1%	1.5%	1.2%	48.2%	40.1%	2.2%	2.2%	1.3%	1.0%	0.1%	0.3%	1.2%	0.4%	0.4%	0.0%
Region 6	#	801	512	289	19	19	456	245	7	5	3	6		24	12	3	2	
	%	100%	63.9%	36.1%	2.4%	2.4%	56.9%	30.6%	0.9%	0.6%	0.4%	0.7%	0.0%	0.0%	3.0%	1.5%	0.4%	0.2%
Region 7	#	496	282	214	6	11	231	169	7	5	6	10		1	31	18	1	
	%	100%	56.9%	43.1%	1.2%	2.2%	46.6%	34.1%	1.4%	1.0%	1.2%	2.0%	0.0%	0.2%	6.3%	3.6%	0.2%	0.0%
Region 8	#	705	409	296	26	16	356	248	2	7	12	15		1	9	6	4	3
	%	100%	58.0%	42.0%	3.7%	2.3%	50.5%	35.2%	0.3%	1.0%	1.7%	2.1%	0.0%	0.1%	1.3%	0.9%	0.6%	0.4%
Headquarters	#	1397	720	677	44	55	583	456	49	106	23	30	3	3	18	22		5
	%	100%	51.5%	48.5%	3.1%	3.9%	41.7%	32.6%	3.5%	7.6%	1.6%	2.1%	0.2%	0.2%	1.3%	1.6%	0.0%	0.4%

All Occupations CLF is based on all workers in all Census Occupation groups.

Organizational CLF is based on the number of incumbents in each occupation in the organization.



**Fish & Wildlife Service - Servicewide as of September 30, 2016**  
**Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce**

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino										American Indian or Alaska Native		Two or more races
	White		Black or African American			Asian		Hawaiian or Other Pacific Islander										
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>1. Officials and Managers</b>																		
<b>Executive/Senior Level (Grades 15 and Above)</b>	#	151	101	50	12	6	77	42	4	2	2				5		1	
	%	100%	66.9%	33.1%	7.9%	4.0%	51.0%	27.8%	2.6%	1.3%	1.3%	0.0%	0.0%	0.0%	3.3%	0.0%	0.7%	0.0%
<b>Mid-level (Grades 13-14)</b>	#	978	689	289	29	15	613	247	19	9	10	7	1		15	11	2	
	%	100%	70.4%	29.6%	3.0%	1.5%	62.7%	25.3%	1.9%	0.9%	1.0%	0.7%	0.1%	0.0%	1.5%	1.1%	0.2%	0.0%
<b>First-Level (Grades 12 and Below)</b>	#	445	323	122	24	5	269	108	7	2	5	2		3	14	2	4	
	%	100%	72.6%	27.4%	5.4%	1.1%	60.4%	24.3%	1.6%	0.4%	1.1%	0.4%	0.0%	0.7%	3.1%	0.4%	0.9%	0.0%
<b>- Other</b>	#	1352	588	764	38	66	449	519	43	110	24	28	3	8	28	28	3	5
	%	100%	43.5%	56.5%	2.8%	4.9%	33.2%	38.4%	3.2%	8.1%	1.8%	2.1%	0.2%	0.6%	2.1%	2.1%	0.2%	0.4%
<b>Officials and Managers - TOTAL</b>	#	2926	1701	1225	103	92	1408	916	73	123	41	37	4	11	62	41	10	5
	%	100%	58.1%	41.9%	3.5%	3.1%	48.1%	31.3%	2.5%	4.2%	1.4%	1.3%	0.1%	0.4%	2.1%	1.4%	0.3%	0.2%
<b>2. Professionals</b>	#	3205	1898	1307	91	70	1669	1115	29	41	39	44	4	4	60	28	6	5
	%	100%	59.2%	40.8%	2.8%	2.2%	52.1%	34.8%	0.9%	1.3%	1.2%	1.4%	0.1%	0.1%	1.9%	0.9%	0.2%	0.2%
<b>3. Technicians</b>	#	244	202	42	17	5	168	34	5	1	3	1	3	1	6			
	%	100%	82.8%	17.2%	7.0%	2.0%	68.9%	13.9%	2.0%	0.4%	1.2%	0.4%	1.2%	0.4%	2.5%	0.0%	0.0%	0.0%
<b>4. Sales Workers</b>	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>5. Administrative Support Workers</b>	#	576	132	444	17	38	83	313	20	55	8	13		1	2	20	2	4
	%	100%	22.9%	77.1%	3.0%	6.6%	14.4%	54.3%	3.5%	9.5%	1.4%	2.3%	0.0%	0.2%	0.3%	3.5%	0.3%	0.7%
<b>6. Craft Workers</b>	#	505	498	7	29	1	430	6	10		5				22		2	
	%	100%	98.6%	1.4%	5.7%	0.2%	85.1%	1.2%	2.0%	0.0%	1.0%	0.0%	0.0%	0.0%	4.4%	0.0%	0.4%	0.0%
<b>7. Operatives</b>	#	14	14		1		8		1						4			
	%	100%	100.0%	0.0%	7.1%	0.0%	57.1%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%
<b>8. Laborers and Helpers</b>	#	59	50	9	3		41	9							6			
	%	100%	84.7%	15.3%	5.1%	0.0%	69.5%	15.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.2%	0.0%	0.0%	0.0%
<b>9. Service Workers</b>	#	384	213	171	12	13	178	136	10	7	3	9	2	1	8	5		
	%	100%	55.5%	44.5%	3.1%	3.4%	46.4%	35.4%	2.6%	1.8%	0.8%	2.3%	0.5%	0.3%	2.1%	1.3%	0.0%	0.0%















**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce**

GS/GL/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-02	#	4	1	3			1	3										
	%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	8	4	4			3	3			1	1						
	%	0.1%	0.1%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	1.1%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-04	#	39	16	23	2	1	10	21	3	1					1			
	%	0.5%	0.4%	0.7%	0.8%	0.5%	0.3%	0.8%	2.2%	0.4%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%
GS-05	#	199	99	100	13	11	64	72	10	9	4	1	1	2	6	4	1	1
	%	2.7%	2.4%	3.1%	5.4%	5.0%	1.8%	2.9%	7.3%	4.0%	4.3%	1.0%	7.7%	11.1%	4.3%	4.3%	5.9%	7.1%
GS-06	#	185	74	111	8	9	58	71	2	14	1	4	3	1	2	10		2
	%	2.5%	1.8%	3.5%	3.3%	4.1%	1.7%	2.8%	1.5%	6.2%	1.1%	3.8%	23.1%	5.6%	1.4%	10.6%	0.0%	14.3%
GS-07	#	500	214	286	19	19	160	214	7	28	8	13		1	16	9	4	2
	%	6.8%	5.2%	9.0%	7.9%	8.7%	4.6%	8.5%	5.1%	12.3%	8.7%	12.5%	0.0%	5.6%	11.6%	9.6%	23.5%	14.3%
GS-08	#	117	51	66	2	8	41	43	5	11	2	2			1	2		
	%	1.6%	1.2%	2.1%	0.8%	3.7%	1.2%	1.7%	3.6%	4.8%	2.2%	1.9%	0.0%	0.0%	0.7%	2.1%	0.0%	0.0%
GS-09	#	916	491	425	25	32	414	323	23	34	13	10	1	4	14	19	1	3
	%	12.5%	11.9%	13.3%	10.4%	14.7%	11.8%	12.9%	16.8%	15.0%	14.1%	9.6%	7.7%	22.2%	10.1%	20.2%	5.9%	21.4%
GS-10	#	7	1	6		1	1	3		1						1		
	%	0.1%	0.0%	0.2%	0.0%	0.5%	0.0%	0.1%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%
GS-11	#	1513	825	688	59	51	686	543	24	41	22	27	3	5	28	19	3	2
	%	20.7%	20.0%	21.6%	24.6%	23.4%	19.6%	21.6%	17.5%	18.1%	23.9%	26.0%	23.1%	27.8%	20.3%	20.2%	17.6%	14.3%
GS-12	#	1735	1032	703	48	32	894	594	29	44	20	18	2	4	34	8	5	3
	%	23.7%	25.0%	22.1%	20.0%	14.7%	25.6%	23.7%	21.2%	19.4%	21.7%	17.3%	15.4%	22.2%	24.6%	8.5%	29.4%	21.4%
GS-13	#	1374	848	526	37	39	750	412	21	33	16	23	1	1	22	17	1	1
	%	18.8%	20.5%	16.5%	15.4%	17.9%	21.5%	16.4%	15.3%	14.5%	17.4%	22.1%	7.7%	5.6%	15.9%	18.1%	5.9%	7.1%
GS-14	#	556	365	191	15	9	328	164	9	8	3	5	1		8	5	1	
	%	7.6%	8.8%	6.0%	6.3%	4.1%	9.4%	6.5%	6.6%	3.5%	3.3%	4.8%	7.7%	0.0%	5.8%	5.3%	5.9%	0.0%
GS-15	#	139	94	45	9	3	74	39	1	3	2		1		6		1	
	%	1.9%	2.3%	1.4%	3.8%	1.4%	2.1%	1.6%	0.7%	1.3%	2.2%	0.0%	7.7%	0.0%	4.3%	0.0%	5.9%	0.0%
All other (unspecified GS)	#	2	1	1	1	1												
	%	0.0%	0.0%	0.0%	0.4%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	23	15	8	2	2	10	6	3									
	%	0.3%	0.4%	0.3%	0.8%	0.9%	0.3%	0.2%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	7317	4131	3186	240	218	3494	2511	137	227	92	104	13	18	138	94	17	14
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.



**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Temporary Workforce**

GS/GL/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#	3	2	1			1	1	1									
	%	0.3%	0.3%	0.3%	0.0%	0.0%	0.2%	0.3%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
GS-02	#	11	8	3	1		7	2							1			
	%	1.1%	1.3%	0.8%	3.7%	0.0%	1.3%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	-	0.0%
GS-03	#	100	74	26	1		66	22	1		2		1	4	3			
	%	9.9%	11.8%	6.7%	3.7%	0.0%	11.8%	6.3%	8.3%	0.0%	14.3%	0.0%	0.0%	50.0%	44.4%	23.1%	-	0.0%
GS-04	#	167	102	65	4	3	86	57	1		3	1	5	3	2		2	
	%	16.5%	16.2%	16.8%	14.8%	27.3%	15.4%	16.4%	8.3%	0.0%	21.4%	11.1%	71.4%	0.0%	33.3%	15.4%	-	100.0%
GS-05	#	339	201	138	9	3	184	125	4		3	6	1	1	3			
	%	33.4%	32.0%	35.8%	33.3%	27.3%	32.9%	35.9%	33.3%	0.0%	21.4%	66.7%	14.3%	50.0%	0.0%	23.1%	-	0.0%
GS-06	#	57	36	21	2		34	20	1									
	%	5.6%	5.7%	5.4%	7.4%	0.0%	6.1%	5.7%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
GS-07	#	110	66	44	2	3	57	39	4		3	1			1			
	%	10.8%	10.5%	11.4%	7.4%	27.3%	10.2%	11.2%	33.3%	0.0%	21.4%	11.1%	0.0%	0.0%	0.0%	7.7%	-	0.0%
GS-08	#	3	3		1		1							1				
	%	0.3%	0.5%	0.0%	3.7%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	-	0.0%	
GS-09	#	113	74	39	6	2	65	34			2	1		1	2			
	%	11.1%	11.8%	10.1%	22.2%	18.2%	11.6%	9.8%	0.0%	0.0%	14.3%	11.1%	0.0%	0.0%	11.1%	15.4%	-	0.0%
GS-10	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
GS-11	#	81	43	38	1		39	37	1		1		1		1			
	%	8.0%	6.8%	9.8%	3.7%	0.0%	7.0%	10.6%	8.3%	0.0%	7.1%	0.0%	14.3%	0.0%	0.0%	7.7%	-	0.0%
GS-12	#	19	14	5			14	5										
	%	1.9%	2.2%	1.3%	0.0%	0.0%	2.5%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
GS-13	#	8	4	4			4	4										
	%	0.8%	0.6%	1.0%	0.0%	0.0%	0.7%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
GS-14	#	3	1	2			1	2										
	%	0.3%	0.2%	0.5%	0.0%	0.0%	0.2%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
GS-15	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
All other (unspecified GS)	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
Senior Executive Service	#	1	1				1											
	%	0.1%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
TOTAL	#	1015	629	386	27	11	560	348	12	1	14	9	7	2	9	13		2
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%

NOTE: Percentages computed down columns and NOT across rows.











**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce**

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	19	11	8			11	8									
	%	3.2%	1.9%	44.4%	0.0%	0.0%	2.2%	47.1%	0.0%	-	0.0%	-	-	-	0.0%	-	0.0%
Grade-02	#	4	3	1			1	1			2						
	%	0.7%	0.5%	5.6%	0.0%	0.0%	0.2%	5.9%	0.0%	-	28.6%	-	-	-	0.0%	-	0.0%
Grade-03	#	3	3				3										
	%	0.5%	0.5%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	0.0%
Grade-04	#	5	5		1		3							1			
	%	0.8%	0.9%	0.0%	3.0%	0.0%	0.6%	0.0%	0.0%	-	0.0%	-	-	-	3.1%	-	0.0%
Grade-05	#	41	40	1	3		27	1	3					7			
	%	6.9%	7.0%	5.6%	9.1%	0.0%	5.5%	5.9%	27.3%	-	0.0%	-	-	-	21.9%	-	0.0%
Grade-06	#	27	26	1	2		16	1	1		2			4		1	
	%	4.6%	4.5%	5.6%	6.1%	0.0%	3.3%	5.9%	9.1%	-	28.6%	-	-	-	12.5%	-	50.0%
Grade-07	#	56	54	2	6		41	2	1		1			5			
	%	9.4%	9.4%	11.1%	18.2%	0.0%	8.4%	11.8%	9.1%	-	14.3%	-	-	-	15.6%	-	0.0%
Grade-08	#	184	181	3	11	1	159	2	2					8		1	
	%	31.0%	31.5%	16.7%	33.3%	100.0%	32.4%	11.8%	18.2%	-	0.0%	-	-	-	25.0%	-	50.0%
Grade-09	#	105	103	2	4		93	2	1		1			4			
	%	17.7%	17.9%	11.1%	12.1%	0.0%	19.0%	11.8%	9.1%	-	14.3%	-	-	-	12.5%	-	0.0%
Grade-10	#	141	141		5		130		3		1			2			
	%	23.8%	24.5%	0.0%	15.2%	0.0%	26.5%	0.0%	27.3%	-	14.3%	-	-	-	6.3%	-	0.0%
Grade-11	#	4	4		1		2							1			
	%	0.7%	0.7%	0.0%	3.0%	0.0%	0.4%	0.0%	0.0%	-	0.0%	-	-	-	3.1%	-	0.0%
Grade-12	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	0.0%
Grade-13	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	0.0%
Grade-14	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	0.0%
Grade-15	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	0.0%
All Other Non-supervisory Wage Grades	#	4	4				4										
	%	0.7%	0.7%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	0.0%
Total Non-supervisory Wage Grades	#	593	575	18	33	1	490	17	11		7			32		2	
	%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	-	-	-	100%	-	100%



**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce**

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	12	6	6			6	6									
	%	9.0%	5.3%	30.0%	0.0%	-	5.8%	33.3%	-	-	-	0.0%	0.0%	-	0.0%	0.0%	0.0%
Grade-02	#	5	3	2			3	1							1		
	%	3.7%	2.6%	10.0%	0.0%	-	2.9%	5.6%	-	-	-	0.0%	0.0%	-	0.0%	100.0%	0.0%
Grade-03	#	19	14	5			14	5									
	%	14.2%	12.3%	25.0%	0.0%	-	13.5%	27.8%	-	-	-	0.0%	0.0%	-	0.0%	0.0%	0.0%
Grade-04	#	10	7	3			6	2			1			1			
	%	7.5%	6.1%	15.0%	0.0%	-	5.8%	11.1%	-	-	-	100.0%	0.0%	-	14.3%	0.0%	0.0%
Grade-05	#	40	37	3	1		31	3				1		4			
	%	29.9%	32.5%	15.0%	100.0%	-	29.8%	16.7%	-	-	-	0.0%	100.0%	-	57.1%	0.0%	0.0%
Grade-06	#	13	13				13										
	%	9.7%	11.4%	0.0%	0.0%	-	12.5%	0.0%	-	-	-	0.0%	0.0%	-	0.0%	0.0%	0.0%
Grade-07	#	11	10	1			8	1						1		1	
	%	8.2%	8.8%	5.0%	0.0%	-	7.7%	5.6%	-	-	-	0.0%	0.0%	-	14.3%	0.0%	100.0%
Grade-08	#	16	16				15							1			
	%	11.9%	14.0%	0.0%	0.0%	-	14.4%	0.0%	-	-	-	0.0%	0.0%	-	14.3%	0.0%	0.0%
Grade-09	#	2	2				2										
	%	1.5%	1.8%	0.0%	0.0%	-	1.9%	0.0%	-	-	-	0.0%	0.0%	-	0.0%	0.0%	0.0%
Grade-10	#	5	5				5										
	%	3.7%	4.4%	0.0%	0.0%	-	4.8%	0.0%	-	-	-	0.0%	0.0%	-	0.0%	0.0%	0.0%
Grade-11	#	1	1				1										
	%	0.7%	0.9%	0.0%	0.0%	-	1.0%	0.0%	-	-	-	0.0%	0.0%	-	0.0%	0.0%	0.0%
Grade-12	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	0.0%	0.0%	-	0.0%	0.0%	0.0%
Grade-13	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	0.0%	0.0%	-	0.0%	0.0%	0.0%
Grade-14	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	0.0%	0.0%	-	0.0%	0.0%	0.0%
Grade-15	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	0.0%	0.0%	-	0.0%	0.0%	0.0%
All Other Non-supervisory Wage Grades	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	0.0%	0.0%	-	0.0%	0.0%	0.0%
Total Non-supervisory Wage Grades	#	134	114	20	1		104	18			1	1		7	1	1	
	%	100%	100%	100%	100%	-	100%	100%	-	-	-	100%	100%	-	100%	100%	100%











**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table A5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce**

WS & XS	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
	White		Black or African American			Asian		Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Grade-01	#																		
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-02	#																		
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-03	#																		
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-04	#	1	1															1	
	%	14.3%	16.7%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	100.0%	-
Grade-05	#																		
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-06	#																		
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-07	#	1	1				1												
	%	14.3%	16.7%	0.0%	-	-	20.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-08	#	1		1				1											
	%	14.3%	0.0%	100.0%	-	-	0.0%	100.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-09	#																		
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-10	#	4	4				4												
	%	57.1%	66.7%	0.0%	-	-	80.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-11	#																		
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-12	#																		
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-13	#																		
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-14	#																		
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Grade-15	#																		
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
All Other Supervisory Wage Grades	#																		
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	0.0%	-
Total Supervisory Wage Grades	#	7	6	1			5	1										1	
	%	100%	100%	100%	-	-	100%	100%	-	-	-	-	-	-	-	-	-	100%	-







