

U.S. Fish and Wildlife Service

State of the Agency

EEO Program MD-715 Status Report



For Fiscal Year 2017

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For period covering October 1, 2016, to September 30, 2017

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| PART A Department or Agency Identifying Information | 1. Agency | 1. U.S. Department of the Interior (DOI) |
| | 1.a. 2 nd level reporting component | 1.a. U.S. Fish and Wildlife Service (FWS) |
| | 1.b. 3 rd level reporting component | |
| | 1.c. 4 th 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 |
| PART B Total Employment | 1. Enter total number of permanent full-time and part-time employees | 1. 8055 |
| | 2. Enter total number of temporary employees | 2. 988 |
| | 3. Enter total number employees paid from non-appropriated funds | 3. Not applicable |
| | 4. TOTAL EMPLOYMENT [add lines B 1 through 3] | 4. 9043 |
| PART C Agency Official(s) Responsible For Oversight of EEO Program(s) | 1. Head of Agency Official Title | 1. James W. Kurth, Exercising the Authority of the 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 | 7. William Hall, Director, 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 | |
|---|--|--|---------------------------------|--|
| PART D List of Subordinate Components Covered in This Report | Subordinate Component and Location (City/State) | | CPDF and FIPS codes | |
| | 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 | |
| EEOC FORMS and Documents Included With This Report | | | | |
| 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 715-01 PART 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 | ✓ | |

EXECUTIVE SUMMARY



“Successfully addressing the scale and complexity of the conservation challenges our nation faces demands new approaches and innovative, inclusive thinking. We won’t succeed unless we recruit, retain and empower bright, driven conservation leaders from diverse backgrounds who can help us find effective solutions and connect with a rapidly changing America. We’re committed to attracting and developing a workforce that reflects our nation and draws from its strength.”

—James W. Kurth, Exercising the Authority of the Director,
U.S. Fish and Wildlife Service

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) 2017 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 2017 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 2017 are listed below.

Demonstrated Commitment from Agency Leadership

Policies: The annual Director's Memorandum "Mandatory Equal Employment Opportunity and Diversity Training" for managers, supervisors, and employees was issued. The Anti-Harassment Policy and Procedures have been provided to all new employees. 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. 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 2017, 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:* FWS statisticians have updated the data modeling, for FY 2018, to provide FWS leadership a greater understanding of the importance of each of their selections and to more thoroughly understand realistic workforce participation goals.

Barrier Analysis Team (BAT): In FY 2017, the BAT identified and examined barriers to workforce diversity with the goal of determining why data anomalies persist despite continued implementation of initiatives to increase diversity. The BAT also explored how these initiatives can be better branded to improve their reception by all FWS employees. The BAT analyzed information through the lens of their own experience, bringing a perspective to barrier analysis that had not been captured in the past. The BAT looked at this project as a national operation, making this the first truly FWS-wide internal barrier analysis. The BAT reviewed internal and external sources of information, including: employee exit survey responses, questionnaires of recently on-boarded employees, and focus group data, among other sources.

Directorate Meetings: The Director and Deputy Directors emphasize the priority of issues related to diversity and inclusion at quarterly Directorate 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 continued to discuss statistical reports on the demographic composition of the FWS workforce generated every other pay period.

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.

Focus Groups: In FY 2017, an external contractor conducted 22 focus group sessions with 122 FWS personnel representing all eight FWS Regions and Headquarters: 19 sessions with hiring managers, two sessions with Recruiters and one session with Human Resources Officers. 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. The EDC and Directorate were briefed on focus group results to address areas of concern. An action plan for addressing priority concerns and monitoring progress will be developed for FY 2018.

League of United Latin Americans Citizens (LULAC): FWS participated in the 2017 LULAC convention in San Antonio, Texas 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.

Urban American Outdoors (UAO): FWS partnered with the Urban American Productions to increase diverse stakeholders among outdoor recreational sports industries. FWS participated in Urban Kids Fishing Derbies held in cities across the country, including Atlanta, the District of Columbia, Kansas City, and Los Angeles. The Urban Kids Fishing Derbies engaged approximately 1,000 kids in fishing as well as educational activities related to wildlife and environmental conservation and provided FWS the opportunity to discuss job and career opportunities with the participants.

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 2017, funds were allocated to support numerous diversity initiatives to include the following:

- *Recruiters:* FWS ensured that Headquarters and each region had 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 (DRFP):* FWS sponsored the third year of the DRFP 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 DRFP allows greater flexibility in hiring, which enhances FWS' ability to achieve a more diverse workforce through targeted recruitment. Minorities comprised 31.3% of the 2017 cohort of 48 student fellows, an increase of 8.9% for minorities when compared to FY 2016's DRFP.
- *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, University of Massachusetts, University of Maryland-College Park, and University of California- Davis. CCSs were also held for students participating in internships

through the Hispanic Association of Colleges and Universities (HACU), Doris Duke Scholars, La Casa Cultural Program at Yale University 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 80 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, partners with the Steve and Marjorie Harvey Foundation, to provide inner-city young men the opportunity to experience the outdoors and to learn about conservation values. On September 30, 2017, the FWS Arlington Ecological Services Field Office partnered with the Steve Harvey Foundation and Texas Parks and Wildlife (TPWD) to take 25 Dallas area young men fishing at Cedar Hill State Park - Texas Parks and Wildlife. For many of the young men this was their first fishing experience and they were excited to spend the afternoon learning about fishing and being outside. One of the goals of the Steve Harvey Foundation is to introduce and pair youth with community leaders as mentors; through group and one-on-one mentoring programs. Over the last five years, the FWS, TPWD and the Steve Harvey Foundation have partnered on a number of events aimed at getting inner city youth engaged in outdoor experiences.
- *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. GMS Alumni were included in the distribution of the vacancies for the National Recruiting Initiative for centralized recruitment and hiring approach for the mission biology (400) series.
- *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. FWS staff engaged with the ANSEP Program in multiple ways including teaching at the Middle School Academy, assisting in development of STEM Exploration Courses and creating internships for both the Summer Bridge and University Success programs. Upon completing the ANSEP science program, participants are prepared to apply for Pathways appointments and ultimately be hired as permanent employees. In FY 2017, the program continued to receive funding and resources for developing students in the sciences. Students matriculating through the program will be eligible to enter the Federal workforce as early as 2018.
- *Diversity Joint Venture (DJV)*: FWS served as one of the leads in the development of a Diversity Joint Venture (DJV) to form a collaborative partnership of federal and state agencies, universities, non-governmental organizations, foundations, and professional societies that work together to increase diversity in the conservation workforce. More specifically, the focus of the DJV is to increase the number of women and minorities in the conservation workforce by introducing potential employees to the conservation field. The DJV leverages new and existing programs to achieve diversity goals with the support of the participating organizations and agencies. FWS provides funding and staff to serve as a Management Board Member and as the Coordinator of the DJV.

Other Outreach and Event Sponsorship: FWS 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. A student from Oregon State University, Vice-President of the University's SACNAS Chapter, was selected as DFP Fellow to work at Dworshak National Fish Hatchery, and was featured in an article in Oregon State's Impact Magazine.
- *Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS):* FWS participated at an exhibit booth at the MANRRS Conference, March 29 – April 1, 2017, in Pittsburg, PA. FWS biologists, staff from the Office for Human Resources and Diversity and Inclusion, had the opportunity to network with minority students and professionals and provide information about FWS career opportunities. FWS continues to maintain contact with MANRRS chapters at colleges and universities nationwide.
- *Mobilize Green:* FWS participated in the Mobilize Green west coast conference held at City Hall in Oakland, California, March 2 – 4, 2017. This conference targeted the students from low participation populations and had attendees from Minority Serving Institutions from around the country in attendance. Staff from the Pacific Regions', Office for Diversity and Inclusion and Human Resources conducted a workshop each of the three days to provide information to students on careers in natural resource and wildlife management, how to navigate USAJobs, tips on writing a Federal resume and interviewing techniques.
- *Native Youth Community Adaptation and Leadership:* NCTC hosted the Native Youth Community Adaptation and Leadership Congress for 104 high school students, 24 college-age Jr. Faculty mentors, and 22 Tribal community leaders representing 62 Native American, Alaskan Native, and Pacific Islander communities from across the country.

Integration of EEO into the Agency's Strategic Mission

Reporting Structure: The FWS EEO Director reports to the Deputy Director for Operations. FWS revised its reporting structure requiring 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.

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 partners with Green Latinos; Hispanic Access Foundation; Hispanics Enjoying Camping, Hiking and the Outdoors; League of United Latin American Citizens; Outdoor Afro; Urban American Outdoors; Phi Beta Sigma; and Zeta Phi Beta.

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. Plans were made to coordinate and promote Zeta Days at the Refuge, an initiative that encourages members of the Sorority to visit National Wildlife Refuges to enjoy the outdoors as well as learn about wildlife conservation. The various activities and events provided FWS the opportunity to engage almost 400 Black youth and adults at 13 refuges. 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 partnered with Phi Beta Sigma Fraternity to support the 2017 Phi Beta Sigma Conclave in Detroit, Michigan, and shared materials and information with approximately

2,000 members of collegiate and alumni chapters and youth auxiliaries. FWS actively participated in other fraternity-sponsored events, such as career fairs, to provide information on environmental education and careers in natural resources.

Management and Program Accountability

- FWS received one finding of discrimination from an OFO Decision during FY 2017. FWS continues to oversee the prompt and full compliance with the EEOC-OFO Order.
- FWS ensured full and prompt compliance with the terms of settlement agreements that were reached during FY 2017. 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 Department of the Interior's EEO and Diversity mission.
- In FY 2017, FWS continued to require all supervisors and managers to take a minimum of four hours of EEO training (one of which is on Reasonable Accommodations) and four hours of Diversity training annually. Additionally, in FY 2017, FWS continued to require all employees to take two hours of EEO training and two hours of Diversity training. These training requirements for employees, supervisors and managers are above and beyond the biennial requirement to complete training required pursuant to the No FEAR Act.

Proactive Prevention of Unlawful Discrimination

- 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.
- FWS has developed a Plan for providing Personal Assistance Services (PAS), in accordance with the January 2017 regulations, amending Section 501 of the Rehabilitation Act. The regulations require Federal agencies to engage in affirmative action for persons with disabilities and to provide a Plan for providing Personal Assistance Services (PAS) to individuals who need them because of certain disabilities.
- EEO staff facilitated on and off-site training through webinars and teleconferencing for supervisors and managers. Training included Diversity and 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, Civil Treatment for Leaders, Civil Treatment for Employees, 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 2017, FWS continued to disseminate guidance to employees to read and verify to their supervisor that they understood their responsibility for compliance with the policy. FWS oversees implementation of the Anti-Harassment Policy receiving quarterly reports from each region on harassment complaint data.

Efficiency

- 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 identification and elimination of 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 Public Civil Rights and Accessibility Coordinator to improve accessibility at FWS facilities. The PCR Coordinator also responds to complaints about access to FWS facilities, by working closely with the Regions and Program offices.
- FWS employs a Reasonable Accommodation Coordinator to assist individuals and to provide guidance and assistance on the Reasonable Accommodation Process.
- In FY 2017, 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 FWS-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 2017, FWS has been collecting data through an Exit Survey in order 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 EEO staff are also evaluated on ensuring compliance.