**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce**

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	1647	949	698	51	32	843	606	5	14	18	30	2	4	26	8	4	4
	%	100%	57.6%	42.4%	3.1%	1.9%	51.2%	36.8%	0.3%	0.9%	1.1%	1.8%	0.1%	0.2%	1.6%	0.5%	0.2%	0.2%
<b>Occupational CLF</b>		<b>100%</b>	<b>52.0%</b>	<b>48.0%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>44.3%</b>	<b>39.5%</b>	<b>1.4%</b>	<b>1.6%</b>	<b>3.2%</b>	<b>4.1%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.5%</b>	<b>0.4%</b>	<b>0.2%</b>	<b>0.2%</b>
Biological Science Technician (0404)	#	118	92	26	4	5	83	19	1		1	1	1	1	2			
	%	100%	78.0%	22.0%	3.4%	4.2%	70.3%	16.1%	0.8%	0.0%	0.8%	0.8%	0.8%	0.8%	1.7%	0.0%	0.0%	0.0%
<b>Occupational CLF</b>		<b>100%</b>	<b>52.6%</b>	<b>47.4%</b>	<b>3.4%</b>	<b>5.4%</b>	<b>37.6%</b>	<b>32.3%</b>	<b>4.2%</b>	<b>2.7%</b>	<b>5.2%</b>	<b>5.9%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>1.6%</b>	<b>0.6%</b>	<b>0.5%</b>	<b>0.4%</b>
Fish and Wildlife Administration (0480)	#	249	158	91	6	8	143	76	4	3		1			4	3	1	
	%	100%	63.5%	36.5%	2.4%	3.2%	57.4%	30.5%	1.6%	1.2%	0.0%	0.4%	0.0%	0.0%	1.6%	1.2%	0.4%	0.0%
<b>Occupational CLF</b>		<b>100%</b>	<b>52.0%</b>	<b>48.0%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>44.3%</b>	<b>39.5%</b>	<b>1.4%</b>	<b>1.6%</b>	<b>3.2%</b>	<b>4.1%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.5%</b>	<b>0.4%</b>	<b>0.2%</b>	<b>0.2%</b>
Fish Biology (0482)	#	553	435	118	18	3	389	109	9	4	7				12	2		
	%	100%	78.7%	21.3%	3.3%	0.5%	70.3%	19.7%	1.6%	0.7%	1.3%	0.0%	0.0%	0.0%	2.2%	0.4%	0.0%	0.0%
<b>Occupational CLF</b>		<b>100%</b>	<b>52.0%</b>	<b>48.0%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>44.3%</b>	<b>39.5%</b>	<b>1.4%</b>	<b>1.6%</b>	<b>3.2%</b>	<b>4.1%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.5%</b>	<b>0.4%</b>	<b>0.2%</b>	<b>0.2%</b>
Wildlife Refuge Management (0485)	#	578	416	162	20	12	359	137	9	3	7	3			19	7	2	
	%	100%	72.0%	28.0%	3.5%	2.1%	62.1%	23.7%	1.6%	0.5%	1.2%	0.5%	0.0%	0.0%	3.3%	1.2%	0.3%	0.0%
<b>Occupational CLF</b>		<b>100%</b>	<b>52.0%</b>	<b>48.0%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>44.3%</b>	<b>39.5%</b>	<b>1.4%</b>	<b>1.6%</b>	<b>3.2%</b>	<b>4.1%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.5%</b>	<b>0.4%</b>	<b>0.2%</b>	<b>0.2%</b>
Wildlife Biology (0486)	#	522	321	201	15	10	290	181	4	2		4	1		9	4	2	
	%	100%	61.5%	38.5%	2.9%	1.9%	55.6%	34.7%	0.8%	0.4%	0.0%	0.8%	0.2%	0.0%	1.7%	0.8%	0.4%	0.0%
<b>Occupational CLF</b>		<b>100%</b>	<b>52.0%</b>	<b>48.0%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>44.3%</b>	<b>39.5%</b>	<b>1.4%</b>	<b>1.6%</b>	<b>3.2%</b>	<b>4.1%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.5%</b>	<b>0.4%</b>	<b>0.2%</b>	<b>0.2%</b>
Criminal Investigating (1811)	#	238	204	34	15	4	174	25	7	1	1	3	2		5	1		
	%	100%	85.7%	14.3%	6.3%	1.7%	73.1%	10.5%	2.9%	0.4%	0.4%	1.3%	0.8%	0.0%	2.1%	0.4%	0.0%	0.0%
<b>Occupational CLF</b>		<b>100%</b>	<b>76.3%</b>	<b>23.7%</b>	<b>8.2%</b>	<b>3.0%</b>	<b>57.9%</b>	<b>15.3%</b>	<b>7.5%</b>	<b>4.4%</b>	<b>1.6%</b>	<b>0.5%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.8%</b>	<b>0.3%</b>	<b>0.4%</b>	<b>0.2%</b>
Refuge LE, Land Mgmt LE & Conservation LE (0025LE & 1801LE)	#	242	223	19	18	2	186	15	4		6		2		7	2		
	%	100%	92.1%	7.9%	7.4%	0.8%	76.9%	6.2%	1.7%	0.0%	2.5%	0.0%	0.8%	0.0%	2.9%	0.8%	0.0%	0.0%
<b>Occupational CLF</b>		<b>100%</b>	<b>76.3%</b>	<b>23.7%</b>	<b>8.2%</b>	<b>3.0%</b>	<b>57.9%</b>	<b>15.3%</b>	<b>7.5%</b>	<b>4.4%</b>	<b>1.6%</b>	<b>0.5%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.8%</b>	<b>0.3%</b>	<b>0.4%</b>	<b>0.2%</b>



**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Temporary Workforce**

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES		RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				All	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	100	54	46	3	1	49	40			1	3	1			2		
	%	100%	54.0%	46.0%	3.0%	1.0%	49.0%	40.0%	0.0%	0.0%	1.0%	3.0%	1.0%	0.0%	0.0%	2.0%	0.0%	0.0%
<b>Occupational CLF</b>		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Biological Science Technician (0404)	#	456	276	180	7	5	253	162	5		4	3	4	1	3	8		1
	%	100%	60.5%	39.5%	1.5%	1.1%	55.5%	35.5%	1.1%	0.0%	0.9%	0.7%	0.9%	0.2%	0.7%	1.8%	0.0%	0.2%
<b>Occupational CLF</b>		100%	52.6%	47.4%	3.4%	5.4%	37.6%	32.3%	4.2%	2.7%	5.2%	5.9%	0.1%	0.0%	1.6%	0.6%	0.5%	0.4%
Fish and Wildlife Administration (0480)	#	1	1				1											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Occupational CLF</b>		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Fish Biology (0482)	#	96	76	20	7		64	19	2		3					1		
	%	100%	79.2%	20.8%	7.3%	0.0%	66.7%	19.8%	2.1%	0.0%	3.1%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%
<b>Occupational CLF</b>		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Wildlife Refuge Management (0485)	#	8	5	3			5	3										
	%	100%	62.5%	37.5%	0.0%	0.0%	62.5%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Occupational CLF</b>		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Wildlife Biology (0486)	#	28	18	10		1	18	9										
	%	100%	64.3%	35.7%	0.0%	3.6%	64.3%	32.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Occupational CLF</b>		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Criminal Investigating (1811)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Occupational CLF</b>		100%	76.3%	23.7%	8.2%	3.0%	57.9%	15.3%	7.5%	4.4%	1.6%	0.5%	0.1%	0.0%	0.8%	0.3%	0.4%	0.2%
Refuge LE, Land Mgmt LE & Conservation LE (0025LE & 1801LE)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Occupational CLF</b>		100%	76.3%	23.7%	8.2%	3.0%	57.9%	15.3%	7.5%	4.4%	1.6%	0.5%	0.1%	0.0%	0.8%	0.3%	0.4%	0.2%







**Fish & Wildlife Service - Servicewide FY2016**

**Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce**

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Fish Biology (0482)</b>																		
Accessions	#	25	18	7			18	7										
	%	100%	72.0%	28.0%	0.0%	0.0%	72.0%	28.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	20	11	9			11	9										
	%	100%	55.0%	45.0%	0.0%	0.0%	55.0%	45.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	45	29	16			29	16										
	%	100%	64.4%	35.6%	0.0%	0.0%	64.4%	35.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Occupational CLF</b>		<b>100%</b>	<b>52.0%</b>	<b>48.0%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>44.3%</b>	<b>39.5%</b>	<b>1.4%</b>	<b>1.6%</b>	<b>3.2%</b>	<b>4.1%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.5%</b>	<b>0.4%</b>	<b>0.2%</b>	<b>0.2%</b>
From Pathways Intern	#	5	3	2			2	2							1			
	%	100%	60.0%	40.0%	0.0%	0.0%	40.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%
<b>Wildlife Refuge Management (0485)</b>																		
Accessions	#	6	2	4			2	3								1		
	%	100%	33.3%	66.7%	0.0%	0.0%	33.3%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%
From Temporary	#	4	3	1			3	1										
	%	100%	75.0%	25.0%	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	10	5	5			5	4							1			
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%
<b>Occupational CLF</b>		<b>100%</b>	<b>52.0%</b>	<b>48.0%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>44.3%</b>	<b>39.5%</b>	<b>1.4%</b>	<b>1.6%</b>	<b>3.2%</b>	<b>4.1%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.5%</b>	<b>0.4%</b>	<b>0.2%</b>	<b>0.2%</b>
From Pathways Intern	#	3	2	1			2	1										
	%	100%	66.7%	33.3%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Wildlife Biology (0486)</b>																		
Accessions	#	16	9	7			9	7										
	%	100%	56.3%	43.8%	0.0%	0.0%	56.3%	43.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	6	3	3			3	3										
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	22	12	10			12	10										
	%	100%	54.5%	45.5%	0.0%	0.0%	54.5%	45.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Occupational CLF</b>		<b>100%</b>	<b>52.0%</b>	<b>48.0%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>44.3%</b>	<b>39.5%</b>	<b>1.4%</b>	<b>1.6%</b>	<b>3.2%</b>	<b>4.1%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.5%</b>	<b>0.4%</b>	<b>0.2%</b>	<b>0.2%</b>
From Pathways Intern	#	5	4	1			3	1					1					
	%	100%	80.0%	20.0%	0.0%	0.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%







**Fish & Wildlife Service - Servicewide FY2016**

**Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce**

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>General Natural Resources Management and Biological Sciences (0401)</b>																			
Accessions	#	42	24	18	1		23	16				2							
	%	100%	57.1%	42.9%	2.4%	0.0%	54.8%	38.1%	0.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Occupational CLF</b>		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%	
<b>Biological Science Technician (0404)</b>																			
Accessions	#	387	214	173	5	4	200	157	2	1	2	2	3		2	8		1	
	%	100%	55.3%	44.7%	1.3%	1.0%	51.7%	40.6%	0.5%	0.3%	0.5%	0.5%	0.8%	0.0%	0.5%	2.1%	0.0%	0.3%	
<b>Occupational CLF</b>		100%	52.6%	47.4%	3.4%	5.4%	37.6%	32.3%	4.2%	2.7%	5.2%	5.9%	0.1%	0.0%	1.6%	0.6%	0.5%	0.4%	
<b>Fish and Wildlife Administration (0480)</b>																			
Accessions	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Occupational CLF</b>		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%	
<b>Fish Biology (0482)</b>																			
Accessions	#	19	16	3	1		13	3	1		1								
	%	100%	84.2%	15.8%	5.3%	0.0%	68.4%	15.8%	5.3%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Occupational CLF</b>		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%	
<b>Wildlife Refuge Management (0485)</b>																			
Accessions	#	2	2				2												
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Occupational CLF</b>		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%	
<b>Wildlife Biology (0486)</b>																			
Accessions	#	7	4	3			4	3											
	%	100%	57.1%	42.9%	0.0%	0.0%	57.1%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Occupational CLF</b>		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%	
<b>Criminal Investigating (1811)</b>																			
Accessions	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Occupational CLF</b>		100%	76.3%	23.7%	8.2%	3.0%	57.9%	15.3%	7.5%	4.4%	1.6%	0.5%	0.1%	0.0%	0.8%	0.3%	0.4%	0.2%	



**Fish & Wildlife Service - Servicewide FY2016**

**Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce**

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
<b>Land Management LE &amp; Conservation LE (0025LE &amp; 1801LE)</b>																		
Accessions	#	1	1				1											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Occupational CLF</b>	<b>100%</b>	<b>76.3%</b>	<b>23.7%</b>	<b>8.2%</b>	<b>3.0%</b>	<b>57.9%</b>	<b>15.3%</b>	<b>7.5%</b>	<b>4.4%</b>	<b>1.6%</b>	<b>0.5%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.8%</b>	<b>0.3%</b>	<b>0.4%</b>	<b>0.2%</b>	



**Fish & Wildlife Service - Servicewide FY2016**

**Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex**

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Permanent Workforce</b>																		
Accessions	#	535	305	230	16	12	261	178	7	21	15	8	1	1	4	8	1	2
	%	100%	57.0%	43.0%	3.0%	2.2%	48.8%	33.3%	1.3%	3.9%	2.8%	1.5%	0.2%	0.2%	0.7%	1.5%	0.2%	0.4%
From Temporary	#	117	69	48	5	2	60	39	2	3		1		1	1		1	2
	%	100%	59.0%	41.0%	4.3%	1.7%	51.3%	33.3%	1.7%	2.6%	0.0%	0.9%	0.0%	0.9%	0.9%	0.0%	0.9%	1.7%
Total Hires	#	652	374	278	21	14	321	217	9	24	15	9	1	2	5	8	2	4
	%	100%	57.4%	42.6%	3.2%	2.1%	49.2%	33.3%	1.4%	3.7%	2.3%	1.4%	0.2%	0.3%	0.8%	1.2%	0.3%	0.6%
<b>Temporary Workforce</b>																		
Accessions	#	852	532	320	19	7	477	291	8	2	8	7	6	1	12	10	2	2
	%	100%	62.4%	37.6%	2.2%	0.8%	56.0%	34.2%	0.9%	0.2%	0.9%	0.8%	0.7%	0.1%	1.4%	1.2%	0.2%	0.2%
<b>Non-Appropriated Workforce</b>																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Occupations CLF	%	100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.5%	2.0%	1.9%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Organizational CLF	%	100%	54.1%	45.9%	3.6%	3.2%	43.5%	35.2%	3.2%	3.6%	2.8%	3.2%	0.1%	0.1%	0.7%	0.4%	0.3%	0.2%

All Occupations CLF is based on all workers in all Census Occupation groups.  
 Organizational CLF is based on the number of incumbents in each occupation in the organization.



**Fish & Wildlife Service - Servicewide FY2016**

**Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex  
Based on occupational series of employee after the promotion**

Action	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>General Natural Resources Management and Biological Sciences (0401)</b>																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	81	52	29	3		47	27	1	1		1			1				
	%	100%	64.2%	35.8%	3.7%	0.0%	58.0%	33.3%	1.2%	1.2%	0.0%	1.2%	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1635	933	702	50	35	832	609	6	15	14	30	2	3	25	9	4	1	
	%	100%	57.1%	42.9%	3.1%	2.1%	50.9%	37.2%	0.4%	0.9%	0.9%	1.8%	0.1%	0.2%	1.5%	0.6%	0.2%	0.1%	
<b>Biological Science Technician (0404)</b>																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	2	2				2												
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	129	101	28	6	4	88	21	1		1	1	3	1	2	1			
	%	100%	78.3%	21.7%	4.7%	3.1%	68.2%	16.3%	0.8%	0.0%	0.8%	0.8%	2.3%	0.8%	1.6%	0.8%	0.0%	0.0%	
<b>Fish and Wildlife Administration (0480)</b>																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	16	11	5		1	10	3		1								1	
	%	100%	68.8%	31.3%	0.0%	6.3%	62.5%	18.8%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%	0.0%
Relevant Pool	#	246	155	91	5	8	142	77	3	3		1			4	2	1		
	%	100%	63.0%	37.0%	2.0%	3.3%	57.7%	31.3%	1.2%	1.2%	0.0%	0.4%	0.0%	0.0%	1.6%	0.8%	0.4%	0.0%	
<b>Fish Biology (0482)</b>																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	27	23	4			22	4			1								
	%	100%	85.2%	14.8%	0.0%	0.0%	81.5%	14.8%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	531	427	104	21	3	377	94	9	4	8				12	3			
	%	100%	80.4%	19.6%	4.0%	0.6%	71.0%	17.7%	1.7%	0.8%	1.5%	0.0%	0.0%	0.0%	2.3%	0.6%	0.0%	0.0%	



**Fish & Wildlife Service - Servicewide FY2016**

**Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex  
Based on occupational series of employee after the promotion**

Action	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Wildlife Refuge Management (0485)</b>																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	30	22	8	4	1	17	7									1	
	%	100%	73.3%	26.7%	13.3%	3.3%	56.7%	23.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%
Relevant Pool	#	588	431	157	21	12	370	132	9	3	6	3		1	22	6	3	
	%	100%	73.3%	26.7%	3.6%	2.0%	62.9%	22.4%	1.5%	0.5%	1.0%	0.5%	0.0%	0.2%	3.7%	1.0%	0.5%	0.0%
<b>Wildlife Biology (0486)</b>																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	18	10	8	2		7	8	1									
	%	100%	55.6%	44.4%	11.1%	0.0%	38.9%	44.4%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	516	323	193	16	12	293	170	3	3	1	4		8	4	2		
	%	100%	62.6%	37.4%	3.1%	2.3%	56.8%	32.9%	0.6%	0.6%	0.2%	0.8%	0.0%	1.6%	0.8%	0.4%	0.0%	0.0%
<b>Criminal Investigating (1811)</b>																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	16	14	2	2	2	11		1									
	%	100%	87.5%	12.5%	12.5%	12.5%	68.8%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	197	172	25	14	2	147	18	3	1	1	3	2	5	1			
	%	100%	87.3%	12.7%	7.1%	1.0%	74.6%	9.1%	1.5%	0.5%	0.5%	1.5%	1.0%	2.5%	0.5%	0.0%	0.0%	0.0%
<b>Park Ranger (LE/Refuge), Land Mgmt LE &amp; Conservation LE (0025LE &amp; 1801LE)</b>																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	16	15	1			15	1										
	%	100%	93.8%	6.3%	0.0%	0.0%	93.8%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	236	216	20	14	3	184	15	4		5		2	7	2			
	%	100%	91.5%	8.5%	5.9%	1.3%	78.0%	6.4%	1.7%	0.0%	2.1%	0.0%	0.8%	3.0%	0.8%	0.0%	0.0%	0.0%



**Fish & Wildlife Service - Servicewide FY2016**

**Table A9-2 (FEDSEP): SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex  
Based on occupational series of employee before the promotion**

Action	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino										American Indian or Alaska Native		Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander							
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>General Natural Resources Management and Biological Sciences (0401)</b>																			
Applicants	#	312	195	117	10	7	178	102	1	1	2	3			4	4			
Qualified	#	292	184	108	9	5	168	95	1	1	2	3			4	4			
	%	100%	63.0%	37.0%	3.1%	1.7%	57.5%	32.5%	0.3%	0.3%	0.7%	1.0%	0.0%	0.0%	1.4%	1.4%	0.0%	0.0%	
Selected	#	85	52	33	1		48	31	1	1		1			2				
	%	100%	61.2%	38.8%	1.2%	0.0%	56.5%	36.5%	1.2%	1.2%	0.0%	1.2%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	
Relevant Pool	#	1635	933	702	50	35	832	609	6	15	14	30	2	3	25	9	4	1	
	%	100%	57.1%	42.9%	3.1%	2.1%	50.9%	37.2%	0.4%	0.9%	0.9%	1.8%	0.1%	0.2%	1.5%	0.6%	0.2%	0.1%	
<b>Biological Science Technician (0404)</b>																			
Applicants	#	33	26	7	1	1	21	5	1				3	1					
Qualified	#	25	21	4	1		17	4	1				2						
	%	100%	84.0%	16.0%	4.0%	0.0%	68.0%	16.0%	4.0%	0.0%	0.0%	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Selected	#	10	10		1		8						1						
	%	100%	100.0%	0.0%	10.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	129	101	28	6	4	88	21	1		1	1	3	1	2	1			
	%	100%	78.3%	21.7%	4.7%	3.1%	68.2%	16.3%	0.8%	0.0%	0.8%	0.8%	2.3%	0.8%	1.6%	0.8%	0.0%	0.0%	
<b>Fish and Wildlife Administration (0480)</b>																			
Applicants	#	18	13	5		1	12	4										1	
Qualified	#	15	12	3			11	3										1	
	%	100%	80.0%	20.0%	0.0%	0.0%	73.3%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	
Selected	#	3	2	1			1	1										1	
	%	100%	66.7%	33.3%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	
Relevant Pool	#	246	155	91	5	8	142	77	3	3		1			4	2	1		
	%	100%	63.0%	37.0%	2.0%	3.3%	57.7%	31.3%	1.2%	1.2%	0.0%	0.4%	0.0%	0.0%	1.6%	0.8%	0.4%	0.0%	
<b>Fish Biology (0482)</b>																			
Applicants	#	94	74	20	3	1	66	15		2	2				2	2	1		
Qualified	#	86	67	19	3	1	59	14		2	2				2	2	1		
	%	100%	77.9%	22.1%	3.5%	1.2%	68.6%	16.3%	0.0%	2.3%	2.3%	0.0%	0.0%	0.0%	2.3%	2.3%	1.2%	0.0%	
Selected	#	29	25	4			24	4			1								
	%	100%	86.2%	13.8%	0.0%	0.0%	82.8%	13.8%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	531	427	104	21	3	377	94	8	4	8				12	3	1		
	%	100%	80.4%	19.6%	4.0%	0.6%	71.0%	17.7%	1.5%	0.8%	1.5%	0.0%	0.0%	0.0%	2.3%	0.6%	0.2%	0.0%	



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**Table A9-2 (FEDSEP): SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex  
Based on occupational series of employee before the promotion**