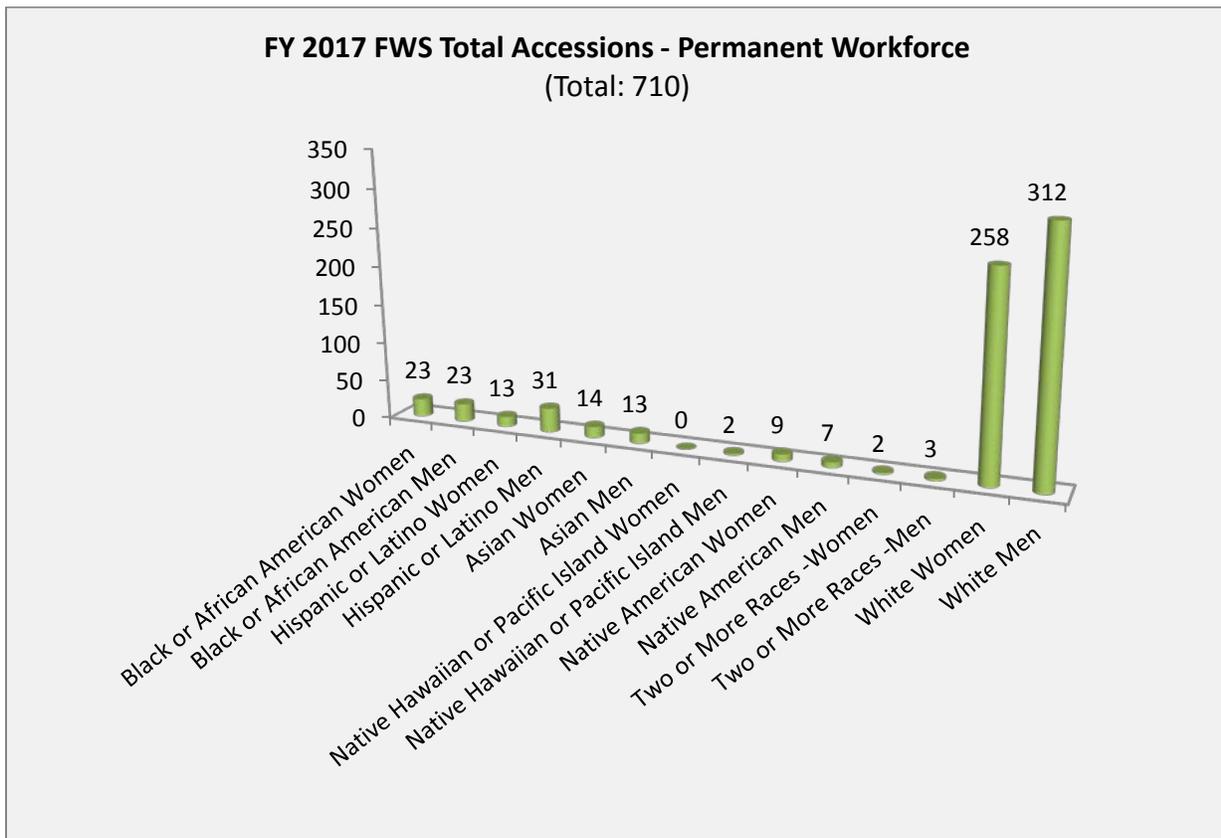
Summary of Analysis of Workforce and Program Improvements

In FY 2017, diversity outcomes were disappointing. The changes in participation of American Indian or Alaska Native women and of White men were significantly higher than expected, while the changes in the participations of Black or African American women, Hispanic or Latino women, and of minorities as a group were significantly lower than expected.

Hispanic or Latino women, and Asian women were hired in numbers which were significantly below their participation in the CLF, while Native Hawaiian or Pacific Island men and American Indian or Alaska Native women were hired in numbers which were significantly above their participation in the CLF. All other RNO/gender groups were hired in numbers which were consistent with their availability in the CLF.

All RNO/gender groups except Black or African American men and minorities as a group left the FWS in numbers which were consistent with their participation in the permanent workforce at the beginning of the fiscal year. Significantly more Black or African American men and significantly more members of minority groups (combined) left than would have been expected based on an equal probability statistical model.

In FY 2017, the FWS permanent workforce added 148 permanent positions (+1.9%). The FWS hired 710 permanent employees -- the largest number of permanent hires in six years. Increased hiring increased the opportunities for managers to invest in entry-level developmental positions and to engage in effective targeted recruiting. In FY 2017, 222 outside hires filled entry-level developmental positions, constituting 44.6% of professional and administrative hires. The proportions of White women and members of minority groups among these entry-level hires increased compared to the previous four years.



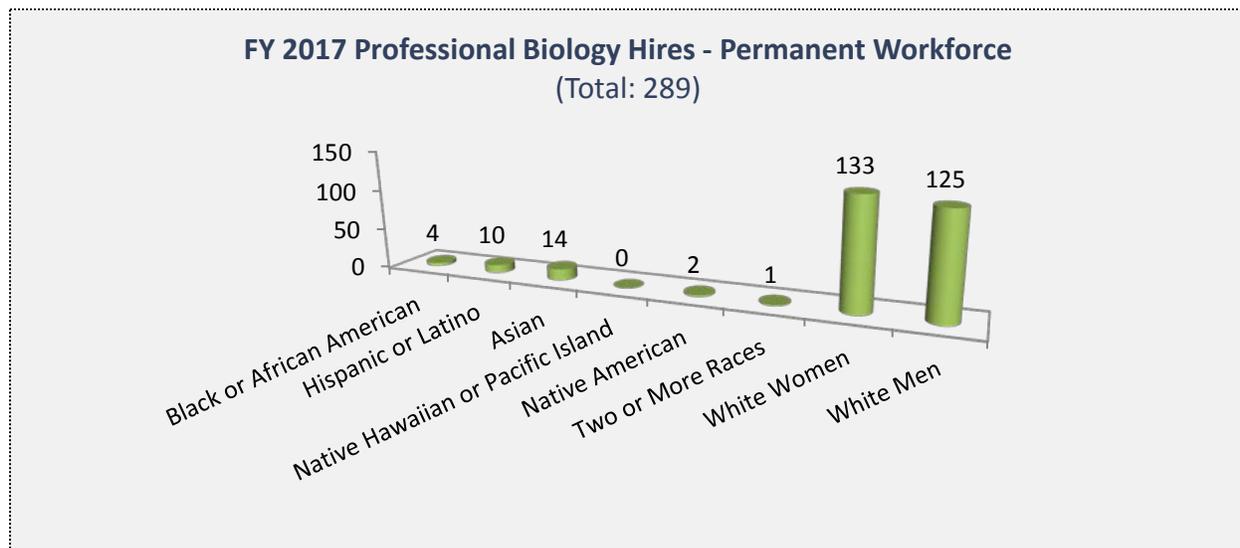
Professional Biology Occupations

Professional biologists constitute 47% of the FWS permanent workforce and 61% of its senior positions (GS-13 and above). The participations of Black or African American men and women, Asian men and women, Hispanic or Latino women, and White women in the professional biology workforce are low when compared to their participation in similar occupations in the CLF. Efforts to improve this low participation during FY 2017 produced mixed outcomes. The participations of Asian men and women and of White women increased, while the participation of Hispanic or Latino women declined.