Action	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Wildlife Refuge Management (0485)</b>																		
Applicants	#	118	86	32	7	5	68	24	1		2			1	6	2	2	
Qualified	#	106	78	28	6	3	64	22			2			1	5	2	1	
	%	100%	73.6%	26.4%	5.7%	2.8%	60.4%	20.8%	0.0%	0.0%	1.9%	0.0%	0.0%	0.9%	4.7%	1.9%	0.9%	0.0%
Selected	#	32	22	10	4	2	17	8									1	
	%	100%	68.8%	31.3%	12.5%	6.3%	53.1%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	0.0%
Relevant Pool	#	588	431	157	22	12	369	132	9	3	6	3		1	22	6	3	
	%	100%	73.3%	26.7%	3.7%	2.0%	62.8%	22.4%	1.5%	0.5%	1.0%	0.5%	0.0%	0.2%	3.7%	1.0%	0.5%	0.0%
<b>Wildlife Biology (0486)</b>																		
Applicants	#	75	51	24	5	5	42	17	1	1	1	1			1		1	
Qualified	#	71	48	23	5	5	40	16	1	1	1	1			1			
	%	100%	67.6%	32.4%	7.0%	7.0%	56.3%	22.5%	1.4%	1.4%	1.4%	1.4%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%
Selected	#	23	15	8	2	1	13	6		1								
	%	100%	65.2%	34.8%	8.7%	4.3%	56.5%	26.1%	0.0%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	516	323	193	17	12	292	170	3	3	1	4			8	4	2	
	%	100%	62.6%	37.4%	3.3%	2.3%	56.6%	32.9%	0.6%	0.6%	0.2%	0.8%	0.0%	0.0%	1.6%	0.8%	0.4%	0.0%
<b>Criminal Investigating (1811)</b>																		
Applicants	#	36	32	4	3	1	29	2		1								
Qualified	#	36	32	4	3	1	29	2		1								
	%	100%	88.9%	11.1%	8.3%	2.8%	80.6%	5.6%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected	#	18	15	3	1	1	14	1		1								
	%	100%	83.3%	16.7%	5.6%	5.6%	77.8%	5.6%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	197	172	25	14	2	147	18	3	1	1	3	2		5	1		
	%	100%	87.3%	12.7%	7.1%	1.0%	74.6%	9.1%	1.5%	0.5%	0.5%	1.5%	1.0%	0.0%	2.5%	0.5%	0.0%	0.0%
<b>Park Ranger (LE/Refuge), Land Mgmt LE &amp; Conservation LE (0025LE &amp; 1801LE)</b>																		
Applicants	#	47	44	3	2	1	41	2			1							
Qualified	#	47	44	3	2	1	41	2			1							
	%	100%	93.6%	6.4%	4.3%	2.1%	87.2%	4.3%	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected	#	16	15	1			15	1										
	%	100%	93.8%	6.3%	0.0%	0.0%	93.8%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	236	216	20	14	3	184	15	4		5		2		7	2		
	%	100%	91.5%	8.5%	5.9%	1.3%	78.0%	6.4%	1.7%	0.0%	2.1%	0.0%	0.8%	0.0%	3.0%	0.8%	0.0%	0.0%







**Fish & Wildlife Service - Servicewide FY2016**

**Table A11 (FEDSEP): INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex**

Action	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>GS-13 Vacancies</b>																		
Applied	#	280	203	77	13	3	177	68	1	2	2	3			7	1	3	
	%	100%	72.5%	27.5%	4.6%	1.1%	63.2%	24.3%	0.4%	0.7%	0.7%	1.1%	0.0%	0.0%	2.5%	0.4%	1.1%	0.0%
Qualified	#	268	195	73	13	3	171	65	1	1	2	3			6	1	2	
	%	100%	72.8%	27.2%	4.9%	1.1%	63.8%	24.3%	0.4%	0.4%	0.7%	1.1%	0.0%	0.0%	2.2%	0.4%	0.7%	0.0%
Selected	#	97	72	25	3	2	66	21		1		1			2		1	
	%	100%	74.2%	25.8%	3.1%	2.1%	68.0%	21.6%	0.0%	1.0%	0.0%	1.0%	0.0%	0.0%	2.1%	0.0%	1.0%	0.0%
Relevant Pool	#	1752	1055	697	53	35	916	581	27	45	17	19	2	4	34	11	6	2
	%	100%	60.2%	39.8%	3.0%	2.0%	52.3%	33.2%	1.5%	2.6%	1.0%	1.1%	0.1%	0.2%	1.9%	0.6%	0.3%	0.1%
<b>GS-14 Vacancies</b>																		
Applied	#	150	95	55	5	5	82	46	1		3	3			3	1	1	
	%	100%	63.3%	36.7%	3.3%	3.3%	54.7%	30.7%	0.7%	0.0%	2.0%	2.0%	0.0%	0.0%	2.0%	0.7%	0.7%	0.0%
Qualified	#	142	88	54	5	5	77	45	1		2	3			3	1		
	%	100%	62.0%	38.0%	3.5%	3.5%	54.2%	31.7%	0.7%	0.0%	1.4%	2.1%	0.0%	0.0%	2.1%	0.7%	0.0%	0.0%
Selected	#	32	20	12	2	1	17	11							1			
	%	100%	62.5%	37.5%	6.3%	3.1%	53.1%	34.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	0.0%	0.0%	0.0%
Relevant Pool	#	1307	808	499	38	41	706	392	22	30	17	20	1	1	22	13	2	2
	%	100%	61.8%	38.2%	2.9%	3.1%	54.0%	30.0%	1.7%	2.3%	1.3%	1.5%	0.1%	0.1%	1.7%	1.0%	0.2%	0.2%
<b>GS-15 Vacancies</b>																		
Applied	#	34	24	10	1	1	22	8		1							1	
	%	100%	70.6%	29.4%	2.9%	2.9%	64.7%	23.5%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%
Qualified	#	30	21	9	1		19	8		1							1	
	%	100%	70.0%	30.0%	3.3%	0.0%	63.3%	26.7%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%
Selected	#	6	4	2			3	1		1							1	
	%	100%	66.7%	33.3%	0.0%	0.0%	50.0%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%
Relevant Pool	#	543	360	183	13	10	327	153	9	10	2	6			7	4	2	
	%	100%	66.3%	33.7%	2.4%	1.8%	60.2%	28.2%	1.7%	1.8%	0.4%	1.1%	0.0%	0.0%	1.3%	0.7%	0.4%	0.0%
<b>Senior Executive Service Vacancies</b>																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Relevant Pool	#	156	105	51	10	5	84	44	3	2	1		1		6			
	%	100%	67.3%	32.7%	6.4%	3.2%	53.8%	28.2%	1.9%	1.3%	0.6%	0.0%	0.6%	0.0%	3.8%	0.0%	0.0%	0.0%



**Fish & Wildlife Service - Servicewide FY 2016**

**Table A12: PARTICIPATION IN LEADERSHIP DEVELOPMENT - Distribution by Race/Ethnicity and Sex**

Type of Program	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino										Two or more races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>Career Development Programs for GS 11 - 12: Stepping Up to Leadership cohorts 33 &amp; 34</b>																		
Slots	#	48																
Relevant Pool	#	2930	1726	1204	103	74	1459	976	52	79	35	34	5	10	63	26	9	5
	%	100%	58.9%	41.1%	3.5%	2.5%	49.8%	33.3%	1.8%	2.7%	1.2%	1.2%	0.2%	0.3%	2.2%	0.9%	0.3%	0.2%
Applied	#	146	78	68	8	2	65	60	3	3		2			2			1
	%	100%	53.4%	46.6%	5.5%	1.4%	44.5%	41.1%	2.1%	2.1%	0.0%	1.4%	0.0%	0.0%	1.4%	0.0%	0.0%	0.7%
Selected	#	48	24	24	1	2	22	18	1	1		2						1
	%	100%	50.0%	50.0%	2.1%	4.2%	45.8%	37.5%	2.1%	2.1%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	2.1%
<b>Career Development Programs for GS 13 - 14: Advanced Leadership Development Program cohort XVI</b>																		
Slots	#	24																
Relevant Pool	#	1661	1056	605	47	46	930	481	28	35	18	24	2	1	28	16	3	2
	%	100%	63.6%	36.4%	2.8%	2.8%	56.0%	29.0%	1.7%	2.1%	1.1%	1.4%	0.1%	0.1%	1.7%	1.0%	0.2%	0.1%
Applied	#	64	36	28	1	3	33	22	1			2	1			1		
	%	100%	56.3%	43.8%	1.6%	4.7%	51.6%	34.4%	1.6%	0.0%	0.0%	3.1%	1.6%	0.0%	0.0%	1.6%	0.0%	0.0%
Selected	#	24	11	13		1	10	10	1			1			1			
	%	100%	45.8%	54.2%	0.0%	4.2%	41.7%	41.7%	4.2%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%
<b>Career Development Programs for GS-14 and GS-15: Department of the Interior SES Candidate Development Program (no new class)</b>																		
Slots	#	0																
Relevant Pool	#	689	461	228	26	14	403	195	10	10	5	5	2		13	4	2	
	%	100%	66.9%	33.1%	3.8%	2.0%	58.5%	28.3%	1.5%	1.5%	0.7%	0.7%	0.3%	0.0%	1.9%	0.6%	0.3%	0.0%
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

"Relevant Pool" includes all employees in pay grades eligible for the career development program.



**Fish & Wildlife Service - Servicewide FY2016**

**Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex - Permanent Workforce**

Type of Award	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>Time-Off awards - 1-9 hours</b>																			
Total Time-Off Awards Given	#	366	199	167	7	3	167	132	8	19	4	5	1	2	9	6	3		
	%	100%	54.4%	45.6%	1.9%	0.8%	45.6%	36.1%	2.2%	5.2%	1.1%	1.4%	0.3%	0.5%	2.5%	1.6%	0.8%	0.0%	
Total Hours		2564	1446	1118	52	24	1213	862	64	139	32	32	8	13	56	48	21		
Average Hours		7	7	7	7	8	7	7	8	7	8	6	8	7	6	8	7	-	
<b>Time-Off awards - 9+ hours</b>																			
Total Time-Off Awards Given	#	3019	1593	1426	73	89	1393	1141	44	99	30	47	2	4	47	43	4	3	
	%	100%	52.8%	47.2%	2.4%	2.9%	46.1%	37.8%	1.5%	3.3%	1.0%	1.6%	0.1%	0.1%	1.6%	1.4%	0.1%	0.1%	
Total Hours		87688	46533	41155	2003	2501	41019	33234	1275	2653	792	1268	40	134	1285	1269	119	96	
Average Hours		29	29	29	27	28	29	29	29	27	26	27	20	34	27	30	30	32	
<b>Cash Awards - \$100 - \$500</b>																			
Total Cash Awards Given	#	1382	786	596	37	43	674	464	16	37	19	22	2	4	36	23	2	3	
	%	100%	56.9%	43.1%	2.7%	3.1%	48.8%	33.6%	1.2%	2.7%	1.4%	1.6%	0.1%	0.3%	2.6%	1.7%	0.1%	0.2%	
Total Amount		\$531,761	\$307,240	\$224,521	\$14,931	\$14,872	\$263,524	\$175,467	\$6,406	\$15,842	\$7,000	\$7,463	\$980	\$1,600	\$13,499	\$8,222	\$900	\$1,055	
Average Amount		\$385	\$391	\$377	\$404	\$346	\$391	\$378	\$400	\$428	\$368	\$339	\$490	\$400	\$375	\$357	\$450	\$352	
<b>Cash Awards \$501+</b>																			
Total Cash Awards Given	#	5834	3373	2461	189	187	2898	1922	99	190	58	86	9	15	108	56	12	5	
	%	100%	57.8%	42.2%	3.2%	3.2%	49.7%	32.9%	1.7%	3.3%	1.0%	1.5%	0.2%	0.3%	1.9%	1.0%	0.2%	0.1%	
Total Amount		\$9,146,437	\$5,165,217	\$3,981,220	\$302,541	\$317,211	\$4,428,746	\$3,093,366	\$165,358	\$343,243	\$84,748	\$114,660	\$10,897	\$20,785	\$160,589	\$87,470	\$12,338	\$4,485	
Average Amount		\$1,568	\$1,531	\$1,618	\$1,601	\$1,696	\$1,528	\$1,609	\$1,670	\$1,807	\$1,461	\$1,333	\$1,211	\$1,386	\$1,487	\$1,562	\$1,028	\$897	
<b>Senior Executive Service Performance Awards</b>																			
Total Cash Awards Given	#	22	15	7	2	2	10	5	3										
	%	100%	68.2%	31.8%	9.1%	9.1%	45.5%	22.7%	13.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Amount		\$231,491	\$166,364	\$65,127	\$16,094	\$17,651	\$125,885	\$47,476	\$24,385										
Average Amount		\$10,522	\$11,091	\$9,304	\$8,047	\$8,826	\$12,589	\$9,495	\$8,128	-	-	-	-	-	-	-	-	-	
<b>Quality Step Increases (QSI)</b>																			
Total QSIs Awarded	#	293	157	136	2	7	145	106	3	14	5	5		1	2	2		1	
	%	100%	53.6%	46.4%	0.7%	2.4%	49.5%	36.2%	1.0%	4.8%	1.7%	1.7%	0.0%	0.3%	0.7%	0.7%	0.0%	0.3%	
Total Benefit		\$786,824	\$424,377	\$362,447	\$5,820	\$19,229	\$393,964	\$282,526	\$6,548	\$36,863	\$11,761	\$13,045		\$1,646	\$6,284	\$6,555		\$2,583	
Average Benefit		\$2,685	\$2,703	\$2,665	\$2,910	\$2,747	\$2,717	\$2,665	\$2,183	\$2,633	\$2,352	\$2,609		\$1,646	\$3,142	\$3,278		\$2,583	



**Fish & Wildlife Service - Servicewide FY2016**

**Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex - Permanent Workforce**

Type of Separation	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Voluntary	#	514	287	227	15	26	247	162	8	22	4	6	1	1	11	8	1	2
	%	100%	55.8%	44.2%	2.9%	5.1%	48.1%	31.5%	1.6%	4.3%	0.8%	1.2%	0.2%	0.2%	2.1%	1.6%	0.2%	0.4%
Involuntary	#	10	5	5			5	4							1			
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%
RIF	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	524	292	232	15	26	252	166	8	22	4	6	1	1	11	9	1	2
	%	100%	55.7%	44.3%	2.9%	5.0%	48.1%	31.7%	1.5%	4.2%	0.8%	1.1%	0.2%	0.2%	2.1%	1.7%	0.2%	0.4%
Permanent Workforce (09/30/2015)	#	7808	4640	3168	270	232	3925	2485	148	225	88	101	13	17	177	96	19	12
	%	100%	59.4%	40.6%	3.5%	3.0%	50.3%	31.8%	1.9%	2.9%	1.1%	1.3%	0.2%	0.2%	2.3%	1.2%	0.2%	0.2%







**Fish & Wildlife Service - Servicewide as of September 30, 2016**  
**Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability**

Component	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
<b>Total</b>	#	7917	6867	277	773	109	14	7	3	21	6	11	1	46	
	%	100%	86.7%	3.5%	9.8%	1.4%	0.2%	0.1%	0.0%	0.3%	0.1%	0.1%	0.0%	0.6%	0.0%
<b>Federal Goal</b>	%				2.0%										
<b>Region 1</b>	#	940	796	49	95	12	1	1	2	2		2		4	
	%	100%	84.7%	5.2%	10.1%	1.3%	0.1%	0.1%	0.2%	0.2%	0.0%	0.2%	0.0%	0.4%	0.0%
<b>Region 2</b>	#	778	672	14	92	12	1	2		3		1		5	
	%	100%	86.4%	1.8%	11.8%	1.5%	0.1%	0.3%	0.0%	0.4%	0.0%	0.1%	0.0%	0.6%	0.0%
<b>Region 3</b>	#	902	786	36	80	12	2	2		3	2			3	
	%	100%	87.1%	4.0%	8.9%	1.3%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.0%	0.3%	0.0%
<b>Region 4</b>	#	1209	1053	50	106	11				1	2			8	
	%	100%	87.1%	4.1%	8.8%	0.9%	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.7%	0.0%
<b>Region 5</b>	#	689	605	25	59	9	3			3		2		1	
	%	100%	87.8%	3.6%	8.6%	1.3%	0.4%	0.0%	0.0%	0.4%	0.0%	0.3%	0.0%	0.1%	0.0%
<b>Region 6</b>	#	801	711	17	73	6				2			1	3	
	%	100%	88.8%	2.1%	9.1%	0.7%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	0.4%	0.0%
<b>Region 7</b>	#	496	416	25	55	8	1			2		1		4	
	%	100%	83.9%	5.0%	11.1%	1.6%	0.2%	0.0%	0.0%	0.4%	0.0%	0.2%	0.0%	0.8%	0.0%
<b>Region 8</b>	#	705	619	23	63	7	1		1	1				4	
	%	100%	87.8%	3.3%	8.9%	1.0%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.6%	0.0%
<b>Headquarters</b>	#	1397	1209	38	150	32	5	2		4	2	5		14	
	%	100%	86.5%	2.7%	10.7%	2.3%	0.4%	0.1%	0.0%	0.3%	0.1%	0.4%	0.0%	1.0%	0.0%



**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability - Permanent Workforce**

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
<b>1. Officials and Managers</b>															
Executive/Senior Level (Grades 15 and Above)	#	151	134	8	9	1							1		
	%	100%	88.7%	5.3%	6.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	
Mid-level (Grades 13-14)	#	978	893	27	58	9	1	1		2		1	4		
	%	100%	91.3%	2.8%	5.9%	0.9%	0.1%	0.1%	0.0%	0.2%	0.0%	0.1%	0.4%	0.0%	
First-Level (Grades 12 and Below)	#	445	409	9	27	1	1								
	%	100%	91.9%	2.0%	6.1%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
- Other	#	1352	1114	58	180	27		1		8	2	3		13	
	%	100%	82.4%	4.3%	13.3%	2.0%	0.0%	0.1%	0.0%	0.6%	0.1%	0.2%	0.0%	1.0%	
----- Officials and Managers - TOTAL	#	2926	2550	102	274	38	2	2		10	2	4		18	
	%	100%	87.1%	3.5%	9.4%	1.3%	0.1%	0.1%	0.0%	0.3%	0.1%	0.1%	0.0%	0.6%	
<b>2. Professionals</b>	#	3205	2854	105	246	30	6	3	1	3	1	5		11	
	%	100%	89.0%	3.3%	7.7%	0.9%	0.2%	0.1%	0.0%	0.1%	0.0%	0.2%	0.0%	0.3%	
<b>3. Technicians</b>	#	244	216	8	20	2	2								
	%	100%	88.5%	3.3%	8.2%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>4. Sales Workers</b>	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>5. Administrative Support Workers</b>	#	576	404	24	148	35	3	2	2	6	3	2	1	16	
	%	100%	70.1%	4.2%	25.7%	6.1%	0.5%	0.3%	0.3%	1.0%	0.5%	0.3%	0.2%	2.8%	
<b>6. Craft Workers</b>	#	505	425	22	58	2	1			1					
	%	100%	84.2%	4.4%	11.5%	0.4%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	
<b>7. Operatives</b>	#	14	10	1	3										
	%	100%	71.4%	7.1%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>8. Laborers and Helpers</b>	#	59	48	5	6	1							1		
	%	100%	81.4%	8.5%	10.2%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%	0.0%	
<b>9. Service Workers</b>	#	384	356	10	18	1				1					
	%	100%	92.7%	2.6%	4.7%	0.3%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	















**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Permanent Workforce**

GS/GM, SES & Related Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
GS-01	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	
GS-02	#	4	1	3	1							1			
	%	0.1%	0.0%	0.4%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	-	
GS-03	#	8	2	3	1								1		
	%	0.1%	0.0%	1.2%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	-	
GS-04	#	39	21	5	13	4	1	1		1	1				
	%	0.5%	0.3%	2.0%	3.8%	7.7%	14.3%	0.0%	5.0%	0.0%	9.1%	0.0%	0.0%	-	
GS-05	#	199	150	8	41	7	1	1		1	2		2		
	%	2.7%	2.4%	3.3%	6.6%	7.7%	14.3%	0.0%	5.0%	33.3%	0.0%	0.0%	4.4%	-	
GS-06	#	185	140	8	37	8				2			6		
	%	2.5%	2.2%	3.3%	7.5%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	13.3%	-	
GS-07	#	500	402	26	72	11	1	1	1	1	1		6		
	%	6.8%	6.3%	10.6%	10.4%	7.7%	14.3%	33.3%	5.0%	16.7%	0.0%	0.0%	13.3%	-	
GS-08	#	117	98	3	16	4			1	1	1		1		
	%	1.6%	1.5%	1.2%	3.8%	0.0%	0.0%	33.3%	5.0%	0.0%	9.1%	0.0%	2.2%	-	
GS-09	#	916	774	36	106	24	5		1	4	2	3	9		
	%	12.5%	12.2%	14.6%	22.6%	38.5%	0.0%	33.3%	20.0%	33.3%	27.3%	0.0%	20.0%	-	
GS-10	#	7	7												
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	
GS-11	#	1513	1319	46	148	19	1	2		5		3	8		
	%	20.7%	20.7%	18.7%	17.9%	7.7%	28.6%	0.0%	25.0%	0.0%	27.3%	0.0%	17.8%	-	
GS-12	#	1735	1568	50	117	10	3				1		6		
	%	23.7%	24.6%	20.3%	9.4%	23.1%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	13.3%	-	
GS-13	#	1374	1233	37	104	11	1			4	1	1	4		
	%	18.8%	19.4%	15.0%	10.4%	7.7%	0.0%	0.0%	20.0%	16.7%	9.1%	0.0%	8.9%	-	
GS-14	#	556	503	16	37	5		2		1		1	1		
	%	7.6%	7.9%	6.5%	4.7%	0.0%	28.6%	0.0%	5.0%	0.0%	9.1%	0.0%	2.2%	-	
GS-15	#	139	124	7	8	1							1		
	%	1.9%	1.9%	2.8%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	-	
All other (unspecified GS)	#	2	1	1											
	%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	
Senior Executive Service	#	23	22		1										
	%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	
TOTAL	#	7317	6365	246	706	106	13	7	3	20	6	11	1	45	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	

NOTE: Percentages computed down columns and NOT across rows.