During FY 2017, the FWS hired 289 Professional Biologists and competitively selected another 12 from other occupations to fill professional biology positions. Of the 289 outside hires in professional biology, only 31 were members of minority groups (10.7%), compared to the 15.9% of minority participation in these occupations in the CLF. Of the low-participation groups in professional biology, only Black or African American women and White women were hired from outside in numbers which were significantly different from their participations in the CLF. Although one Black or African American woman was competitively selected for a professional biology position from another occupation; no Black or African American women were hired in professional biology from the outside. This outcome was significantly below the 1.5% availability of Black women in the CLF professional biology workforce. White women constituted 46.0% of outside hires in professional biology and three of the 12 competitive selections from other occupations, significantly above their 38.6% availability in the CLF professional biology workforce.

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

In FY 2017, FWS appointed 146 professional biologists to entry-level developmental positions, constituting 48.5% of the total of outside hires and competitive internal selections in these occupations. In addition to targeted recruiting, the FWS employed a variety of special-appointment authorities to fill these entry-level positions, mainly Pathways Internships and the Directorate Resource Assistant Fellows Program (DFP), aimed towards biology students.



Law Enforcement Officers

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 Islanders) is somewhat low when compared to their participation in similar occupations in the CLF. In FY 2017, the FWS appointed 19 law enforcement officers in Refuges. Five of the 19 new law enforcement officers in Refuges were members of those low-participation minority groups (26.3%), which is equivalent to the availability of these groups in the CLF.

Of the 19 new law-enforcement officers in Refuges, only one was a woman (5.3%). With 19 hires, this is significantly below the 23.7% availability of women in similar occupations in the CLF.

The FWS also appointed two law enforcement officers in the Office of Law Enforcement: one Hispanic or Latino man and one White man. Hispanic or Latino men are one of the low-participation groups, but with only two appointments, no comparison can be made to availability in the CLF.

Overall, all individual RNO/gender groups were hired in numbers which were consistent with their participation in the CLF, and all individual RNO/gender groups except Native Hawaiian or Other Pacific Island men left the FWS in numbers which were consistent with their participation in the law-enforcement officer workforce at the beginning of the fiscal year. The participation of minorities as a group is up +0.3%. Women as a group were hired in numbers which were significantly below their participation in similar occupations in the CLF, and their participation is down -0.5%.

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

Professional occupations in this group include non-biology STEM occupations such as Geology, Chemistry, Hydrology, Cartography, Engineering, Archeology, Geography, Statistics, as well as occupations such as Accounting, Economics, Contracting, and so forth. Administrative occupations include occupations such as Park Ranger, Recreation Planning, Human Resources, Program Management, Public Affairs, Administrative Officer, Budget Analysis, among others. 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 30% of its senior positions (GS-13 and above). Asian women and men in all RNO groups (except Native Hawaiian or Other Pacific Island men and American Indian or Alaska Native men) have low participation in these occupations in the FWS relative to their participation in similar occupations in the CLF.

With the exception of Asian men and women and White men, diversity outcomes for low-participation groups in these occupations during FY 2017 were positive. The participations of Black or African American men and Hispanic men increased +0.2% and +0.3%, respectively, while the participations of Asian men and White men declined -0.1% and -0.2%, respectively. The participation of Asian women was unchanged.

In FY 2017, the FWS hired 193 employees in these occupations from outside sources and selected another 44 from occupations not included in this group. All RNO/gender groups except American Indian or Alaska Native women were selected in numbers which were consistent with their participation in similar occupations in the CLF. More American Indian or Alaska Native women were selected than expected based on the CLF for these occupations.

In FY 2017, 180 permanent employees in these occupations left the FWS and another 28 were selected for other occupations. All RNO/gender groups except American Indian or Alaska Native men separated from the FWS in numbers which were consistent with their participation in this segment of the workforce at the beginning of the fiscal year. More American Indian or Alaska Native men separated from the FWS than would be expected based on an equal probability statistical model. Although not quite significant, it is also the case that more White men left the FWS than would be expected by an equal probability model. The higher than expected separation rate for White men accounts for their drop in participation.

Technical Biology and Wage Grade Occupations:

There are 861 Biology technician and wage-grade employees in the FWS, constituting 11% of the permanent workforce. The break out is 133 Biological Science Technicians, 141 Forest and Range Technicians, and 587 employees in wage-grade occupations. In the FWS, these occupations have similar demographics: they are overwhelmingly male (93%) and White (85%). In contrast, the CLF 2010 for this group of occupations is male (80%) and White (76%).

In FY 2017, the FWS hired 99 employees in these occupations and selected two others from different occupations. Although the CLF percentages and the number hired are small, Native Hawaiian or Pacific Island men and White men were hired in numbers which were significantly above their participation in the CLF, while Black or African American men, minority women and White women were hired in numbers which were significantly below their CLF participations. The only minority woman hired was Black or African American woman.

In FY 2017, 75 employees in these occupations left the FWS and 17 others were selected for positions in other occupation groups. White men left these occupations in numbers which were significantly below their participation in the workforce at the beginning of the fiscal year. This lower than expected separation rate combined with the higher than expected accession rate resulted in a +0.7% increase in the participation of White men in these occupations.

Senior Level Workforce (GS-13 and above)

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

In FY 2017, diversity outcomes for the FWS senior level workforce were disappointing. By the end of the fiscal year, the participation of White men increased (+0.5%) and the participation of women declined (-0.6%). The participation of minorities as a group was unchanged.

Historically, roughly two thirds of entrants to the FWS senior workforce gain entry through internal promotion; the other third are hired from outside. In FY 2017, only 28% of entrants to the FWS senior workforce were hired from outside the FWS.

All RNO/gender groups were promoted to GS-13 in numbers which were consistent with their participation in the GS-12 workforce at the beginning of the fiscal year.

The CLF is tabulated by occupation, not by occupation and grade, so it is not an appropriate standard against which to gauge the availability of RNO/gender additions to the FWS senior workforce. Nevertheless, given the history of access to those professional and administrative occupations found in the FWS senior workforce, we believe that it may provide an upper bound on the availability of women and minorities in FWS occupations at senior levels in the Civilian Labor Force. Given this caveat, it turns out that senior additions of White men in these occupations were significantly above this upper bound, and that senior additions of women (both White and minority) were significantly below this upper bound.

Additionally, Asian men in particular and minority men as a group separated from the senior workforce in numbers which were significantly higher than their participation in the senior workforce at the beginning of the fiscal year.

Leadership Development

In FY 2017, the FWS once again accepted applications for two competitive leadership development programs. The Stepping Up To Leadership (SUTL) Program was open to employees in GS-11/12 positions and the Advanced Leadership Development Program (ALDP) was open to GS-13/14 employees. The Department of the Interior did not conduct a Department-level SES candidate development program during the fiscal year.

In FY 2017, there were 74 White women in the SUTL applicant pool, which is greater than the 57 expected given their participation in the GS-11/12 workforce. Women and Whites overall also applied in greater than expected numbers, which can be attributed to the larger than expected share of applications from White women. In contrast, minorities comprised a smaller than expected share of the applicant pool, submitting only 16 applications compared to the 28 expected.

Women and White women in particular, were selected for the program in greater numbers than expected based on their availability in the applicant pool. Fewer White men were selected than expected based on their availability in the applicant pool.

The ALDP applicant pool was within the expected range with the exception of White women. White women submitted 29 applications to program, which is more than the 21 expected based on their participation in the GS-13/14 workforce. The number of applications submitted by every other group was within the expected range. Further, the selections data suggest that every group was selected in numbers that are consistent with their availability in the applicant pool.

Although the application and selection rates for many groups were as expected, there are several groups missing from the final cohorts. No minority men were selected for SUTL in FY 2017. No minority women or people with targeted disabilities were selected for ALDP. This is within the expected range based on the availability of these groups in the eligible pool.

Persons with Disabilities

At the end of FY 2017, 195 employees self-identified as having a targeted disability, which was a modest increase from 186 the previous year. In both FY 2017 and FY 2016, the participation of employees with targeted disabilities in the overall workforce was above the 2% federal goal. Of the 195 employees with targeted disabilities onboard at the end of FY 2017, 175 were in the permanent workforce and the remaining 20 were in the temporary workforce.

In FY 2017, there were 44 accessions of individuals with targeted disabilities to FWS from outside the organization, of which 26 were accessions to the permanent workforce. An additional four employees with targeted disabilities were hired into the permanent workforce from the temporary workforce. Individuals with targeted disabilities made up a higher proportion of accessions to the permanent workforce (4.5%) than to the temporary workforce (2.4%).

There were more accessions of individuals with targeted disabilities in FY 2017 than in the previous year. In FY 2016, there were 32 accessions of employees with targeted disabilities to the workforce, 18 of which were accessions to the permanent workforce specifically.

Participation outcomes for employees with reportable disabilities were not as favorable. At the end of FY 2017, the participation rate of employees with reportable disabilities in the overall workforce was 10.1% (910 employees). This is below the 12% participation goal.

There were 136 accessions of individuals with reportable disabilities to the overall workforce, which accounted for 10.4% of accessions to the overall workforce. This differs for the permanent and temporary workforces. Of the 574 accessions to the permanent workforce, 13.4% were employees with reportable disabilities. In contrast, only 8% of accessions to the temporary workforce were employees with reportable disabilities. This accounts for the low overall accessions, particularly as there are more accessions to the temporary workforce than to the permanent.

Separations data were once again concerning both for individuals with targeted disabilities and reportable disabilities in general. Both groups separated from the permanent workforce at higher-than-expected rates based on their participation at the start of the fiscal year. Overall, 19 employees with targeted disabilities separated which is significantly higher than the 12 expected. 85 employees with reportable disabilities separated compared to 56 expected. Voluntary separations for both groups are higher than expected whereas involuntary separations are within the expected range.

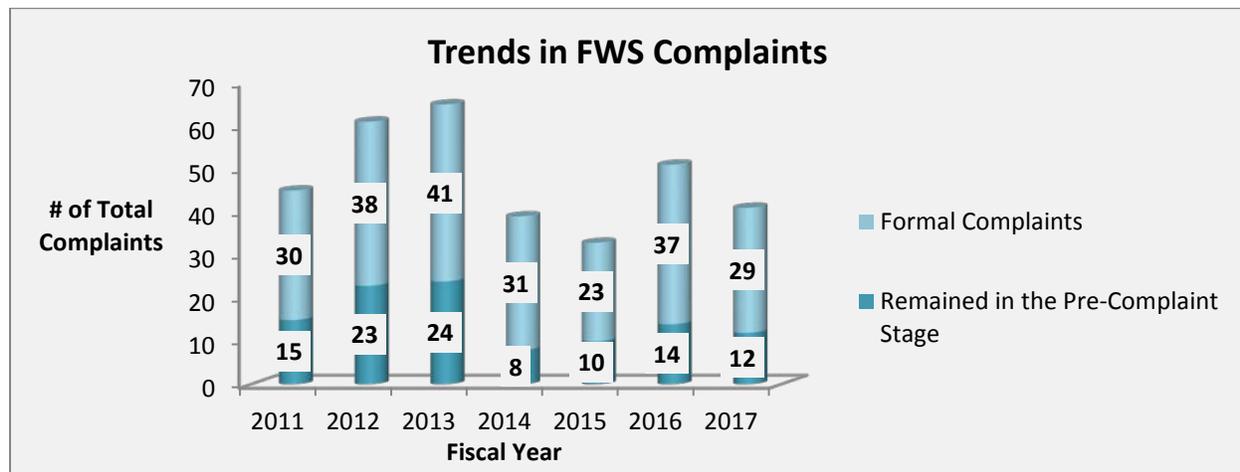
| Separations for Targeted Disability | Count |
|-------------------------------------|-------|
| Retirement | 8 |
| Move to another agency/bureau | 7 |
| Resignation | 3 |
| Termination | 1 |
| Total | 19 |

Trends in EEO Complaints

Both pre-complaints and formal complaints decreased at FWS in FY 2017. While 51 pre-complaints were initiated in 2016; this figure went down to 41 in FY 2017; this is a 20% reduction. Likewise, there were 37 formal complaints filed in FY 2016, but a year later, 29 formal complaints were filed, a reduction of 21%.