**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Temporary Workforce**

GS/GM, SES & Related Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
GS-01	#	3	3												
	%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	
GS-02	#	11	8	1	2										
	%	1.1%	0.9%	1.5%	2.2%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	
GS-03	#	100	78	9	13	3				1			2		
	%	9.9%	9.1%	13.2%	14.6%	20.0%	0.0%	-	-	0.0%	100.0%	0.0%	-	28.6%	
GS-04	#	167	140	11	16	3			2		1				
	%	16.5%	16.3%	16.2%	18.0%	20.0%	0.0%	-	-	66.7%	0.0%	33.3%	-	0.0%	
GS-05	#	339	288	27	24	3			1		1		1		
	%	33.4%	33.6%	39.7%	27.0%	20.0%	0.0%	-	-	33.3%	0.0%	33.3%	-	14.3%	
GS-06	#	57	46	6	5	2							2		
	%	5.6%	5.4%	8.8%	5.6%	13.3%	0.0%	-	-	0.0%	0.0%	0.0%	-	28.6%	
GS-07	#	110	95	3	12										
	%	10.8%	11.1%	4.4%	13.5%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	
GS-08	#	3	3												
	%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	
GS-09	#	113	95	8	10	2					1		1		
	%	11.1%	11.1%	11.8%	11.2%	13.3%	0.0%	-	-	0.0%	0.0%	33.3%	-	14.3%	
GS-10	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	
GS-11	#	81	74	3	4	2	1						1		
	%	8.0%	8.6%	4.4%	4.5%	13.3%	100.0%	-	-	0.0%	0.0%	0.0%	-	14.3%	
GS-12	#	19	16		3										
	%	1.9%	1.9%	0.0%	3.4%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	
GS-13	#	8	8												
	%	0.8%	0.9%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	
GS-14	#	3	3												
	%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	
GS-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	
All other (unspecified GS)	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	
Senior Executive Service	#	1	1												
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	
TOTAL	#	1015	858	68	89	15	1			3	1	3		7	
	%	100%	100%	100%	100%	100%	100%	-	-	100%	100%	100%	-	100%	

NOTE: Percentages computed down columns and NOT across rows.



















**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table B5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Permanent Workforce**

WG, WL & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Grade-01	#	19	16	1	2										
	%	3.2%	3.2%	3.3%	3.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
Grade-02	#	4	3	1											
	%	0.7%	0.6%	3.3%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
Grade-03	#	3	1	1	1									1	
	%	0.5%	0.2%	3.3%	1.5%	33.3%	0.0%	-	-	0.0%	-	-	-	100.0%	-
Grade-04	#	5	3	1	1										
	%	0.8%	0.6%	3.3%	1.5%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
Grade-05	#	41	36	2	3										
	%	6.9%	7.3%	6.7%	4.5%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
Grade-06	#	27	18	1	8										
	%	4.6%	3.6%	3.3%	11.9%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
Grade-07	#	56	47	1	8										
	%	9.4%	9.5%	3.3%	11.9%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
Grade-08	#	184	145	14	25	1				1					
	%	31.0%	29.2%	46.7%	37.3%	33.3%	0.0%	-	-	100.0%	-	-	-	0.0%	-
Grade-09	#	105	92	6	7										
	%	17.7%	18.5%	20.0%	10.4%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
Grade-10	#	141	128	2	11	1	1								
	%	23.8%	25.8%	6.7%	16.4%	33.3%	100.0%	-	-	0.0%	-	-	-	0.0%	-
Grade-11	#	4	3		1										
	%	0.7%	0.6%	0.0%	1.5%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
Grade-12	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
Grade-13	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
Grade-14	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
Grade-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
All Other Non-supervisory Wage Grades	#	4	4												
	%	0.7%	0.8%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	-
Total Non-supervisory Wage Grades	#	593	496	30	67	3	1			1				1	
	%	100%	100%	100%	100%	100%	100%	-	-	100%	-	-	-	100%	-



**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table B5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Temporary Workforce**

WG, WL & Equivalent Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual	(91) Psychiatric Disability	(92) Dwarfism
Grade-01	#	12	8		4	1		1							
	%	9.0%	7.6%	0.0%	18.2%	33.3%	-	100.0%	0.0%	-	-	-	-	0.0%	-
Grade-02	#	5	5												
	%	3.7%	4.8%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
Grade-03	#	19	17		2	1			1						
	%	14.2%	16.2%	0.0%	9.1%	33.3%	-	0.0%	100.0%	-	-	-	-	0.0%	-
Grade-04	#	10	8		2										
	%	7.5%	7.6%	0.0%	9.1%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
Grade-05	#	40	34	2	4	1								1	
	%	29.9%	32.4%	28.6%	18.2%	33.3%	-	0.0%	0.0%	-	-	-	-	100.0%	-
Grade-06	#	13	6	2	5										
	%	9.7%	5.7%	28.6%	22.7%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
Grade-07	#	11	8		3										
	%	8.2%	7.6%	0.0%	13.6%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
Grade-08	#	16	13	2	1										
	%	11.9%	12.4%	28.6%	4.5%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
Grade-09	#	2	1	1											
	%	1.5%	1.0%	14.3%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
Grade-10	#	5	4		1										
	%	3.7%	3.8%	0.0%	4.5%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
Grade-11	#	1	1												
	%	0.7%	1.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
Grade-12	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
Grade-13	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
Grade-14	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
Grade-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
All Other Non-supervisory Wage Grades	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	0.0%	-
Total Non-supervisory Wage Grades	#	134	105	7	22	3		1	1					1	
	%	100%	100%	100%	100%	100%	-	100%	100%	-	-	-	-	100%	-











































**Fish & Wildlife Service - Servicewide FY 2016**

**Table B9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability**

**Based on occupational series of employee after the promotion**

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
<b>General Natural Resources Management and Biological Sciences (0401)</b>															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	81	75	1	5										
	%	100%	92.6%	1.2%	6.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1635	1482	42	111	10	1		3				6		
	%	100%	90.6%	2.6%	6.8%	0.6%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.4%	0.0%	
<b>Biological Science Technician (0404)</b>															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	2	2												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	129	117	3	9										
	%	100%	90.7%	2.3%	7.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Fish and Wildlife Administration (0480)</b>															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	16	16												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	246	230	5	11	1			1						
	%	100%	93.5%	2.0%	4.5%	0.4%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Fish Biology (0482)</b>															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	27	26		1										
	%	100%	96.3%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	531	486	19	26	1			1						
	%	100%	91.5%	3.6%	4.9%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	







**Fish & Wildlife Service - Servicewide FY 2016**

**Table B9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability**

**Based on occupational series of employee before the promotion**

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
<b>General Natural Resources Management and Biological Sciences (0401)</b>															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	83	79	4											
	%	100%	95.2%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1635	1482	42	111	10	1		3				6		
	%	100%	90.6%	2.6%	6.8%	0.6%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.4%	0.0%	
<b>Biological Science Technician (0404)</b>															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	9	9												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	129	117	3	9										
	%	100%	90.7%	2.3%	7.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Fish and Wildlife Administration (0480)</b>															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	3	3												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	246	230	5	11	1			1						
	%	100%	93.5%	2.0%	4.5%	0.4%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Fish Biology (0482)</b>															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	25	22	1	2										
	%	100%	88.0%	4.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	531	486	19	26	1			1						
	%	100%	91.5%	3.6%	4.9%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	







**Fish & Wildlife Service - Servicewide as of September 30, 2016**

**Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability - Permanent Workforce**

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
<b>Total Employees Eligible for Career Ladder Promotions</b>	#	578	476	32	70	13		2		1	2	1		7	
	%	100%	82.4%	5.5%	12.1%	2.2%	0.0%	0.3%	0.0%	0.2%	0.3%	0.2%	0.0%	1.2%	0.0%

**Time in grade in excess of minimum**

<b>1 - 12 months</b>	#	70	56	2	12	4		1		1	1			1	
	%	100%	80.0%	2.9%	17.1%	5.7%	0.0%	1.4%	0.0%	1.4%	1.4%	0.0%	0.0%	1.4%	0.0%
<b>13 - 24 months</b>	#	28	23	1	4	1					1				
	%	100%	82.1%	3.6%	14.3%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	0.0%
<b>25+ months</b>	#	22	20		2	1					1				
	%	100%	90.9%	0.0%	9.1%	4.5%	0.0%	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%







**Fish & Wildlife Service - Servicewide FY 2016**

**Table B12: PARTICIPATION IN LEADERSHIP DEVELOPMENT - Distribution by Disability**

Type of Program	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
<b>Career Development Programs for GS 11 - 12: Stepping Up to Leadership cohorts 33 &amp; 34</b>															
Slots	#	48													
Relevant Pool	#	2930	2600	85	245	26	3	2		5		3		13	
	%	100%	88.7%	2.9%	8.4%	0.9%	0.1%	0.1%	0.0%	0.2%	0.0%	0.1%	0.0%	0.4%	0.0%
Applied	#	146	130	6	10	2				1		1			
	%	100%	89.0%	4.1%	6.8%	1.4%	0.0%	0.0%	0.0%	0.7%	0.0%	0.7%	0.0%	0.0%	0.0%
Selected	#	48	43	2	3										
	%	100%	89.6%	4.2%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Career Development Programs for GS 13 - 14: Advanced Leadership Development Program cohort XVI</b>															
Slots	#	24													
Relevant Pool	#	1661	1484	42	135	15	1	1		5	1	2		5	
	%	100%	89.3%	2.5%	8.1%	0.9%	0.1%	0.1%	0.0%	0.3%	0.1%	0.1%	0.0%	0.3%	0.0%
Applied	#	64	56	2	6										
	%	100%	87.5%	3.1%	9.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected	#	24	23		1										
	%	100%	95.8%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Career Development Programs for GS 14 and GS 15: Department of the Interior SES Candidate Development Program (no new class)</b>															
Slots	#	0													
Relevant Pool	#	689	620	24	45	6		2		1		1		2	
	%	100%	90.0%	3.5%	6.5%	0.9%	0.0%	0.3%	0.0%	0.1%	0.0%	0.1%	0.0%	0.3%	0.0%
Applied	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

"Relevant Pool" includes all employees in pay grades eligible for the career development program.



**Fish & Wildlife Service - Servicewide FY2016**

**Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability - Permanent Workforce**

Type of Award	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
<b>Time-Off awards - 1-9 hours</b>															
Total Time-Off Awards Given	#	366	308	14	44	4				1				3	
	%	100%	84.2%	3.8%	12.0%	1.1%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.8%	0.0%
Total Hours		2564	2164	100	300	21				8				13	
Average Hours		7	7	7	7	5	-	-	-	8	-	-	-	4	-
<b>Time-Off awards - 9+ hours</b>															
Total Time-Off Awards Given	#	3019	2637	80	302	47	4	2	1	8		4	1	27	
	%	100%	87.3%	2.6%	10.0%	1.6%	0.1%	0.1%	0.0%	0.3%	0.0%	0.1%	0.0%	0.9%	0.0%
Total Hours		87688	76402	2337	8949	1333	88	72	16	186		120	32	819	
Average Hours		29	29	29	30	28	22	36	16	23	-	30	32	30	-
<b>Cash Awards - \$100 - \$500</b>															
Total Cash Awards Given	#	1382	1179	43	160	20	4	1		6			1	8	
	%	100%	85.3%	3.1%	11.6%	1.4%	0.3%	0.1%	0.0%	0.4%	0.0%	0.0%	0.1%	0.6%	0.0%
Total Amount		\$531,761	\$455,510	\$16,756	\$59,495	\$8,017	\$1,750	\$500		\$2,230			\$474	\$3,063	
Average Amount		\$385	\$386	\$390	\$372	\$401	\$438	\$500	-	\$372	-	-	\$474	\$383	-
<b>Cash Awards \$501+</b>															
Total Cash Awards Given	#	5834	5180	157	497	64	7	4	2	13	3	5		30	
	%	100%	88.8%	2.7%	8.5%	1.1%	0.1%	0.1%	0.0%	0.2%	0.1%	0.1%	0.0%	0.5%	0.0%
Total Amount		\$9,146,437	\$8,101,893	\$258,302	\$786,242	\$110,566	\$8,992	\$10,389	\$3,461	\$20,671	\$5,210	\$6,833		\$55,010	
Average Amount		\$1,568	\$1,564	\$1,645	\$1,582	\$1,728	\$1,285	\$2,597	\$1,731	\$1,590	\$1,737	\$1,367	-	\$1,834	-
<b>Senior Executive Service Performance Awards</b>															
Total Cash Awards Given	#	22	21		1										
	%	100%	95.5%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		\$231,491	\$222,326		\$9,165										
Average Amount		\$10,522	\$10,587	-	\$9,165	-	-	-	-	-	-	-	-	-	-
<b>Quality Step Increases (QSI)</b>															
Total QSIs Awarded	#	293	256	8	29	5				1		2		2	
	%	100%	87.4%	2.7%	9.9%	1.7%	0.0%	0.0%	0.0%	0.3%	0.0%	0.7%	0.0%	0.7%	0.0%
Total Benefit		\$786,824	\$690,033	\$23,745	\$73,046	\$9,466				\$1,762		\$3,696		\$4,008	
Average Benefit		\$2,685	\$2,695	\$2,968	\$2,519	\$1,893	-	-	-	\$1,762	-	\$1,848	-	\$2,004	-



**Fish & Wildlife Service - Servicewide FY2016**

**Table B14: SEPARATIONS By Type of Separation- Distribution by Disability - Permanent Workforce**

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Voluntary	#	514	419	24	71	12			1	3		2		6	
	%	100%	81.5%	4.7%	13.8%	2.3%	0.0%	0.0%	0.2%	0.6%	0.0%	0.4%	0.0%	1.2%	0.0%
Involuntary	#	10	6	1	3										
	%	100%	60.0%	10.0%	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
RIF	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	524	425	25	74	12			1	3		2		6	
	%	100%	81.1%	4.8%	14.1%	2.3%	0.0%	0.0%	0.2%	0.6%	0.0%	0.4%	0.0%	1.1%	0.0%
Total Permanent Workforce (09/30/2015)	#	7808	6800	239	769	106	13	6	3	23	6	12	1	42	
	%	100%	87.1%	3.1%	9.8%	1.4%	0.2%	0.1%	0.0%	0.3%	0.1%	0.2%	0.0%	0.5%	0.0%



**Fish & Wildlife Service - Servicewide FY2016  
 Accessions  
 All Permanent Positions - Summary**

	Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Other or 2 Races			White			Disability			Total	
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND		
<b>Accessions</b>	#	21	7	28	12	16	28	8	15	23	1	1	2	8	4	12	2	1	3	178	261	439	13	51	471	535
<b>Total</b>	%	3.9%	1.3%	5.2%	2.2%	3.0%	5.2%	1.5%	2.8%	4.3%	0.2%	0.2%	0.4%	1.5%	0.7%	2.2%	0.4%	0.2%	0.6%	33.3%	48.8%	82.1%	2.4%	9.5%	88.0%	100.0%
<b>Total From Temporary</b>	#	3	2	5	2	5	7	1		1	1		1		1	1	2	1	3	39	60	99	2	14	101	117
	%	2.6%	1.7%	4.3%	1.7%	4.3%	6.0%	0.9%		0.9%	0.9%		0.9%		0.9%	0.9%	1.7%	0.9%	2.6%	33.3%	51.3%	84.6%	1.7%	12.0%	86.3%	100.0%
<b>Total</b>	#	24	9	33	14	21	35	9	15	24	2	1	3	8	5	13	4	2	6	217	321	538	15	65	572	652
	%	3.7%	1.4%	5.1%	2.1%	3.2%	5.4%	1.4%	2.3%	3.7%	0.3%	0.2%	0.5%	1.2%	0.8%	2.0%	0.6%	0.3%	0.9%	33.3%	49.2%	82.5%	2.3%	10.0%	87.7%	100.0%



**Fish & Wildlife Service - Servicewide FY2016**  
**Accessions**  
**Technical, Clerical and Other Positions (Permanent)**

		Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Other or 2 Races			White			Disability			Total
		F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND	
Accessions	#																									
Grade 01	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																									
Grade 01	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accessions	#																									
Grade 02	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																									
Grade 02	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accessions	#							1		1									1		1				2	
Grade 03	%							50.0%		50.0%								50.0%		50.0%				100.0%	100.0%	
From	#		1	1																		1			1	
Temporary	%		100.0%	100.0%																		100.0%			100.0%	
Total	#		1	1				1		1								1		1		1			2	
Grade 03	%		33.3%	33.3%				33.3%		33.3%							33.3%		33.3%		33.3%			66.7%	100.0%	
Accessions	#	1																4	5	9			2	8	10	
Grade 04	%	10.0%			10.0%												40.0%	50.0%	90.0%			20.0%	80.0%	100.0%	100.0%	
From	#																	2	4	6				6	6	
Temporary	%																33.3%	66.7%	100.0%				100.0%	100.0%	100.0%	
Total	#	1			1												6	9	15			2	14	16	16	
Grade 04	%	6.3%			6.3%												37.5%	56.3%	93.8%			12.5%	87.5%	100.0%	100.0%	
Accessions	#	2	1	3	4	2	6			3	3			1		1				20	20	40	3	10	40	53
Grade 05	%	3.8%	1.9%	5.7%	7.5%	3.8%	11.3%			5.7%	5.7%			1.9%		1.9%				37.7%	37.7%	75.5%	5.7%	18.9%	75.5%	100.0%
From	#	1		1		2	2	1		1	1					1		1		5	5	10		3	12	15
Temporary	%	6.7%		6.7%		13.3%	13.3%	6.7%		6.7%	6.7%					6.7%		6.7%		33.3%	33.3%	66.7%		20.0%	80.0%	100.0%
Total	#	3	1	4	4	4	8	1		3	4			1		1		1		25	25	50	3	13	52	68
Grade 05	%	4.4%	1.5%	5.9%	5.9%	5.9%	11.8%	1.5%		4.4%	5.9%			1.5%		1.5%		1.5%		36.8%	36.8%	73.5%	4.4%	19.1%	76.5%	100.0%
Accessions	#	1	1	2	2	1	3							3		3				9	9	18	2	5	19	26
Grade 06	%	3.8%	3.8%	7.7%	7.7%	3.8%	11.5%							11.5%		11.5%				34.6%	34.6%	69.2%	7.7%	19.2%	73.1%	100.0%
From	#	1		1																2	2	2	1		2	3
Temporary	%	33.3%		33.3%																66.7%	66.7%	66.7%	33.3%		66.7%	100.0%
Total	#	2	1	3	2	1	3							3		3				9	11	20	3	5	21	29
Grade 06	%	6.9%	3.4%	10.3%	6.9%	3.4%	10.3%							10.3%		10.3%				31.0%	37.9%	69.0%	10.3%	17.2%	72.4%	100.0%



**Fish & Wildlife Service - Servicewide FY2016**  
**Accessions**  
**Technical, Clerical and Other Positions (Permanent)**

		Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Other or 2 Races			White			Disability			Total
		F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND	
Accessions	#	2		2		1	1		1							1	1		15	7	22	1	8	18	27	
Grade 07	%	7.4%		7.4%		3.7%	3.7%		3.7%							3.7%	3.7%		55.6%	25.9%	81.5%	3.7%	29.6%	66.7%	100.0%	
From	#	1		1															1	3	4			5	5	
Temporary	%	20.0%		20.0%															20.0%	60.0%	80.0%			100.0%	100.0%	
Total	#	3		3		1	1		1							1	1		16	10	26	1	8	23	32	
Grade 07	%	9.4%		9.4%		3.1%	3.1%		3.1%							3.1%	3.1%		50.0%	31.3%	81.3%	3.1%	25.0%	71.9%	100.0%	
Accessions	#	3		3															2	2	4	1	1	5	7	
Grade 08	%	42.9%		42.9%															28.6%	28.6%	57.1%	14.3%	14.3%	71.4%	100.0%	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#	3		3															2	2	4	1	1	5	7	
Grade 08	%	42.9%		42.9%															28.6%	28.6%	57.1%	14.3%	14.3%	71.4%	100.0%	
Accessions	#																		1	1	2			2	2	
Grade 09	%																		50.0%	50.0%	100.0%			100.0%	100.0%	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																		1	1	2			2	2	
Grade 09	%																		50.0%	50.0%	100.0%			100.0%	100.0%	
Accessions	#																									
Grade 10	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																									
Grade 10	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accessions	#																			1	1		1		1	
Grade 11	%																			100.0%	100.0%		100.0%		100.0%	
From	#					1	1																1		1	
Temporary	%					100.0%	100.0%																100.0%		100.0%	
Total	#					1	1													1	1		2		2	
Grade 11	%					50.0%	50.0%													50.0%	50.0%		100.0%		100.0%	
Accessions	#																			1	1			1	1	
Grade 12	%																			100.0%	100.0%			100.0%	100.0%	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																			1	1			1	1	
Grade 12	%																			100.0%	100.0%			100.0%	100.0%	



**Fish & Wildlife Service - Servicewide FY2016**  
**Accessions**  
**Technical, Clerical and Other Positions (Permanent)**

		Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Other or 2 Races			White			Disability			Total
		F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND	
Accessions	#																									
Grade 13	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																									
Grade 13	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accessions	#	1		1																			1		1	
Grade 14	%	100.0%		100.0%																			100.0%		100.0%	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#	1		1																			1		1	
Grade 14	%	100.0%		100.0%																			100.0%		100.0%	
Accessions	#																									
Grade 15	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																									
Grade 15	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accessions	#																									
Other	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																									
Other	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accessions	#	10	2	12	6	4	10	2	3	5			4		4		1	1	52	46	98	7	28	95	130	
Total	%	7.7%	1.5%	9.2%	4.6%	3.1%	7.7%	1.5%	2.3%	3.8%			3.1%		3.1%		0.8%	0.8%	40.0%	35.4%	75.4%	5.4%	21.5%	73.1%	100.0%	
Total From	#	3	1	4		3	3	1		1						1		1	8	14	22	2	4	25	31	
Temporary	%	9.7%	3.2%	12.9%		9.7%	9.7%	3.2%		3.2%						3.2%		3.2%	25.8%	45.2%	71.0%	6.5%	12.9%	80.6%	100.0%	
Total	#	13	3	16	6	7	13	3	3	6			4		4	1	1	2	60	60	120	9	32	120	161	
	%	8.1%	1.9%	9.9%	3.7%	4.3%	8.1%	1.9%	1.9%	3.7%			2.5%		2.5%	0.6%	0.6%	1.2%	37.3%	37.3%	74.5%	5.6%	19.9%	74.5%	100.0%	

Note: Also includes employees in series 0187 & 0342 through grade 10.



**Fish & Wildlife Service - Servicewide FY2016**  
**Accessions**  
**Professional & Administrative Positions (Permanent)**

		Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Other or 2 Races			White			Disability			Total
		F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND	
Accessions	#																			5	1	6			6	
Grade 05	%																			83.3%	16.7%	100.0%			100.0%	100.0%
From	#													1	1					1	5	6			7	
Temporary	%													14.3%	14.3%					14.3%	71.4%	85.7%			100.0%	100.0%
Total	#													1	1					6	6	12			13	
Grade 05	%													7.7%	7.7%					46.2%	46.2%	92.3%			100.0%	100.0%
Accessions	#	2	1	3		2	2		2	2						1		1		11	18	29	1	3	33	
Grade 07	%	5.4%	2.7%	8.1%		5.4%	5.4%		5.4%	5.4%						2.7%		2.7%		29.7%	48.6%	78.4%	2.7%	8.1%	89.2%	100.0%
From	#				1		1										1	1		4	6	10		2	10	
Temporary	%				8.3%		8.3%										8.3%	8.3%		33.3%	50.0%	83.3%		16.7%	83.3%	100.0%
Total	#	2	1	3	1	2	3		2	2						1	1	2		15	24	39	1	5	43	
Grade 07	%	4.1%	2.0%	6.1%	2.0%	4.1%	6.1%		4.1%	4.1%						2.0%	2.0%	4.1%		30.6%	49.0%	79.6%	2.0%	10.2%	87.8%	100.0%
Accessions	#	3	1	4	2	4	6	1		1	1		1	1		1	1		1	32	48	80	2	5	87	
Grade 09	%	3.2%	1.1%	4.3%	2.1%	4.3%	6.4%	1.1%		1.1%	1.1%		1.1%	1.1%		1.1%	1.1%		1.1%	34.0%	51.1%	85.1%	2.1%	5.3%	92.6%	100.0%
From	#				1	1	2													17	16	33		4	31	
Temporary	%				2.9%	2.9%	5.7%													48.6%	45.7%	94.3%		11.4%	88.6%	100.0%
Total	#	3	1	4	3	5	8	1		1	1		1	1		1	1		1	49	64	113	2	9	118	
Grade 09	%	2.3%	0.8%	3.1%	2.3%	3.9%	6.2%	0.8%		0.8%	0.8%		0.8%	0.8%		0.8%	0.8%		0.8%	38.0%	49.6%	87.6%	1.6%	7.0%	91.5%	100.0%
Accessions	#	2	1	3	2	1	3	2	5	7				1	1					26	45	71	1	3	81	
Grade 11	%	2.4%	1.2%	3.5%	2.4%	1.2%	3.5%	2.4%	5.9%	8.2%				1.2%	1.2%					30.6%	52.9%	83.5%	1.2%	3.5%	95.3%	100.0%
From	#										1		1							5	5	10		1	10	
Temporary	%										9.1%		9.1%							45.5%	45.5%	90.9%		9.1%	90.9%	100.0%
Total	#	2	1	3	2	1	3	2	5	7	1		1	1		1	1		1	31	50	81	1	4	91	
Grade 11	%	2.1%	1.0%	3.1%	2.1%	1.0%	3.1%	2.1%	5.2%	7.3%	1.0%		1.0%	1.0%		1.0%	1.0%		1.0%	32.3%	52.1%	84.4%	1.0%	4.2%	94.8%	100.0%
Accessions	#	1		1	2	1	3		2	2				2	2					28	38	66		5	69	
Grade 12	%	1.4%		1.4%	2.7%	1.4%	4.1%		2.7%	2.7%				2.7%	2.7%					37.8%	51.4%	89.2%		6.8%	93.2%	100.0%
From	#															1	1			1	5	6			7	
Temporary	%															14.3%		14.3%		14.3%	71.4%	85.7%			100.0%	100.0%
Total	#	1		1	2	1	3		2	2				2	2		1			29	43	72		5	76	
Grade 12	%	1.2%		1.2%	2.5%	1.2%	3.7%		2.5%	2.5%				2.5%	2.5%	1.2%		1.2%		35.8%	53.1%	88.9%		6.2%	93.8%	100.0%
Accessions	#	3	2	5				3	1	4				2		2				16	25	41	2	5	45	
Grade 13	%	5.8%	3.8%	9.6%				5.8%	1.9%	7.7%				3.8%		3.8%				30.8%	48.1%	78.8%	3.8%	9.6%	86.5%	100.0%
From	#																			2		2		1	1	
Temporary	%																			100.0%		100.0%		50.0%	50.0%	100.0%
Total	#	3	2	5				3	1	4				2		2				18	25	43	2	6	46	
Grade 13	%	5.6%	3.7%	9.3%				5.6%	1.9%	7.4%				3.7%		3.7%				33.3%	46.3%	79.6%	3.7%	11.1%	85.2%	100.0%



**Fish & Wildlife Service - Servicewide FY2016  
Accessions  
Professional & Administrative Positions (Permanent)**

		Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Other or 2 Races			White			Disability			Total
		F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND	
Accessions	#							2	2		1	1	1		1				5	9	14			18	18	
Grade 14	%							11.1%	11.1%		5.6%	5.6%	5.6%		5.6%				27.8%	50.0%	77.8%			100.0%	100.0%	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#							2	2		1	1	1		1				5	9	14			18	18	
Grade 14	%							11.1%	11.1%		5.6%	5.6%	5.6%		5.6%				27.8%	50.0%	77.8%			100.0%	100.0%	
Accessions	#					1	1												1	2	3			4	4	
Grade 15	%					25.0%	25.0%												25.0%	50.0%	75.0%			100.0%	100.0%	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#					1	1												1	2	3			4	4	
Grade 15	%					25.0%	25.0%												25.0%	50.0%	75.0%			100.0%	100.0%	
Accessions	#																		1	1	2			2	2	
Senior Level	%																		50.0%	50.0%	100.0%			100.0%	100.0%	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																		1	1	2			2	2	
Senior Level	%																		50.0%	50.0%	100.0%			100.0%	100.0%	
Accessions	#																									
Other	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																									
Other	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accessions	#	11	5	16	6	9	15	6	12	18	1	1	2	4	3	7	2	2	125	187	312	6	21	345	372	
Total	%	3.0%	1.3%	4.3%	1.6%	2.4%	4.0%	1.6%	3.2%	4.8%	0.3%	0.3%	0.5%	1.1%	0.8%	1.9%	0.5%	0.5%	33.6%	50.3%	83.9%	1.6%	5.6%	92.7%	100.0%	
Total From	#				2	1	3				1	1		1	1	1	1	2	30	37	67		8	66	74	
Temporary	%				2.7%	1.4%	4.1%				1.4%	1.4%		1.4%	1.4%	1.4%	1.4%	2.7%	40.5%	50.0%	90.5%		10.8%	89.2%	100.0%	
Total	#	11	5	16	8	10	18	6	12	18	2	1	3	4	4	8	3	4	155	224	379	6	29	411	446	
	%	2.5%	1.1%	3.6%	1.8%	2.2%	4.0%	1.3%	2.7%	4.0%	0.4%	0.2%	0.7%	0.9%	0.9%	1.8%	0.7%	0.2%	34.8%	50.2%	85.0%	1.3%	6.5%	92.2%	100.0%	

Note1: Senior level includes employees in pay plans ES, EX, SL, & ST.

Note2: The small number of Administrative employees in grades 06, 08, & 10 are included in "Other."











**Fish & Wildlife Service - Servicewide FY2016  
Accessions  
Non-supervisory Wage Positions (Permanent)**

		Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Other or 2 Races			White			Disability			Total
		F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND	
Accessions	#																									
Grade 13	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																									
Grade 13	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accessions	#																									
Grade 14	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																									
Grade 14	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accessions	#																									
Grade 15	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																									
Grade 15	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accessions	#																									
Other	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
From	#																									
Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	#																									
Other	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accessions	#					3	3							1	1				1	28	29		2	31	33	
Total	%					9.1%	9.1%							3.0%	3.0%				3.0%	84.8%	87.9%		6.1%	93.9%	100.0%	
Total From	#		1	1		1	1												1	9	10		2	10	12	
Temporary	%		8.3%	8.3%		8.3%	8.3%												8.3%	75.0%	83.3%		16.7%	83.3%	100.0%	
Total	#		1	1		4	4							1	1				2	37	39		4	41	45	
Total	%		2.2%	2.2%		8.9%	8.9%							2.2%	2.2%				4.4%	82.2%	86.7%		8.9%	91.1%	100.0%	















**Fish & Wildlife Service - Servicewide FY2016**  
**Promotions By Type of Promotion - Distribution by Disability - Permanent Workforce**

Type of Promotion	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Competitive	#	355	321	8	26	5				1		1		3	
	%	100%	90.4%	2.3%	7.3%	1.4%	0.0%	0.0%	0.0%	0.3%	0.0%	0.3%	0.0%	0.8%	0.0%
Non-competitive	#	423	337	29	57	7		3		1	2			1	
	%	100%	79.7%	6.9%	13.5%	1.7%	0.0%	0.7%	0.0%	0.2%	0.5%	0.0%	0.0%	0.2%	0.0%
Total Promotions	#	778	658	37	83	12		3		2	2	1		4	
	%	100%	84.6%	4.8%	10.7%	1.5%	0.0%	0.4%	0.0%	0.3%	0.3%	0.1%	0.0%	0.5%	0.0%
Total Permanent Workforce (09/30/2015)	#	7808	6800	239	769	106	13	6	3	23	6	12	1	42	
	%	100%	87.1%	3.1%	9.8%	1.4%	0.2%	0.1%	0.0%	0.3%	0.1%	0.2%	0.0%	0.5%	0.0%



**Fish & Wildlife Service - Servicewide FY2016  
Non-Competitive Promotions  
All Permanent Positions - Summary**

		Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Two or more races			White			Disability			Total
		F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND	
<b>Workforce Total</b>	#	225	148	373	232	270	502	101	88	189	17	13	30	96	177	273	12	19	31	2485	3925	6410	106	663	7039	7808
	%	2.9%	1.9%	4.8%	3.0%	3.5%	6.4%	1.3%	1.1%	2.4%	0.2%	0.2%	0.4%	1.2%	2.3%	3.5%	0.2%	0.2%	0.4%	31.8%	50.3%	82.1%	1.4%	8.5%	90.2%	100.0%
<b>Non-Competitive Promotions Total</b>	#	24	13	37	10	18	28	10	3	13	1	3	4	5	8	13				161	167	328	7	50	366	423
	%	5.7%	3.1%	8.7%	2.4%	4.3%	6.6%	2.4%	0.7%	3.1%	0.2%	0.7%	0.9%	1.2%	1.9%	3.1%				38.1%	39.5%	77.5%	1.7%	11.8%	86.5%	100.0%

Note: Due to unclassifiable employees with series = "000," workforce totals may be slightly smaller than actual totals of permanent on-board.



**Fish & Wildlife Service - Servicewide FY2016**  
**Non-Competitive Promotions**  
**Technical, Clerical and Other Positions (Permanent)**

		Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Two or more races			White			Disability			Total
		F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND	
Workforce Grade 01	#																				1	1			1	1
	%																				100.0%	100.0%			100.0%	100.0%
Promotions to Grade 02	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workforce Grade 02	#																			3	1	4	1	2	1	4
	%																		75.0%	25.0%	100.0%	25.0%	50.0%	25.0%	100.0%	
Promotions to Grade 03	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workforce Grade 03	#		1	1		1	1		1	1									3	4	7	1	3	6	10	
	%		10.0%	10.0%		10.0%	10.0%		10.0%	10.0%									30.0%	40.0%	70.0%	10.0%	30.0%	60.0%	100.0%	
Promotions to Grade 04	#		2	2		1	1													1	1	1	1	2	4	
	%		50.0%	50.0%		25.0%	25.0%													25.0%	25.0%	25.0%	25.0%	50.0%	100.0%	
Workforce Grade 04	#		1	1	2	5	7				1	1	2	3	5				20	12	32	3	8	35	46	
	%		2.2%	2.2%	4.3%	10.9%	15.2%				2.2%	2.2%	4.3%	6.5%	10.9%				43.5%	26.1%	69.6%	6.5%	17.4%	76.1%	100.0%	
Promotions to Grade 05	#				1		1												3	5	8			9	9	
	%				11.1%		11.1%												33.3%	55.6%	88.9%			100.0%	100.0%	
Workforce Grade 05	#	8	9	17	13	13	26	2	4	6	2	3	5	4	6	10		1	1	70	61	131	7	29	160	196
	%	4.1%	4.6%	8.7%	6.6%	6.6%	13.3%	1.0%	2.0%	3.1%	1.0%	1.5%	2.6%	2.0%	3.1%	5.1%		0.5%	0.5%	35.7%	31.1%	66.8%	3.6%	14.8%	81.6%	100.0%
Promotions to Grade 06	#	2		2	1	2	3	1		1	1	2	3						9	13	22	1	5	25	31	
	%	6.5%		6.5%	3.2%	6.5%	9.7%	3.2%		3.2%	3.2%	6.5%	9.7%						29.0%	41.9%	71.0%	3.2%	16.1%	80.6%	100.0%	
Workforce Grade 06	#	11	3	14	7	9	16	6	2	8		1	1	8	3	11	3		3	77	54	131	8	28	148	184
	%	6.0%	1.6%	7.6%	3.8%	4.9%	8.7%	3.3%	1.1%	4.3%		0.5%	0.5%	4.3%	1.6%	6.0%	1.6%		1.6%	41.8%	29.3%	71.2%	4.3%	15.2%	80.4%	100.0%
Promotions to Grade 07	#					2	2	3	1	4					1	1			11	9	20	1	4	22	27	
	%					7.4%	7.4%	11.1%	3.7%	14.8%					3.7%	3.7%			40.7%	33.3%	74.1%	3.7%	14.8%	81.5%	100.0%	
Workforce Grade 07	#	32	7	39	25	9	34	7	4	11	1		1	13	11	24	2	2	4	182	122	304	11	55	351	417
	%	7.7%	1.7%	9.4%	6.0%	2.2%	8.2%	1.7%	1.0%	2.6%	0.2%		0.2%	3.1%	2.6%	5.8%	0.5%	0.5%	1.0%	43.6%	29.3%	72.9%	2.6%	13.2%	84.2%	100.0%
Promotions to Grade 08	#	2		2	1		1			1	1								2	3	5	1	4	4	9	
	%	22.2%		22.2%	11.1%		11.1%			11.1%	11.1%								22.2%	33.3%	55.6%	11.1%	44.4%	44.4%	100.0%	
Workforce Grade 08	#	10	6	16	8	3	11	2	1	3				2	1	3	1		1	50	38	88	5	9	108	122
	%	8.2%	4.9%	13.1%	6.6%	2.5%	9.0%	1.6%	0.8%	2.5%				1.6%	0.8%	2.5%	0.8%		0.8%	41.0%	31.1%	72.1%	4.1%	7.4%	88.5%	100.0%
Promotions to Grade 09	#					1	1												3	4	7			8	8	
	%					12.5%	12.5%												37.5%	50.0%	87.5%			100.0%	100.0%	
Workforce Grade 09	#	3	2	5	1	4	5	1	1	2				1		1			17	18	35	3	4	41	48	
	%	6.3%	4.2%	10.4%	2.1%	8.3%	10.4%	2.1%	2.1%	4.2%				2.1%		2.1%			35.4%	37.5%	72.9%	6.3%	8.3%	85.4%	100.0%	
Promotions to Grade 10	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workforce Grade 10	#	1		1	1		1							2		2			4	1	5			9	9	
	%	11.1%		11.1%	11.1%		11.1%							22.2%		22.2%			44.4%	11.1%	55.6%			100.0%	100.0%	
Promotions to Grade 11	#		1	1																				1	1	
	%		100.0%	100.0%																				100.0%	100.0%	



**Fish & Wildlife Service - Servicewide FY2016**  
**Non-Competitive Promotions**  
**Technical, Clerical and Other Positions (Permanent)**

		Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Two or more races			White			Disability			Total
		F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND	
Workforce	#		1	1		2	2							1	1					1	6	7	1	2	8	11
Grade 11	%		9.1%	9.1%		18.2%	18.2%							9.1%	9.1%					9.1%	54.5%	63.6%	9.1%	18.2%	72.7%	100.0%
Promotions to Grade 12	#																									
	%																									
Workforce	#		1	1																	4	4		1	4	5
Grade 12	%		20.0%	20.0%																	80.0%	80.0%		20.0%	80.0%	100.0%
Promotions to Grade 13	#																									
	%																									
Workforce	#																			1	2	3			3	3
Grade 13	%																			33.3%	66.7%	100.0%			100.0%	100.0%
Promotions to Grade 14	#																									
	%																									
Workforce	#																									
Grade 14	%																									
Promotions to Grade 15	#																									
	%																									
Workforce	#																									
Grade 15	%																									
Workforce	#																									
Other	%																									
Promotions	#																									
Other	%																									
Workforce	#	65	31	96	57	46	103	18	13	31	3	5	8	32	25	57	6	3	9	428	324	752	40	141	875	1056
Total	%	6.2%	2.9%	9.1%	5.4%	4.4%	9.8%	1.7%	1.2%	2.9%	0.3%	0.5%	0.8%	3.0%	2.4%	5.4%	0.6%	0.3%	0.9%	40.5%	30.7%	71.2%	3.8%	13.4%	82.9%	100.0%
Promotions	#	4	3	7	3	6	9	4	2	6	1	2	3		1	1				28	35	63	4	14	71	89
Total	%	4.5%	3.4%	7.9%	3.4%	6.7%	10.1%	4.5%	2.2%	6.7%	1.1%	2.2%	3.4%		1.1%	1.1%				31.5%	39.3%	70.8%	4.5%	15.7%	79.8%	100.0%

Note: Also includes employees in series 0187 & 0342 through grade 10.







**Fish & Wildlife Service - Servicewide FY2016  
Non-Competitive Promotions  
Professional & Administrative Positions (Permanent)**

	Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Two or more races			White			Disability			Total	
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND		
<b>Workforce</b>	#	160	106	266	174	192	366	83	68	151	14	8	22	63	118	181	6	13	19	2040	3105	5145	62	454	5634	6150
<b>Total</b>	%	2.6%	1.7%	4.3%	2.8%	3.1%	6.0%	1.3%	1.1%	2.5%	0.2%	0.1%	0.4%	1.0%	1.9%	2.9%	0.1%	0.2%	0.3%	33.2%	50.5%	83.7%	1.0%	7.4%	91.6%	100.0%
<b>Promotions</b>	#	20	10	30	7	12	19	6	1	7		1	1	5	7	12				132	121	253	3	33	286	322
<b>Total</b>	%	6.2%	3.1%	9.3%	2.2%	3.7%	5.9%	1.9%	0.3%	2.2%		0.3%	0.3%	1.6%	2.2%	3.7%				41.0%	37.6%	78.6%	0.9%	10.2%	88.8%	100.0%

Note1: Senior level includes employees in pay plans ES, EX, SL, & ST.

Note2: The small number of Administrative employees in grades 06, 08, & 10 are included in "Other."







**Fish & Wildlife Service - Servicewide FY2016**  
**Non-Competitive Promotions**  
**Non-supervisory Wage Positions (Permanent)**

		Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Two or more races			White			Disability			Total
		F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND	
Workforce Grade 11	#					1	1							1	1					2	2			1	3	4
	%				25.0%	25.0%								25.0%	25.0%					50.0%	50.0%			25.0%	75.0%	100.0%
Promotions to Grade 12	#																									
	%																									
Workforce Grade 12	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Promotions to Grade 13	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workforce Grade 13	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Promotions to Grade 14	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workforce Grade 14	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Promotions to Grade 15	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workforce Grade 15	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workforce Other	#																			4	4			4	4	
	%																			100.0%	100.0%			100.0%	100.0%	
Promotions Other	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Workforce Total	#		11	11	1	32	33		7	7				1	34	35		2	2	16	490	506	4	67	523	594
	%		1.9%	1.9%	0.2%	5.4%	5.6%		1.2%	1.2%				0.2%	5.7%	5.9%		0.3%	0.3%	2.7%	82.5%	85.2%	0.7%	11.3%	88.0%	100.0%
Promotions Total	#																			1	11	12		3	9	12
	%																			8.3%	91.7%	100.0%		25.0%	75.0%	100.0%











**Fish & Wildlife Service - Servicewide FY2016  
Competitive Promotions  
All Permanent Positions - Summary**

	Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Two or more races			White			Disability			Total	
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND		
<b>Workforce Total</b>	#	225	148	373	232	270	502	101	88	189	17	13	30	96	177	273	12	19	31	2485	3925	6410	106	663	7039	7808
	%	2.9%	1.9%	4.8%	3.0%	3.5%	6.4%	1.3%	1.1%	2.4%	0.2%	0.2%	0.4%	1.2%	2.3%	3.5%	0.2%	0.2%	0.4%	31.8%	50.3%	82.1%	1.4%	8.5%	90.2%	100.0%
<b>Competitive Promotions Total</b>	#	8	8	16	10	15	25	3	5	8				3	5	8	2	2	4	102	192	294	5	21	329	355
	%	2.3%	2.3%	4.5%	2.8%	4.2%	7.0%	0.8%	1.4%	2.3%				0.8%	1.4%	2.3%	0.6%	0.6%	1.1%	28.7%	54.1%	82.8%	1.4%	5.9%	92.7%	100.0%

Note: Due to unclassifiable employees with series = "000," workforce totals may be slightly smaller than actual totals of permanent on-board.







**Fish & Wildlife Service - Servicewide FY2016**  
**Competitive Promotions**  
**Technical, Clerical and Other Positions (Permanent)**

		Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Two or more races			White			Disability			Total
		F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND	
Workforce Grade 11	#		1	1		2	2							1	1					1	6	7	1	2	8	11
	%		9.1%	9.1%		18.2%	18.2%							9.1%	9.1%					9.1%	54.5%	63.6%	9.1%	18.2%	72.7%	100.0%
Promotions to Grade 12	#																									
	%																									
Workforce Grade 12	#		1	1																	4	4		1	4	5
	%		20.0%	20.0%																	80.0%	80.0%		20.0%	80.0%	100.0%
Promotions to Grade 13	#																								2	2
	%																								100.0%	100.0%
Workforce Grade 13	#																			1	2	3			3	3
	%																			33.3%	66.7%	100.0%			100.0%	100.0%
Promotions to Grade 14	#																									
	%																									
Workforce Grade 14	#																									
	%																									
Promotions to Grade 15	#																									
	%																									
Workforce Grade 15	#																									
	%																									
Workforce Other	#																									
	%																									
Promotions Other	#																									
	%																									
Workforce Total	#	65	31	96	57	46	103	18	13	31	3	5	8	32	25	57	6	3	9	428	324	752	40	141	875	1056
	%	6.2%	2.9%	9.1%	5.4%	4.4%	9.8%	1.7%	1.2%	2.9%	0.3%	0.5%	0.8%	3.0%	2.4%	5.4%	0.6%	0.3%	0.9%	40.5%	30.7%	71.2%	3.8%	13.4%	82.9%	100.0%
Promotions Total	#	1		1	2		2	1	1	2					1	1				4	13	17	1	2	20	23
	%	4.3%		4.3%	8.7%		8.7%	4.3%	4.3%	8.7%					4.3%	4.3%				17.4%	56.5%	73.9%	4.3%	8.7%	87.0%	100.0%

Note: Also includes employees in series 0187 & 0342 through grade 10.







**Fish & Wildlife Service - Servicewide FY2016**  
**Competitive Promotions**  
**Professional & Administrative Positions (Permanent)**

	Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Two or more races			White			Disability			Total	
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND		
<b>Workforce</b>	#	160	106	266	174	192	366	83	68	151	14	8	22	63	118	181	6	13	19	2040	3105	5145	62	454	5634	6150
<b>Total</b>	%	2.6%	1.7%	4.3%	2.8%	3.1%	6.0%	1.3%	1.1%	2.5%	0.2%	0.1%	0.4%	1.0%	1.9%	2.9%	0.1%	0.2%	0.3%	33.2%	50.5%	83.7%	1.0%	7.4%	91.6%	100.0%
<b>Promotions</b>	#	7	8	15	8	13	21	2	3	5				3	4	7	2	2	4	98	170	268	4	19	297	320
<b>Total</b>	%	2.2%	2.5%	4.7%	2.5%	4.1%	6.6%	0.6%	0.9%	1.6%				0.9%	1.3%	2.2%	0.6%	0.6%	1.3%	30.6%	53.1%	83.8%	1.3%	5.9%	92.8%	100.0%

Note1: Senior level includes employees in pay plans ES, EX, SL, & ST.

Note2: The small number of Administrative employees in grades 06, 08, & 10 are included in "Other."







**Fish & Wildlife Service - Servicewide FY2016  
Competitive Promotions  
Non-supervisory Wage Positions (Permanent)**

		Black			Hispanic			Asian			Native Hawaiian or Pacific Island			Native American			Two or more races			White			Disability			Total
		F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	Tg	NTg	ND	
Workforce Grade 11	#					1	1							1	1					2	2		1	3	4	
	%				25.0%	25.0%								25.0%	25.0%					50.0%	50.0%		25.0%	75.0%	100.0%	
Promotions to Grade 12	#																									
	%																									
Workforce Grade 12	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Promotions to Grade 13	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Workforce Grade 13	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Promotions to Grade 14	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Workforce Grade 14	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Promotions to Grade 15	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Workforce Grade 15	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Workforce Other	#																			4	4			4	4	
	%																			100.0%	100.0%			100.0%	100.0%	
Promotions Other	#																									
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Workforce Total	#		11	11	1	32	33		7	7				1	34	35		2	2	16	490	506	4	67	523	594
	%		1.9%	1.9%	0.2%	5.4%	5.6%		1.2%	1.2%				0.2%	5.7%	5.9%		0.3%	0.3%	2.7%	82.5%	85.2%	0.7%	11.3%	88.0%	100.0%
Promotions Total	#				2	2			1	1										9	9			12	12	
	%				16.7%	16.7%			8.3%	8.3%										75.0%	75.0%			100.0%	100.0%	







# **Annual EEO Statistical Report of Discrimination Complaints (462 Report)**



**PART I - PRE-COMPLAINT ACTIVITIES**

INTENTIONALLY LEFT BLANK	COUNSELING	INDIVIDUALS
	<b>TOTAL COMPLETED/ENDED COUNSELING</b>	
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>	52	52
C.1. COUNSELED WITHIN 30 DAYS	19	19
C.2. COUNSELED WITHIN 31 TO 90 DAYS	32	32
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	16	16
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	11	11
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	5	5
C.3. COUNSELED BEYOND 90 DAYS	1	1
C.4. COUNSELED DUE TO REMANDS	0	0
<b>D. PRE-COMPLAINT ACTIVITIES</b>		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	10	10
D.2. INITIATED DURING THE REPORTING PERIOD	51	51
D.3. COMPLETED/ENDED COUNSELINGS	52	52
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	2	2
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	14	14
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	35	35
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	1	1
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	9	9

<b>E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS</b>			
	COUNSELING	INDIVIDUALS	AMOUNT
<b>E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL</b>	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00

<b>F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS</b>		
	COUNSELING	INDIVIDUALS
<b>F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL</b>	0	0
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	0	0
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.14.	0	0

<b>G. ADR SETTLEMENTS WITH MONETARY BENEFITS</b>			
	COUNSELING	INDIVIDUALS	AMOUNT
<b>G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL</b>	0	0	\$0.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	0	0	\$0.00
G.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00

<b>H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS</b>		
	COUNSELING	INDIVIDUALS
<b>H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL</b>	2	2
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	1	1
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	1	1
H.3. EXPUNGEMENTS	1	1
H.4. REASSIGNMENTS	2	2
H.5. REMOVALS RESCINDED	2	2
H.5.a. REINSTATEMENT	2	2
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	1	1
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	0	0
H.9.a. RESCINDED	0	0
H.9.b. MODIFIED	0	0
H.10. PERFORMANCE EVALUATION MODIFIED	1	1
H.11. LEAVE RESTORED	0	0
H.12. NEUTRAL REFERENCE	0	0
H.13.	0	0
H.14.	0	0

<b>I. NON-ADR SETTLEMENTS</b>		
	COUNSELING	INDIVIDUALS
<b>TOTAL</b>	0	0



ANNUAL FEDERAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI U.S. Fish and Wildlife Service

REPORTING PERIOD: FY 2016

**PART II - FORMAL COMPLAINT ACTIVITIES**

34	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
37	B. COMPLAINTS FILED
1	C. REMANDS (sum of lines C1+C2+C3)
1	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
72	D. TOTAL COMPLAINTS
68	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
27	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
4	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
2	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
43	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
37	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
2	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
<b>A.1. WORKFORCE</b>				
A.1.a. TOTAL WORK FORCE	9,056			
A.1.b. PERMANENT EMPLOYEES	7,911			
<b>A.2. COUNSELOR</b>	4		0	
A.2.a. FULL-TIME	4	100	0	0
A.2.b. PART-TIME	0	0	0	0
A.2.c. COLLATERAL DUTY	0	0	0	0
<b>A.3. INVESTIGATOR</b>	0		10	
A.3.a. FULL-TIME	0	0	10	100
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	0	0
<b>A.4. COUNSELOR/INVESTIGATOR</b>	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

**B. AGENCY & CONTRACT STAFF TRAINING**

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
<b>B.1. NEW STAFF (NS) - TOTAL</b>	0	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
<b>B.2. EXPERIENCED STAFF (ES) - TOTAL</b>	4	0	0	10	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	3	0	0	10	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	1	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

**C. REPORTING LINE**

1.	EEO DIRECTOR'S NAME:	John W. Burden
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES NO X
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	
PERSON	Mary F. Pletcher	
TITLE	Deputy Assistant Secretary	
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	
PERSON	Inex Uhl	
TITLE	Equal Employment Opportunity Officer	
4.	WHO DOES THAT PERSON REPORT TO?	
PERSON	Jim Kurth	
TITLE	Deputy Director	



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AGENCY OR DEPARTMENT: DOI U.S. Fish and Wildlife Service

REPORTING PERIOD: FY 2016

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	1	11	4	4
B. ASSIGNMENT OF DUTIES	0	0	0	1	0	0	1	1	3	13	6	6
C. AWARDS	1	0	0	0	0	0	0	0	0	2	1	1
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	1	0	0	1	1	2	12	4	4
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	1	0	0	1	1	1	8	2	2
E.3. SUSPENSION	0	0	0	0	0	0	0	0	1	4	2	2
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0
E.6	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	3	11	5	5
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	1	0	4	0	0	1	2	14	46	23	23
I.1. NON-SEXUAL	0	1	0	4	0	0	1	2	14	44	21	21
I.2. SEXUAL									0	2	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	2	0	0	1	0	0	0	0	2	8	5	5
M. REASSIGNMENT	0	0	0	1	0	0	0	0	1	4	2	2
M.1. DENIED	0	0	0	1	0	0	0	0	0	1	1	1
M.2. DIRECTED	0	0	0	0	0	0	0	0	1	3	1	1
N. REASONABLE ACCOMMODATION									2	7	4	4
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	1	1	1
T. TERMINATION	0	0	0	1	0	0	0	0	0	2	2	2
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	4	12	5	5
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	1	6	3	3
W. TRAINING	0	0	0	1	0	0	1	1	1	9	2	2
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	3	1	0	10	0	0	4	5	34			



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AGENCY OR DEPARTMENT: DOI U.S. Fish and Wildlife Service

REPORTING PERIOD: FY 2016

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL COMPLAINTS FILED BY BASES	2	1	0	6	0	0	1	2	20			
TOTAL ALL COMPLAINANTS BY BASES	2	1	0	6	0	0	1	2	20			



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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	2	1	0	0	2	0			3	0	2	0	11	4	4
B. ASSIGNMENT OF DUTIES	0	3	0	0	0	0			1	1	2	0	13	6	6
C. AWARDS	0	1	0	0	0	0			0	0	0	0	2	1	1
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	2	0	0	1	0			1	1	2	0	12	4	4
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0
E.2. REPRIMAND	0	1	0	0	1	0			1	0	1	0	8	2	2
E.3. SUSPENSION	0	1	0	0	0	0			0	1	1	0	4	2	2
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	3	0	0	1	0			0	1	3	0	11	5	5
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	2	7	0	0	2	0			4	1	8	0	46	23	23
I.1. NON-SEXUAL	2	5	0	0	2	0			4	1	8	0	44	21	21
I.2. SEXUAL	0	2	0	0									2	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	2	0	0	0	0			1	0	0	0	8	5	5
M. REASSIGNMENT	0	1	0	0	0	0			0	0	1	0	4	2	2
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	1	1	1
M.2. DIRECTED	0	1	0	0	0	0			0	0	1	0	3	1	1
N. REASONABLE ACCOMMODATION DISABILITY				0						2	3	0	7	4	4
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	1	0	1	1	1
T. TERMINATION	0	0	0	0	0	0			0	1	0	0	2	2	2
U. TERMS/CONDITIONS OF EMPLOYMENT	0	4	0	0	0	0			0	1	3	0	12	5	5
V. TIME AND ATTENDANCE	1	1	0	0	0	0			1	1	1	0	6	3	3
W. TRAINING	0	2	0	0	0	0			1	0	2	0	9	2	2
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	5	27	0	0	6	0	0	0	12	9	28	0			



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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINTS FILED BY BASES	4	11	0	0	4	0	0	0	8	4	11	0			
TOTAL ALL COMPLAINANTS BY BASES	4	11	0	0	4	0	0	0	8	4	11	0			



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**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)**

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	1	3	1	1	4	1	1
B. ASSIGNMENT OF DUTIES	0	0	0	1	0	0	1	0	3	5	1	1	6	3	3
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	1	1	1	1	4	3	3
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	1	0	0	0	2	2	2
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	3	2	1	1	8	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	1	0	0	1	0	4	0	0	0	16	6	5
I.1. NON-SEXUAL	0	0	0	1	0	0	1	0	4	0	0	0	15	6	5
I.2. SEXUAL									0	0	0	0	1	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									1	2	1	1	1	1	1
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	1	0	0	1	0	3	0	0	0	13	3	3
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	2	0	0	0	7	3	2
W. TRAINING	0	0	0	0	0	0	0	0	1	0	0	0	3	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	0	0	0	0	0	4						



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REPORTING PERIOD: FY 2016

**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)**

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1.1A. NUMBER OF COUNSELINGS SETTLED	0	0	0	0	0	0	0	0	1						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	0	0	0	0	0	1						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	0	0	3	0	0	3	0	15						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	0	0	1	0	0	1	0	5						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	0	0	1	0	0	1	0	4						



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**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)**

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS						AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE		
	SEX			PDA	NATIONAL ORIGIN			EQUAL PAY ACT									MENTAL	PHYSICAL
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER		MALE	FEMALE									
A. APPOINTMENT/HIRE	0	1	0	0	0	0		2	0	3	0	3	1	1	4	1	1	
B. ASSIGNMENT OF DUTIES	2	3	0	0	0	0		0	1	0	0	0	5	1	1	6	3	3
C. AWARDS	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	2	0	0	0	0	0		1	0	0	0	0	1	1	1	4	3	3
E.1. DEMOTION	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0		0	0	0	0	0	0	0	2	2	2	2
E.3. SUSPENSION	1	0	0	0	0	0		1	0	0	0	0	0	0	2	1	1	1
E.4. REMOVAL	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	1	0	0	0	0	0		0	0	0	0	1	1	1	0	0	0	0
E.6.	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	1	4	0	0	0	0		0	0	2	0	0	2	1	1	8	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	3	3	0	0	0	0		3	0	1	0	0	0	0	16	6	5	5
I.1. NON-SEXUAL	2	3	0	0	0	0		3	0	1	0	0	0	0	15	6	5	5
I.2. SEXUAL	1	0	0	0	0	0		0	0	0	0	0	0	0	1	1	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
N. REASONABLE ACCOMMODATION DISABILITY				0					1	1	0	2	1	1	1	1	1	
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
P. RELIGIOUS ACCOMMODATION											0	0	0	0	0	0	0	
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R. SEX-STEROTYPING	0	0	0								0	0	0	0	0	0	0	
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
U. TERMS/CONDITIONS OF EMPLOYMENT	1	3	0	0	0	0	2	0	2	0	0	0	0	13	3	3	3	
V. TIME AND ATTENDANCE	2	1	0	0	0	0	2	0	0	0	0	0	0	7	3	2	2	
W. TRAINING	0	1	0	0	0	0	0	0	1	0	0	0	0	3	1	1	1	
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1. COUNSELING SETTLEMENT ALLEGATIONS	4	0	0	0	0	0	0	0	1	2	2	0						



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**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)**

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1A. NUMBER OF COUNSELINGS SETTLED	1	0	0	0	0	0	0	0	1	1	1	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	1	0	0	0	0	0	0	0	1	1	1	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	7	16	0	0	0	0	0	0	10	0	8	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	4	4	0	0	0	0	0	0	5	0	2	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	2	4	0	0	0	0	0	0	3	0	2	0						



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**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								



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**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)**

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0								



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**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)**

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINTS ISSUED FINAL ORDERS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						0	0	0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI U.S. Fish and Wildlife Service

REPORTING PERIOD: FY 2016

**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								



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**PART V - SUMMARY OF CLOSURES BY STATUTE**

27	A.1. TITLE VII
0	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
11	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
9	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
47	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