The percentage of individuals proceeding from a pre-complaint to a formal complaint has ranged from 70% to 72% for the last three reporting periods. This is down from 2014, when 79% of pre-complaints proceeded to the formal stage. See table below.

| Trends in FWS Complaints FY 2011- FY 2017 | | | | | | | |
|---|---------|---------|---------|---------|---------|---------|---------|
| | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
| Pre-Complaints | 45 | 61 | 65 | 39 | 33 | 51 | 41 |
| Formal Complaints | 30 | 38 | 41 | 31 | 23 | 37 | 29 |
| % Pre-Complaints Go Formal | 67% | 62% | 63% | 79% | 70% | 72% | 71% |



While reprisal was the most frequent basis alleged in employment discrimination complaints at FWS for the last several years, FY 2017 showed a change. In FY 2017, disability was the most frequent basis of discrimination, sex was ranked second, and reprisal was ranked third. Government-wide reprisal is the most frequent basis in discrimination complaints. In FY 2017, disability discrimination was reported in 30% of complaints filed, while sex discrimination and reprisal comprised 21% and 20% of the complaints, respectively.

| Trends in Basis for Discrimination Complaints (Referenced from Part IV of the EEOC 462 Report) | | | | | | | |
|---|---------|---------|---------|---------|---------|---------|---------|
| Basis | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
| Race | 7 | 9 | 18 | 14 | 10 | 9 | 8 |
| Sex | 15 | 9 | 14 | 9 | 11 | 15 | 13 |
| Age | 11 | 12 | 10 | 8 | 7 | 8 | 9 |
| Color | 4 | 4 | 5 | 4 | 2 | 1 | 0 |
| National Origin | 2 | 5 | 4 | 4 | 1 | 4 | 0 |
| Religion | 0 | 0 | 2 | 0 | 3 | 2 | 1 |
| Disability | 15 | 15 | 13 | 13 | 8 | 15 | 18 |
| Reprisal | 17 | 18 | 23 | 18 | 16 | 20 | 12 |
| 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. However, the number of harassment complaints decreased from 21 in FY 2016 to 12 in FY 2017, the lowest number reported in the last six years.

| Harassment (Non-Sexual) Complaint Trends (Referenced 4 th Quarter FY 2017 No FEAR Report) | | | | | | |
|--|----------------|----------------|----------------|----------------|----------------|----------------|
| FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
| 12 | 15 | 17 | 21 | 15 | 21 | 12 |

Other issues only represent a fraction of the harassment complaints. The chart below shows the top five issues in FY 2017.

| FY 2017 Top Issues in EEO Complaints (Referenced 4 th Quarter FY 2017 No FEAR Report) | |
|--|----------|
| Issue | # |
| Harassment (non-sexual) | 12 |
| Terms and Conditions of Employment | 8 |
| Reasonable Accommodation (Disability) | 7 |
| Performance Evaluation | 7 |
| Assignment of Duties | 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 2017, among 41 pre-complaints filed, ADR was elected 10 times or 25% of the time. ADR was conducted eight of the 10 times it was elected. When ADR was conducted, the resolution rate was 25%. FWS continues to offer ADR again in the formal process when complaints are accepted for investigation. ADR was conducted for one of the 29 formal complaints; the case was resolved; another FY 2017 formal complaint was pending mediation at the end of the year. Looking ahead, improving interest and participation in ADR across FWS could resolve more disputes and reduce processing time. In FY 2017 FWS began providing all complainants --at both the pre-complaint and formal stage-- an ADR Fact Sheet to help with marketing the program. In FY 2018 FWS will begin conducting surveys of complainants to determine why the ADR participation rate is low, and develop a strategy to increase the participation.

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, EEO Director

01/26/2018
Date

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


James W. Kurth, Exercising the Authority of the Director

26 JAN 2018
Date

**PART G:
SELF-ASSESSMENT CHECKLIST**
Measuring Essential Elements

**FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT**

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.1 | EEO policy statements are up to date. | | | | |
| A.1.a.1 | | The Agency Head was installed on: | James W. Kurth started Exercising the Authority of the Director on January 21, 2017. | | James W. Kurth started Exercising the Authority of the Director on January 21, 2017. |
| A.1.a.2 | | The EEO policy statement was issued on: | Dec 11, 2017 | | |
| 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 the FWS 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 the FWS website. |
| A.2 | EEO policy statements have been communicated to all employees. | | | | |
| 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' 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 | | |
| A.3 | Agency EEO policy is vigorously enforced by agency management. | | | | |

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 | | Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to: | x | | All supervisors and managers have a critical element regarding EEO policies and principles in their performance standards. Supervisors and managers are evaluated on compliance with these standards. EEO and Diversity advocacy performance statement is included in all SES performance plans. |
| A.3.a.1 | | resolve problems/disagreements and other conflicts in their respective work environments as they arise? | x | | |
| 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 | | |

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.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 | | <p>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.</p> <p>Employees access the DOI Disciplinary Action Guide through the DOI website</p> <p>The FWS issued an Anti-Harassment Policy to all employees with guidance to read and verify to their supervisor that they understood their responsibility for compliance with the policy. To ensure implementation of the policy, the Directorate is required to provide quarterly reports.</p> |
| 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 | | <p>A link to the DOI Procedures for Reasonable Accommodation is provided in the FWS Manual.</p> <p>The FWS has drafted its' own Procedures for Reasonable Accommodation, which is currently under review.</p> |
| 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. |

| 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.1 | 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.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 Inclusion 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 nd 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 2nd 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 | | The EEO Director develops FWS-wide policies and procedures and provides general oversight and technical guidance to Regional EEO officials. |
| B.2 | 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.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 D&I 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. |
| B.3 | The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation. | | | | |

| 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.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 Inclusion 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 Disabled Veterans Programs in coordination with HR. |
| 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 | | |
| B.4 | The agency has committed sufficient budget to support the success of its EEO programs. | | | | |

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.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 staff review workforce employment data provided by two full-time permanent statisticians in Headquarters. Statisticians 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. |
| 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 FWSs 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. There is sufficient funding to ensure that training is provided to managers and supervisors. |
| 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 | 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. | | | | |
| 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 | 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. | | | | |
| 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. |

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.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 quarterly and 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 is conducted during the preparation of the MD-715 Barrier Analysis. |
| C.3 | When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken. | | | | |
| 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 | | <p>FWS refers to the DOI Table of Penalties to determine what appropriate disciplinary action should be taken when findings of discrimination are made.</p> <p>Policy guidance is provided by the Headquarters Human Resources Officer who makes recommendations, in coordination with the EEO Director, to the Regional Directors regarding appropriate disciplinary actions to be taken when an employee has been found to have committed a discriminatory act.</p> |
| 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. | x | | FWS had no findings of discrimination in FY 2016. In FY 2017, OFO reversed an Agency Final Agency Decision - finding discrimination on the basis of disability. The Decision identified four Responsible Management Officials (RMOs). Of the four, one has retired before discipline could have been proposed. Two RMOs received Letters of Advisement. A decision to discipline the fourth RMO is still pending. |

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.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 | Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year. | | | | |
| 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 and HR—to identify barriers. During FY 2017, the Director and Executive Diversity Committee established a Barrier Analysis Team (BAT), consisting of managers and supervisors, to engage in sustained and systematic inquiry into triggers as they relate to workplace policies, procedures, and practices - with a focus on identifying barriers to diversity and inclusion in the workplace and devising plans to eliminate them. |
| 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 and/or eliminating 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 | | |

| 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.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 | The use of Alternative Dispute Resolution (ADR) is encouraged by senior management. | | | | |
| 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). |
| E.1 | The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers. | | | | |
| 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 | | |
| E.2 | The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO programs. | | | | |
| 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 | | |

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.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 | | FWS works closely with firms who conduct EEO counseling and investigations. FWS provides oversight and manages the processes to ensure regulatory time-frames are not exceeded. FWS discontinues work with firms who are not able to develop quality work products or meet its internal processing guidelines, which exceed regulatory requirements. |
| 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 | | |
| E.3 | 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. | | | | |
| 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 | | While DOI has responsibility to issue the Final Agency Decisions (FAD), FWS works closely with DOI, communicates with DOI on a regular basis, receives bi-weekly reports on the status of pending FADs and monitors the progress. As needed, FWS also funds the processing of FADs by contract firms when DOI is overburdened with workload. |
| 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 | | |

| 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.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 | | |
| E.4 | 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. | | | | |
| E.4.a | | In accordance with 29 C.F.R. §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 Inclusion 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. |
| E.5 | The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs. | | | | |
| 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 | | |

| 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.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 | 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. | | | | |
| 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 | Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges. | | | | |
| 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 | 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. | | | | |
| 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 | Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC. | | | | |
| 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 | | Members of the Senior Executive Service, EEO Director and Managers/Supervisors. Their performance is measured through a Critical Element in the Performance Standards. |

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.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 | | |
| 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.

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

| Type of Program Deficiency | Brief Description of Program Deficiency |
|--|---|
| EEO Complaint Program: Administration of ADR program. Program Deficiency identified by EEOC in technical review letter dated 09/25/2017. | Low ADR Participation Rate during the Pre-Complaint Stage. ADR participation rate during the pre-complaint stage decreased from 28% in FY 2013 to 23% in FY 2016, which is well below EEOC's goal of 50%. |

Objectives

| Date Initiated | Objective | Target Date | Modified Date | Date Completed |
|----------------|--|-------------|---------------|----------------|
| 03/01/2018 | Determine barriers to participation in ADR. | 9/30/2018 | | |
| 03/01/2018 | Increase quality and quantity of communication about ADR at different points in the pre-complaint stage. | 9/30/2018 | | |

Responsible Officials

| Title | Name | Performance Standards Address the Plan |
|---------------------------------------|----------------|--|
| EEO Complaints and Compliance Manager | Ronald Niemann | Yes |

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Funding and Staff | Modified Date | Date Completed |
|-------------|---|------------------------------|---------------|----------------|
| 02/01/2018 | Instruct EEO Counselors to use ADR Fact Sheet to go over the benefits of mediation with complainants. | Yes | | |
| 01/31/2018 | Develop ADR Survey to determine why complainants decline mediation. | Yes | | |
| 03/30/2018 | Launch ADR Survey. | Yes | | |
| 09/30/2018 | Analyze ADR Survey results. | Yes | | |
| 12/01/2018 | Develop and implement plan to address barriers determined from ADR Survey results. | Yes | | |

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

FY 2017
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.

A review of FY 2017 permanent workforce data (See Table A1) reveals a low participation rate of Asians (2.7%) in the permanent workforce in comparison to their rate in the Organizational CLF (5.9%). The participation rate of Asian permanent employees in the professional biology workforce series is 2.2%, which is below the CLF (7.2%).

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

Representation in Workforce:

Overall

The participation rate of Asians in the FWS permanent workforce in FY 2017 (2.7%) increased by 0.1% compared to FY 2016 (2.6%) (Table A1). The participation of Asians in all the major occupational series is below their CLF availability, with the exception of the law enforcement officers.

Professional Biology

A review of participation of Asians in the professional biologist series and biology students indicates that there are 84 Asian professional biologists. Their 2.2% participation rate in the professional biology series is an increase from the rate of 2.0% in FY 2016, but still below the Professional Biology CLF (7.2%).

The participation rate of Asian women in the professional biologist series and biology students in the FWS permanent workforce is 1.2% in comparison to the Professional Biology CLF of 4.1% for Asian women. The participation rate of Asian men in the same category in the FWS permanent workforce is 1.0% in comparison to the rate of 3.1% in the Professional Biology CLF.

Hires and Separations:

Overall

A total of 27 Asians were hired into the permanent workforce in FY 2017 (See Table A8); that is 3.8% of the total hires, which is below the 5.9% participation rate of Asians in the CLF. A review of separations from the permanent workforce (Table A14) indicates that there were 15 (2.7%) separations of Asians in FY 2017, which was equal to their on-board participation rate in the FWS permanent workforce. By comparison, in FY 2016, 24 Asians were hired (3.7% of total hired) (2016 Table A8), and 10 Asians separated from the FWS permanent workforce (1.9% of total separations).

Professional Biology Occupations

In FY 2017, there were 289 accessions of professional biologists to the FWS permanent workforce; 14 (4.8%) of these were Asian, which is below their Professional Biology CLF of 7.2% and is an increase from their FY 2016 accession rate of 2.4% (5 out of 205).