**PART VI - SUMMARY OF CLOSURES BY CATEGORY**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	29	14343	494.59
A.1. WITHDRAWALS	1	22	22.00
A.1.a. NON-ADR WITHDRAWALS	1	22	22.00
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	9	4169	463.22
A.2.a. NON-ADR SETTLEMENTS	9	4169	463.22
A.2.b. ADR SETTLEMENTS	0	0	0.00
A.3. FINAL AGENCY ACTIONS	19	10152	534.32
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	16	5954	372.13
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	14	5781	412.93
B.3. DISMISSAL OF COMPLAINTS	2	173	86.50
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	3	4198	1,399.33
C.1. AJ DECISION FULLY IMPLEMENTED	3	4198	1,399.33
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	3	4198	1,399.33
C.1.c. DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	14	1924	137.43
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	10	1661	166.10
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	4	179	44.75
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	6	1482	247.00
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	4	263	65.75
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	3	161	53.67
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	1	102	102.00
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

**PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS**

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	9	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	9	\$58,528.50
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	6	\$34,528.50
B.3. COMPENSATORY DAMAGES	1	\$3,000.00
B.4. ATTORNEY FEES AND COSTS	4	\$21,000.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	8	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	1	0
F.2.a. RETROACTIVE	1	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	2	0
F.5. REMOVALS RESCINDED	2	0
F.5.a. REINSTATEMENT	2	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	4	0
F.9.a. RESCINDED	4	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	3	0
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.14.	0	0

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**PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY\_**

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	43	13838			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	1	0	0	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	4	87	21.75	45	
A.2. COMPLAINTS PENDING IN INVESTIGATION	20	2210	110.5	434	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	1	434	434	434	
A.3. COMPLAINTS PENDING IN HEARINGS	17	9884	581.41	1220	550-2014-00105X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	2	1656	828	1465	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	21	4273	203.48
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$4,175.00		\$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	21	4273	203.48
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	10	1451	145.10
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	11	2822	256.55
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	11	2822	256.55
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$112,788.10		\$5,370.86

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**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES**  
**INFORMAL PHASE PRE-COMPLAINT**

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	38	38		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	26	26		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	12	12		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	7	7		
C.2. ANOTHER FEDERAL AGENCY	1	1		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	3	3		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
D.1. MEDIATION	7	7	448	64.00
D.2. SETTLEMENT CONFERENCES	7	7	448	64.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
E.1. TOTAL CLOSED	12	12	679	56.58
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	2	2	117	58.50
E.1.b. NO FORMAL COMPLAINT FILED	3	3	168	56.00
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	2	2	163	81.50
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	5	5	231	46.20
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00

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**PART XI SUMMARY OF ADR PROGRAM ACTIVITIES**

**FORMAL PHASE (COMPLAINT FILED)**

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	24	23		
B.2. REJECTED BY COMPLAINANT	23	22		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1	1		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	0	0		
C.1. INHOUSE	0	0		
C.2. ANOTHER FEDERAL AGENCY	0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	0	0	0	0.00
D.1. MEDIATION	0	0	0	0.00
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. MINI-TRIALS	0	0	0	0.00
D.8. PEER REVIEW	0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	1	1	29	29.00
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
E.1.b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
E.1.c. NO RESOLUTION	0	0	0	0.00
E.1.d. NO ADR ATTEMPT	1	1	29	29.00
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	0	0	\$0.00	
F.1.a. COMPENSATORY DAMAGES	0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS	0	0	\$0.00	
F.1.e.	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	0	0		
F.2.a. HIRES	0	0		
F.2.a.i. RETROACTIVE	0	0		
F.2.a.ii. NON-RETROACTIVE	0	0		
F.2.b. PROMOTIONS	0	0		
F.2.b.i. RETROACTIVE	0	0		
F.2.b.ii. NON-RETROACTIVE	0	0		
F.2.c. EXPUNGEMENTS	0	0		
F.2.d. REASSIGNMENTS	0	0		
F.2.e. REMOVALS RESCINDED	0	0		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	0	0		
F.2.f. ACCOMMODATIONS	0	0		
F.2.g. TRAINING	0	0		
F.2.h. APOLOGY	0	0		
F.2.i. DISCIPLINARY ACTIONS	0	0		
F.2.i.i. RESCINDED	0	0		
F.2.i.ii. MODIFIED	0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED	0	0		
F.2.k. LEAVE RESTORED	0	0		
F.2.l. NEUTRAL REFERENCE	0	0		
F.2.m.	0	0		

**PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES**

**EEO ADR RESOURCES**

<b>A. NO LONGER COLLECTED</b>	
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>	9056
<b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>	1
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	1
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
<b>D. EEO ADR FUNDING SPENT</b>	\$0.00

**E. EEO ADR CONTACT INFORMATION**

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Matthew Costello
E.2. TITLE	Director
E.3. TELEPHONE NUMBER	703-235-3791
E.4. EMAIL	matthew_costello@ios.doi.gov

**F. EEO ADR PROGRAM INFORMATION**

F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	YES	NO
F.1a. If yes, is there a written policy requiring the participation?	X	
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

**CERTIFICATION AND CONTACT INFORMATION**

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2015 through September 30, 2016 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	Inez Uhl
TITLE OF CERTIFYING OFFICIAL:	EEO Director
TELEPHONE NUMBER:	(703) 358-2369
E-MAIL:	Inez_Uhl@fws.gov
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	25-10-2016

NAME OF PREPARER:	Tanisha Edmonds
TITLE OF PREPARER:	Chief, ECAD
TELEPHONE NUMBER:	(202) 208-4016
E-MAIL:	tanisha_edmonds@ios.doi.gov
DATE:	25-10-2016

The FY 2016 Form 462 report must be "Accepted/Finalized" by EEOC by October 31, 2016 to be considered timely.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
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AGENCY OR DEPARTMENT: DOI U.S. Fish and Wildlife Service

REPORTING PERIOD: FY 2016

### Form 462 Comments

Part Name COMMENT( expression left | evaluation symbol | expression right | value1 | value2 | comment )

**Part I**

D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 10 | 14 | 4 case discrepancy: (1) FWS-15-0905: NOFI issued 9/30/2015, but the record was not updated until 11/15/2015; (2) FWS-15-0891: NOFI issued 9/29/2015, but the record was not updated until 10/30/2015; (3) FWS-15-0832: NOFI issued 9/4/2015, but record was not updated until 12/7/2015; and (4) FWS-14-0496: settlement occurred on 11/26/2014, but the record was not updated until 10/27/2015.

D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 10 | 14 | 4 case discrepancy: (1) FWS-15-0905: NOFI issued 9/30/2015, but the record was not updated until 11/15/2015; (2) FWS-15-0891: NOFI issued 9/29/2015, but the record was not updated until 10/30/2015; (3) FWS-15-0832: NOFI issued 9/4/2015, but record was not updated until 12/7/2015; and (4) FWS-14-0496: settlement occurred on 11/26/2014, but the record was not updated until 10/27/2015.

D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 35 | 37 | 2 cases completed pre-complaint but did not file formal until FY2016: FWS-15-0891 and FWS-15-0905

D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 35 | 37 | 2 cases completed pre-complaint but did not file formal until FY2016: FWS-15-0891 and FWS-15-0905

**Part II**

A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 34 | 38 | 4 case discrepancy: (1) FWS-14-0091: formal case closed on 9/30/2015, but record was not updated until 9/15/2016; (2) FWS-15-0139: formal case closed on 9/30/2015, but record was not updated until 9/15/2016; (3) FWS-14-0185: formal case closed 9/30/2015, but record was not updated until 9/23/2016; and (4) FWS-12-0526: case settled on 11/19/2013, but the record was not updated until 10/24/2016.



# Facilities Accessibility Project Report



Region Area District	Unit Facility Name	State	Project Title	Accessibility Comments
R1	Malheur	OR	Rehabilitate Fire Office/Public Restroom at HQ	Modify the restrooms to meet Uniform Federal Accessibility Standards.
R2	Laguna Atascosa	TX	Replace Comfort Station at Laguna Atascosa NWR Visitor Center	Replace existing restroom facility at Laguna Atascosa NWR Visitor Center. The facility will be replaced with a modern, prefabricated, multi user flush style rest-room facility that meets ADA standards.
R2	Muleshoe NWR	TX	Replace two handicap inaccessible toilets.	Remove and replace two handicap inaccessible toilets in the picnic/campground area. The station plans to put the new toilet closer to the road, so it will not be so far for visitors to go to use the facilities.
R4	Watercress Darter NWR	AL	Replace Residence With Shop Building	Replace residence on Watercress Darter NWR with office/shop building on Mountain Longleaf NWR. The new office/shop building will be a metal building with a concrete foundation. The office section will include two offices, ADA compliant bathroom, conference room, lockable storage closet, reception area and kitchen.
R4	Piedmont	GA	Replace Residence #38	Replace a 1,348 square foot residence as recommended by 2010 comprehensive condition assessment.
R4	Reelfoot NWR	TN	Bldg, Refuge office/Visitor Center	Replace wooden Office Headquarters building. The new office building should be a 3,000 SQFT building and shall meet or exceed ADA accessibility requirements and federal sustainability guidelines standards for insulation and multi pane windows. The newly constructed facility shall be equipped with energy efficient electrical fixtures, Energy Star large appliances, and solar water heaters.
R5	Eastern Shore of Virginia	VA	Replace Refuge Residences - Modular #204	Remove and replace deteriorating refuge residence #204 with a modular home.
R6	Benton Lake NWR	MT	Rehabilitate and expand Refuge Office	
R6	Arrowwood NWR	ND	Replace Steel/Concrete Maintenance Shop	
R7	Innoko	AK	Replace Deck on woolard house	



# Organizational Charts





# US Fish and Wildlife Service

**Dan Ashe**  
Director  
(202)208-4545  
(Political SES)

**Associate Director**  
**Teresa Christopher**  
(202)208-4070  
(Political SES)

**Deputy Director- Operations**  
**Jim Kurth (SES)**  
(202)208-4545

**Deputy Director-Program**  
**Management & Policy**  
**Steve Guertin (SES)**  
(202)208-4545

**Chief of Staff**  
Charisa Morris  
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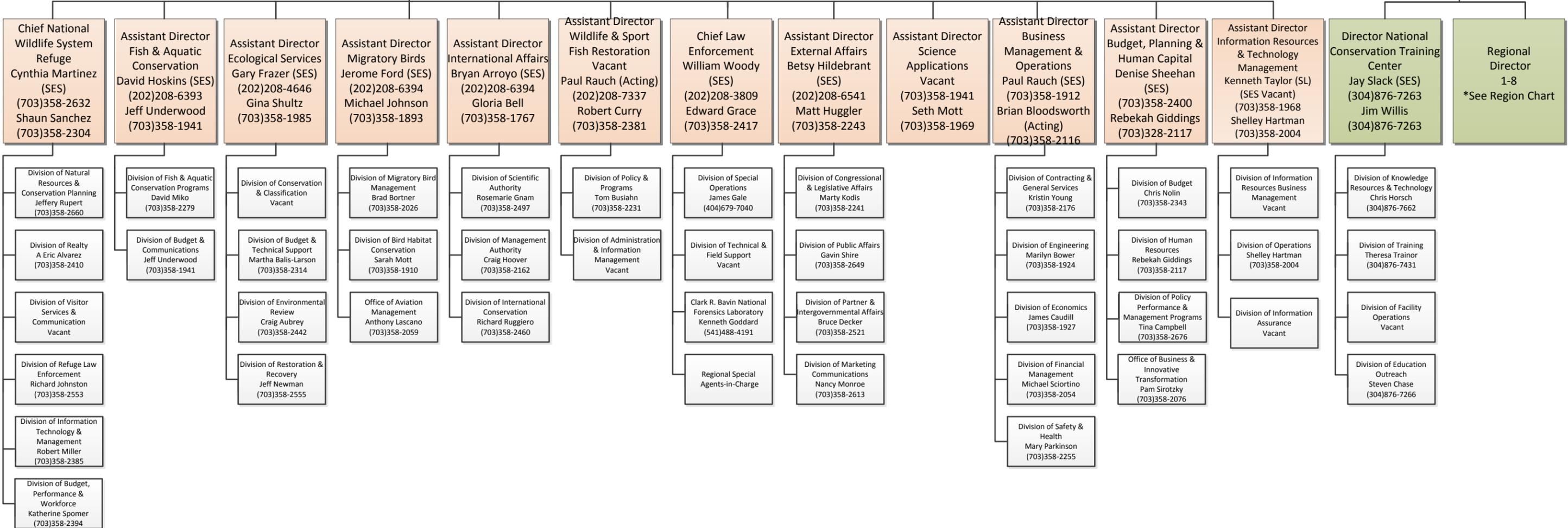
**Senior Advisor**  
Noah Matson  
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**Deputy Ethics Officer**  
Anne Badgley  
(503)326-2008

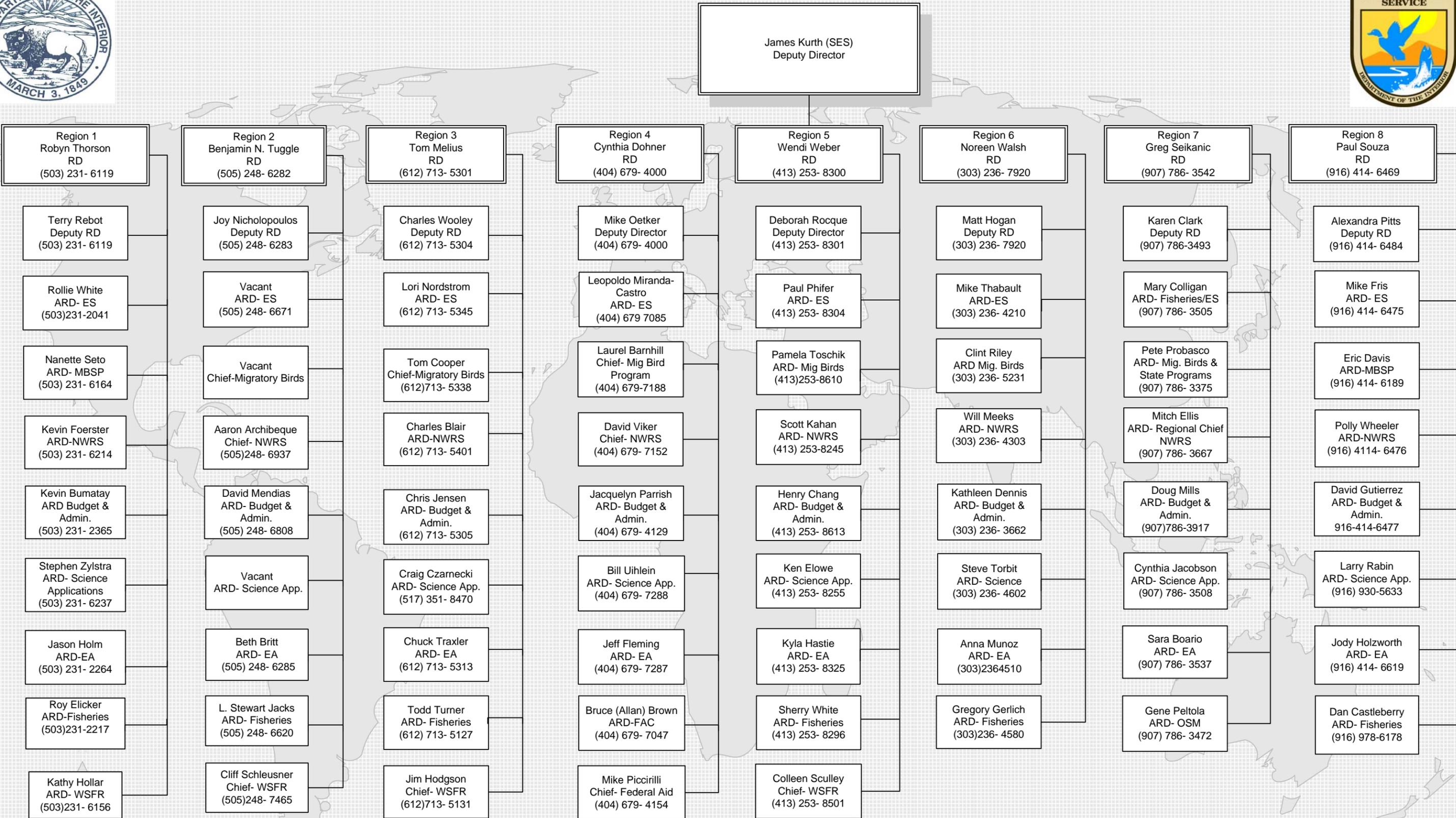
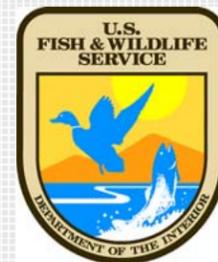
**Native American Liaison**  
Scott Aikin  
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**Senior Advisor**  
Org Development &  
Diversity  
Hannibal Bolton (SES)  
(202)208-7337

**Office of Diversity &  
Inclusive Workforce  
Management**  
Inez Uhl  
(703)358-2396









## EEO Memos from Director's Office





**United States Department of the Interior  
FISH AND WILDLIFE SERVICE  
Washington, D.C. 20240**



In Reply Refer To:  
FWS/ODIWM/063906

**Memorandum**

To: Service Directorate

From: Deputy Director /James W. Kurth/ September 1, 2016  
James W. Kurth

Subject: Mandatory Equal Employment Opportunity and Diversity Training for All Employees in Fiscal Year 2017

The U.S. Fish and Wildlife Service (Service) is committed to achieving and fostering an inclusive and diverse workforce as well as a workplace that is free of discrimination, harassment, or reprisal. To this end, all non-supervisory employees, permanent and temporary, are required to complete a minimum of two hours of equal employment opportunity (EEO) training and two hours of workforce diversity or inclusion training annually. Managers and supervisors will complete a minimum of eight hours of training on an annual basis: four hours related to EEO and four hours related to workforce diversity or inclusion. Completion of this training is included in the performance plans for all managers and supervisors. Employees may complete the training during duty time. All Service employees are requested to complete Fiscal Year (FY) 2017 annual training no later than September 30, 2017.

In creating a continuous learning environment that will strengthen our leadership, mandatory training will focus on topics deemed essential in developing our future workforce. Essential topics include subjects such as cultural competency, engaging a multicultural workforce, leveraging differences, and other topics that will help foster an inclusive workforce. Managers and supervisors should focus their FY2017 training to include one hour each of the following topics in meeting their EEO portion of the requirement: prevention of sexual harassment, reasonable accommodations, and reprisal.

Training may be completed through various media, including classroom or online instruction, audio or video conference, satellite broadcast, and webinar. Videos and DVDs may be used as long as they have an interactive component, such as having a live discussion or an online test. However, managers and supervisors should consult with their Regional Diversity and Civil Rights (DCR) Office or the Service's Office of Diversity and Inclusive Workforce Management (ODIWM) to confirm that outside training courses meet the requirement of workplace- and employment-related practices.

To receive credit for EEO and Diversity training, you will be required to verify completion of training in DOI Learn through a self-certification process. The name of the self-certification is

EEO/Diversity Self Certification for Service Employees (FY2017). This self-certification will be assigned to all Service employees and can be found under “My Learning” once you log into DOI Learn. Training taken outside of DOI Learn may also be added to your DOI Learn transcript to document course completions by submitting an SF-182 in DOI Learn. Instructions on how to do this can be found within the DOI Learn website (after logging in) at: <https://gm2.geolearning.com/geonext/doi/displaywidgetpage.geo?id=wntcZvXES88uFQbuEMiXiM99Q7eHuD9Cv24Ag9MRvDs%3d&nav=HowtoManageYourTrainingRequest>. If you have any technical problems with completing the certification or adding external training to your DOI Learn transcript, please contact the Service Data Steward at (304) 870-7101 or [doilearn@fws.gov](mailto:doilearn@fws.gov). However, questions concerning whether a certain training course would fulfill requirements of EEO or Diversity training should be directed to your Regional DCR Office or ODIWM.

Regional DCR offices will regularly assess the completion rate of your managers and supervisors, providing a status report to ODIWM no later than the 30<sup>th</sup> day of the month following the end of the second, third, and fourth quarters. The first FY2017 report is due to ODIWM by January 30, 2017.

If you have any questions concerning EEO and Diversity training, please contact Mr. Rickey Siggal, the Service's Deputy EEO Officer at 703-358-1724.



**United States Department of the Interior  
FISH AND WILDLIFE SERVICE  
Washington, D.C. 20240**



In Reply Refer To:  
FWS/ODIWM//064415

Memorandum

To: All U.S. Fish and Wildlife Service Employees

From: Deputy Director /Stephen Guertin/ November 9, 2016  
Stephen Guertin

Subject: Verifying Employee Information in Employee Express

This memorandum is to remind U.S. Fish and Wildlife Service employees to verify the accuracy of their personnel and payroll data using Employee Express (EEX).

EEX is an automated, secure, web-based system that allows Federal employees to initiate discretionary personnel and payroll transactions electronically. EEX can be accessed via this link: <https://www.employeeexpress.gov/Default.aspx>. You can also set up in EEX to use your PIV card to log in.

Please take a few minutes to check that your pay, benefits, and personal information in EEX are accurate and up to date, and make any needed updates. Using EEX allows employees to:

- (1) View and verify leave and earnings statements;
- (2) Maintain and verify the accuracy of personal demographic data, such as disability status, ethnicity and race, home address, and emergency contact information.

If you are not sure how to use EEX, or if you have any questions regarding your pay, benefits, personal data or related matters, please contact your local servicing human resources office.





United States Department of the Interior  
FISH AND WILDLIFE SERVICE  
Washington, D.C. 20240



In Reply Refer To:  
FWS/ODIWM/064413

Memorandum

To: Service Directorate /Stephen Guertin/ November 9, 2016  
From: Deputy Director Stephen Guertin  
Subject: Request for Regional and Headquarter Programs Points of Contact for U.S Fish and Wildlife Service-wide Targeted Recruitment Team  
**(Response Due: November 15, 2016)**

The U.S. Fish and Wildlife Service (Service) is forming a Service-wide Targeted Recruitment Team (Team) with one representative from each Region and Headquarter Programs Office (HPO). The efforts that are currently underway for the centralized hiring effort are appreciated; however, to ensure an organized and collaborative approach to developing long-term partnerships with the Service's 20 partnership universities, we are requesting that each Region and HPO designate a hiring manager and/or project leader to serve as a member of the Team.

The purpose of the Team is to have a key point of contact to help coordinate work on activities identified in the Recruitment Strategy Summary (attached) that was provided to the Directorate and Deputies on October 17, 2016. In the strategy, each Deputy was asked to identify key program managers to work immediately with the workforce recruiters to execute targeted recruitment strategies and activities. The strategy explains that hiring managers need to work with the workforce recruiters to develop effective mechanisms for providing the specific qualifications and location of positions to targeted faculty and alumni at the Service's 20 partnership universities and other targeted colleges and universities and organizations.

Team members will serve on the team for one year and estimated work time is 2 – 3 days each quarter. They are expected to work closely with the recruiters to establish long-term relationships with the universities and this includes: participating in the development of cooperative agreements to execute planned activities agreed on by the Service and the universities in established Memorandum of Understandings (MOUs); making connections with faculty and staff; and traveling 1-2 times a year to the targeted universities, colleges and organizations. . Meetings for the team will start in 2017.

Please submit your nominations by email on or before November 15, 2016, to the Service's Diversity Program Manager, Ms. Julia Bumbaca at [julia\\_bumbaca@fws.gov](mailto:julia_bumbaca@fws.gov). For any questions about the Team, please contact her at 703-358-2349.

Attachment

## **Recruitment Strategy Summary**

The Service Directorate is committed to the responsibility of achieving diversity and inclusion in the workforce. Leadership's engagement across the organization is the key to the success of recruiting and retaining a diverse workforce from all segments of our population. The commitment of all managers, supervisors and project leaders is needed to achieve a diverse workforce of people who are prepared to be the conservation stewards of the future.

Each Deputy will identify key program managers to work immediately with the workforce recruiters to execute targeted recruitment strategies and activities. Managers and recruiters will work as a team to identify and meet with key contacts that will benefit the Service in locating and reaching individuals from targeted groups. It is vital that hiring managers are assigned by their Deputies to work directly with their recruiters to ensure that recruitment strategies are tailored to reach the pool of targeted candidates for these positions.

Human Resources provided information for pre-recruitment announcements to identify the qualifications required for the career ladder GS-5/7/9/11 positions in the 401, 482, 485, and 486 series. Workforce recruiters, human resources specialists and hiring managers are working together to execute strategies to ensure that the pre-recruitment announcements reach targeted groups of women, minorities and individuals with disabilities.

Hiring managers need to work with the workforce recruiters to develop effective mechanisms for providing the specific qualifications and location of positions to faculty and alumni at the Service's 20 partnership universities and other targeted colleges and universities. Recruitment efforts should include utilizing existing and targeted networks for dissemination of job information, and engaging the participation of minority group and women's organizations. Workforce recruiters are currently distributing the pre-recruitment information to their established partners, contacts, and at events to reach targeted groups.

A National Strategic Recruitment Plan outlining the specific roles and responsibilities of recruiters and hiring managers will be disseminated next week.

The Service's leadership and workforce recruiters should build off of this central hiring effort and continue to lead a national effort to recruit diverse applicants through events, contacts, and partnerships. The workforce recruiters will coordinate with hiring managers to market job announcements to targeted audiences and locate new contacts for targeted groups.

### **Definition of Targeted Recruitment (5CFR - FEORP 720.204)**

Targeted recruitment is required under 5 CFR 720.204, to locate and identify qualified applicants from underrepresented groups for job openings in categories of employment where underrepresentation has been determined. All agencies are required to expand or otherwise redirect their recruitment activities in ways designed to increase the number of candidates from underrepresented groups in the applicant pool, if the applicant pool does not adequately provide for consideration of these candidates.



In Reply Refer To:  
FWS/ODIWM/064575

**United States Department of the Interior  
FISH AND WILDLIFE SERVICE  
Washington, D.C. 20240**



Memorandum

To: Service Directorate /James W. Kurth/ November 25, 2016  
From: Deputy Director James W. Kurth  
Subject: Reasonable Accommodations Report for Individuals with Disabilities  
**(Response Due: No later than December 31, 2016)**

Managers and supervisors are required to provide Reasonable Accommodations (RA) for known physical or mental limitations of a qualified employee or applicant with a disability unless the accommodation would impose an undue hardship. Guidance for these RA is outlined in the Department of the Interior (Department) policy and procedures for processing RA requests [Civil Rights Directive (CRD) 2014-02 and Personnel Bulletin (PB) 14-01]. RA that were provided throughout the fiscal year to support individuals with disabilities in the U.S. Fish and Wildlife Service (Service) are tracked and reported annually to the Department.

A RA is defined as any modifications or adjustments to the job application process and/or the work environment to allow individuals protected by the Rehabilitation Act to be considered for positions, perform the essential functions of a position, and enjoy benefits and privileges equal to similarly situated employees without disabilities.

In an effort to accurately account for all RA requests, please survey your managers and supervisors to ascertain if any RA were approved or denied with or without assistance from the Branch of Human Resources. A few examples of granted RAs may include, but not limited to:

- Part-time or modified work schedules
- Job restructuring
- Reassignment
- Authorizing alternative work sites
- Purchasing ergonomic furniture
- Altering workstation or workplace environments
- Contracting qualified readers or interpreters
- Making facilities used by employees readily accessible
- Acquisition or modifications of any specialized tools, equipment or devices
- Providing computer assisted technology and special computer software (i.e. voice recognition or text to voice software)
- Granting the use of leave, approving advanced leave or Leave without Pay

Please identify the specific accommodations/auxiliary aids (i.e., adaptive technology, ergonomic equipment, reader, interpreter), to be included in the Service-wide Report by using the attached forms.

All reports of RA for Fiscal Year 2016 (October 1, 2015 -September 30, 2016) must be forwarded to Ms. Julia Bumbaca, Diversity Program Manager, Office of Diversity and Inclusive Workforce Management, no later than December 31, 2016. If you have any questions, please call 703-358-2349 or email [Julia\\_Bumbaca@fws.gov](mailto:Julia_Bumbaca@fws.gov).

Attachments



**Reasonable Accommodation for Individuals with Disabilities [REGION # or HQ Program Office] Annual Report  
FY 2016**

**Requests from Employees**

Bureau/Office: U.S. Fish and Wildlife Service, [REGION # or HQ Program Office]

Date:

Preparer:

Location:

Office:

Email:

Phone:

Type of Accommodation Requested (List separately and be as specific as possible, eg., 28" monitor. Do not need information on disability type.)	Accommodation Request Results		Occupational Job Series and Grade Level	Region/HQ	Office	Date Requested	# of Business Days to Grant or Deny Accommodation	# of Business Days to Implement Accommodation	Cost covered by Computer Accommodations Program (CAP)	Cost paid by FWS	Comments (e.g, various dates, reason for delay, alternative accommodation provided)
	Granted	Denied*									
Ubi Duo	X		GS-0401-9	HQ	Refuges	05/01/16	1	15	\$1,900.00	\$0.00	Communication device for deaf - <a href="http://www.scomm.com/ubiduo">www.scomm.com/ubiduo</a>
<b>TOTAL</b>	<b>1</b>	<b>0</b>					<b>1</b>	<b>15</b>	<b>\$1,900.00</b>	<b>\$0.00</b>	

\*The reason for denial of request for reasonable accommodation.

List of sources that were consulted in identifying possible reasonable accommodation(s).

The number of times alternate dispute resolution was utilized during this process.



**Reasonable Accommodation for Individuals with Disabilities [REGION # or HQ Program Office] Annual Report  
FY 2016**

**Requests from Applicants**

Bureau/Office: U.S. Fish and Wildlife Service, [REGION # or HQ Program Office]

Date:

Preparer:

Location:

Office:

Email:

Phone:

Type of Accommodation Requested (List separately and be as specific as possible, eg., 28" monitor. Do not need information on disability type.)	Accommodation Request Results		Occupational Job Series and Grade Level	Region/ HQ	Office	Date Requested	# of Business Days to Grant or Deny Accommodation	# of Business Days to Implement Accommodation	Cost covered by Computer Accommodations Program (CAP)	Cost paid by FWS	Comments (e.g. various dates, reason for delay, alternative accommodation provided)
	Granted	Denied*									
Interpreter	X		GS-0401-9	HQ	ODIWM	05/01/16	1	5	\$0.00	\$200.00	
<b>TOTAL</b>	<b>1</b>	<b>0</b>					<b>1</b>	<b>5</b>	<b>\$0.00</b>	<b>\$200.00</b>	

\*The reason for denial of request for reasonable accommodation.

List of sources that were consulted in identifying possible reasonable accommodation(s).

The number of times alternate dispute resolution was utilized during this process.





In Reply Refer To:  
FWS/ODIWM/063788

**United States Department of the Interior  
FISH AND WILDLIFE SERVICE  
Washington, D.C. 20240**



**Memorandum**

To: All FWS Employees  
  
/Daniel M. Ashe/ November 28, 2016  
From: Director Daniel M. Ashe  
Subject: Equal Employment Opportunity and Non-Discrimination Policy

It is the policy of the U.S. Fish and Wildlife Service (Service) to provide equal opportunity to all employees and applicants for employment regardless of race, color, national origin, religion, sex (including pregnancy, gender identity, transgender status, and sexual orientation), disability, age (40 years or older), reprisal, or protected genetic information. Moreover, consistent with Presidential Executive Orders and other laws designed to protect federal employees, the Service must vigilantly prevent discrimination based on parental status, military service, or any other non-merit factor. These commitments must be exemplified in all of our management practices and decisions including recruitment and hiring practices, appraisal systems, promotions, and training and career development programs.

The Service must strive to create and foster an inclusive work environment; one that affords all employees the opportunity to attain their personal goals, to grow within the Service, and to fully contribute to the accomplishment of our vital mission. All Service employees have a responsibility to carry out this policy and to promote it through exemplary conduct, stewardship, and professionalism with other Service employees, conservation partners, and the public. Managers and supervisors will be held responsible and accountable for promoting and ensuring equal opportunity in the Service's policies, programs, and practices. This is essential to attracting, developing, and retaining the most qualified workforce to carry out the Service's mission.

The Service does not tolerate discrimination, harassment, or reprisal in the workplace. Allegations of discrimination will be addressed promptly and professionally. Timely compliance with decisions issued on discrimination complaints is mandatory. Appropriate disciplinary action will be taken when a decision is issued confirming allegations of discrimination, harassment, or reprisal. Employees who believe that they have been the subject of unlawful discrimination must initiate contact with their Regional Offices of Diversity and Inclusion (ODI)/Diversity and Civil Rights (DCR) Offices, or the Office of Diversity and Inclusive Workforce Management at Headquarters, within 45 calendar days of the alleged discriminatory event, or in the case of a personnel action, within 45 days of the effective date of the action.

This policy and the Department of the Interior's policy on Equal Opportunity and workplace conduct shall be posted on the Service's internal website, in all Human Resources and ODI/DCR Offices, in common areas such as break rooms, and on official bulletin boards. Inquiries concerning either this policy or specific situations relevant to this policy should be directed to the Office of Diversity and Inclusive Workforce Management, at Headquarters, at (703) 358-1724.





**United States Department of the Interior  
FISH AND WILDLIFE SERVICE  
Washington, D.C. 20240**



In Reply Refer To:  
FWS/ODIWM/063950

**Memorandum**

**To:** All U.S. Fish and Wildlife Service Employees  
  
**From:** Deputy Director /Stephen Guertin/ November 28, 2016  
Stephen Guertin  
  
**Subject:** Reasonable Accommodation Policy for Scheduled Events

The U.S. Fish and Wildlife Service (Service) is committed to ensuring its programs, facilities, and activities are accessible to all individuals, including persons with disabilities. Headquarters (HQ) and Regional Offices (RO) are required to have a primary point of contact to ensure that Service-sponsored activities, events, and electronic information technologies meet the required accessibility standards. All Service event sponsors or coordinators are responsible for working with their HQ or RO point of contact to ensure that events are accessible to all Service employees. When announcing an event or meeting, it is required that all Service-sponsored activities include an accessibility statement explaining how individuals with disabilities may request an accommodation or program modification.

The following statement is required for inclusion in all HQ and RO event announcements, and electronic and hard copy fliers:

"The U.S. Fish and Wildlife Service is committed to providing access to this meeting [or event] for all participants. Please direct all requests for sign language interpreting services, close captioning, or other accommodation needs to [name, phone, e-mail], TTY 800-877-8339 by close of business [deadline]."

Please note that sign language interpreters should be requested at least five business days in advance of the event. Interpreters must be provided for Service-sponsored events that are open to all employees or the public and for all events at which the Director or Deputy Directors are scheduled to speak. Furthermore, event coordinators should not wait for requests from employees when it is known that employees with hearing impairments are expected to be present.

Service events include, but are not limited to: Service-sponsored events on and outside of Service property; management- or employee-sponsored meetings and briefings; special emphasis observances; announcements of reports or major initiatives; conferences; training programs; and office social functions such as retirement celebrations and holiday parties. If you have any questions or need more information, please contact Ms. Julia Bumbaca, the Service's Diversity Program Manager, at 703-358-2349 (Voice), TTY 800-877-8339, or [Julia\\_Bumbaca@fws.gov](mailto:Julia_Bumbaca@fws.gov).





In Reply Refer To:  
FWS/ODIWM/063787

**United States Department of the Interior  
FISH AND WILDLIFE SERVICE  
Washington, D.C. 20240**



Memorandum

To: All FWS Employees

/Daniel M. Ashe/ November 28, 2016

From: Director Daniel M. Ashe

Subject: Zero Tolerance Harassment Policy

It is the policy of the U.S. Fish and Wildlife Service (Service) to provide employees with a work environment that is free from harassment (Manual chapter 060 FW 7, Anti-Harassment Policy and Procedures). The Service prohibits harassment on the basis of race, color, national origin, religion, sex whether or not of a sexual nature (including pregnancy, gender identity, transgender status, and sexual orientation), disability, age (40 years or older), reprisal, or protected genetic information.

Workplace harassment is any form of unwelcome, pervasive, persistent, unsolicited verbal, non-verbal, or physical conduct that is so objectively offensive that it alters the victim's terms and conditions of employment, either by culminating in a tangible employment action or by being sufficiently severe or pervasive as to unreasonably interfere with an employee's work performance by creating an intimidating, abusive, offensive, and hostile work environment. The use of derogatory words, phrases, epithets, gestures, pictures, drawings, or cartoons can create an intimidating and hostile work environment and will not be tolerated in the workplace regardless of the means of delivery, which includes, but is not limited to, verbal communication, electronic mail, text messaging, or any other form of written or electronic communication.

Just as we strive to accomplish our mission, we must also strive to maintain the trust and confidence of our employees, conservation partners, and the public. Harassment adversely affects morale, teamwork, and productivity, and is strictly prohibited.

Employees are strongly encouraged to report incidents of harassment to their immediate supervisor (allegations involving an immediate supervisor should be reported to a higher-level management official). Employees may also contact their servicing Human Resources (HR) Office or Office of Diversity and Inclusion (ODI)/Diversity and Civil Rights (DCR) Office, or the Headquarter's Office of Diversity and Inclusive Workforce Management (ODIWM). Supervisors and managers will take immediate action in accordance with Manual chapter 060 FW 7, Anti-Harassment Policy and Procedures to resolve reports of harassment. If evidence confirms allegations of harassment, the supervisor will take appropriate corrective and disciplinary action. Any employee found to have participated in harassment of any kind will

be subject to appropriate administrative or disciplinary action, which may include removal from federal service. Disciplinary action will also be taken against supervisors who do not carry out their responsibilities under this policy. Any action taken to address and resolve issues of harassment will be confidential, and retaliatory action against an employee who raises a claim of harassment of any kind will not be tolerated.

The Service's internal inquiry is a management responsibility and is not part of the Equal Employment Opportunity (EEO) complaint process. Any employee who desires to initiate an EEO complaint alleging harassment must contact their Regional ODI/DCR Office or the ODIWM at Headquarters within 45 calendar days of the date of the alleged harassment. The Service's inquiry does not have an impact on the EEO time requirement. Therefore, employees may not wait until after an internal inquiry is conducted per the Zero Tolerance Harassment Policy if they desire to enter into the EEO process.

If you have any questions or require additional information on the Service's policy regarding Zero Tolerance Harassment, contact your servicing ODI/DCR or HR Office, or the ODIWM at (703) 358-1724.



**United States Department of the Interior  
FISH AND WILDLIFE SERVICE  
Washington, D.C. 20240**



In Reply Refer To:  
FWS/ODIWM/064414

Memorandum

To: All U.S. Fish and Wildlife Employees  
/Daniel M. Ashe/ November 30, 2016

From: Director Daniel M. Ashe

Subject: Initiatives Launched as a Result of Your Feedback

In Fiscal Year (FY) 2016, you shared with U.S. Fish and Wildlife Service (Service) feedback about your unique experience as a Service employee. The Service used results from the Federal Organizational Climate Survey (FEOCS), related Service-wide focus groups, and the annual Federal Employee Viewpoint Survey data, to understand the challenges that affect you at different points in your career such as recruitment, retention, engagement, and satisfaction.

The Service learned through these surveys that our employees are highly engaged; passionate about their work; and want opportunities for development. It is clear that our employees are committed to the mission. However, in many cases, your perception depends on your role within the organization, location, and the type of information you have access to. Your feedback led to the following actions:

- (1) A new national hotline will be launched to make it easier to report incidents of workplace harassment. This hotline will provide a reliable way to report these incidents by phone and through a web hotlink;
- (2) A new workforce planning process has been initiated to project Service vacant positions nationally and to recruit nationally;
- (3) A Service-wide Barrier Analysis Team has been formed with representatives from each region and program. The team will identify barriers to an inclusive workforce and will formulate plans to eliminate those barriers; and
- (4) The Service is initiating a Dignity and Respect campaign in FY 2017.

The Service is now using an all new Exit Survey tool which is used to glean feedback from you in order to better retain employees, and reduce turnover. The Service encourages all employees making career changes either with the Service or a new agency that you will take a few minutes to provide feedback. We request that all supervisors distribute the exit survey when employees leave the Service.

The Service's Senior Leadership continues to listen to your perspective as we take steps to address workplace challenges. We encourage you to provide your candid input in future assessment tools. We owe it to ourselves, the public, and to the fish, wildlife, and habitats we protect to leverage the skills of every Service employee to the fullest extent.

Attachment

## How to Fill Out the Exit Survey

- Copy and paste the following URL to your browser: <https://docs.google.com/a/fws.gov/forms/d/e/1FAIpQLSfHcAIokHe4a3mdtTPxxfG57UXkcWXHfQJHUdhlmSJ9CcLCnw/viewform>
- For more information or for questions about accessibility, please contact: [Julia\\_Bumbaca@fws.gov](mailto:Julia_Bumbaca@fws.gov)

## Exit Survey Details

- All permanent employees *exiting the Service or making an internal move* (i.e. changing Region or program) should be invited to fill out the survey.
- Survey participation is voluntary.
- Survey takes approximately 30 minutes to complete.
- Responses are completely anonymous.
- Responses are reported on an aggregate basis.
- There is an option at the end of the survey to provide contact information if the employee wishes to discuss responses.