In FY 2017, of the 193 separations of professional biologists from the FWS permanent workforce, 3 were Asian. Their 1.6% rate of separation is below their on-board

| | |
|--|--|
| | participation rate of 2.2% in the Professional Biology occupations, therefore it does not constitute a concern. By comparison, in FY 2016, 181 professional biologists separated from the FWS permanent workforce, and 3 of those were Asian (1.7%). |
| STATEMENT OF IDENTIFIED BARRIER/PROBLEM: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Based on the analysis conducted in FY 2017 by an External Contractor and the internal Barrier Analysis Team, the following potential barriers were identified: <ul style="list-style-type: none"> • Inconsistent and decentralized recruitment, interview, and selection practices have negatively influenced the ability of the FWS to meet its diversity and inclusion (D&I) goals and effectively shape its workforce. • Lack of internal communication strategy on the FWS D&I plan and core values that is inhibiting Service-wide understanding and buy-in. • Cultural attitudes, misperceptions, or myths in the FWS workforce regarding D&I, and resistance to D&I initiatives. |
| OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition. | <ul style="list-style-type: none"> • Build a communication strategy that reduces organizational resistance to D&I goals and initiatives. • Continue Targeted Recruitment efforts. |
| RESPONSIBLE OFFICIAL(S): | FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters |
| DATE OBJECTIVE INITIATED: | December 15, 2017 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | November 30, 2018 |
| DATE OBJECTIVE COMPLETED (Skip this row if not completed) | |
| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | |
| | TARGET DATE (Must be specific) |
| 1. Promote opportunities for employees to connect to employee resource groups. | August 31, 2018 |
| 2. Develop objectives for the Targeted Recruitment Team. | September 30, 2018 |
| 3. Develop communications on topics to address “myth busting” and common misperceptions. | October 31, 2018 |
| 4. Encourage supervisors to cover professional development topics with all employees. | October 31, 2018 |
| 5. Assess current state of employment brand and communication for candidates. | November 30, 2018 |
| 6. Roll out Dignity and Respect Campaign. | November 30, 2018 |

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

FY 2017
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?

There is a low participation of Black or African Americans in the FWS total permanent workforce, professional biology series, and law enforcement officers.

A review of FY 2017 permanent workforce data reveals a low participation rate (4.7%) of Blacks or African Americans in the permanent workforce in comparison to their availability (6.8%) in the Organizational CLF (See Table A1).

The overall participation of Black or African Americans in the permanent professional biology series was 1.6% which is below the Professional Biology CLF of 3.0%.

The overall participation of Black or African American law enforcement officers in the permanent workforce is 2.7%, which is below their CLF of 11.8%.

BARRIER ANALYSIS:

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

Representation in Workforce:

Overall

The number of Black or African Americans in the FWS permanent workforce at the end of FY 2017 was 382, compared to 375 in FY 2016. Although their numbers increased, their participation rate (4.7%) decreased by 0.1% compared to FY 2016 (4.8%).

Professional Biology

A review of Black or African Americans in the permanent professional biology workforce indicates that there are 62 Black or African American professional biologists. Their 1.6% participation rate in the professional biology series is unchanged from the overall rate of 1.6% in FY 2016.

Law Enforcement Officers

A review of FWS permanent law enforcement officers indicates that there are 13 Blacks or African Americans—1 woman and 12 men—out of 473 law enforcement officers. Their participation rate of 2.7% in the FY 2017 was an increase of 0.2% over the rate of 2.5% in FY 2016.

Hires and Separations:

Overall

A total of 46 Blacks or African Americans were hired into the FWS permanent workforce in FY 2017 (See Table A8); that is 6.4% of the total 710 hires, which is below their 6.8% CLF. A review of separations on Table A14 indicates that there were 39 (7.1%) separations of Blacks or African Americans from the FWS permanent workforce in FY 2017, which is above their 4.7% on-board participation (Table A1).

In FY 2016, for comparison, a total of 33 Blacks or African Americans were hired (5.1%), and a total of 30 (5.7%) Blacks or African Americans separated from the permanent workforce (Table A14).

Professional Biology

In FY 2017, there were 289 accessions of professional biologists to the FWS permanent

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| | <p>workforce; 4 (1.6%) of these accessions were Black or African American biologists, which is below the Professional Biology 3.0% CLF and an increase over the FY 2016 accessions of 1 (1.5%) Black or African American biologist out of a total of 205.</p> <p>Of the 193 separations in FY 2017 of professional biologists from the FWS permanent workforce, 3 (1.6%) were Black or African Americans, which is the same as their on-board participation of 1.6%. In FY 2016, of the 181 separations of professional biologists from the permanent workforce, 3 (1.7%) were Black or African Americans.</p> <p><u>Law Enforcement Officers</u></p> <p>In FY 2017, there were 16 accessions of FWS permanent law enforcement officers. Two (2) of these accessions were Black or African Americans, resulting in a 12.5% accession rate, which is above their 11.8% CLF, and is an increase over their 5.9% FY 2016 accession rate.</p> <p>In FY 2017, of the 24 separations of FWS permanent law enforcement officers, 1 (4.2%) was Black or African American, which is above the on-board participation of 2.7%. There were no separations of Blacks or African Americans in FY 2016.</p> |
| <p>STATEMENT OF IDENTIFIED BARRIER/PROBLEM: 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>Based on the analysis conducted in FY 2017 by an External Contractor and the internal Barrier Analysis Team, the following potential barriers were identified:</p> <ul style="list-style-type: none"> • Inconsistent and decentralized recruitment, interview, and selection practices have negatively influenced the ability of the FWS to meet its diversity and inclusion (D&I) goals and effectively shape its workforce. • Lack of internal communication strategy on the FWS D&I plan and core values that is inhibiting Service-wide understanding and buy-in. • Cultural attitudes, misperceptions, or myths in the FWS workforce regarding D&I, and resistance to D&I initiatives. |
| <p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p> | <ul style="list-style-type: none"> • Build a communication strategy that reduces organizational resistance to D&I goals and initiatives. • Continue Targeted Recruitment efforts. |
| <p>RESPONSIBLE OFFICIAL(S):</p> | <p>FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters</p> |
| <p>DATE OBJECTIVE INITIATED:</p> | <p>December 15, 2017</p> |
| <p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p> | <p>November 30, 2018</p> |
| <p>DATE OBJECTIVE COMPLETED (Skip this row if not completed)</p> | |
| <p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p> | |
| <p>1. Promote opportunities for employees to connect to employee resource groups.</p> | <p>TARGET DATE (Must be specific) August 31, 2018</p> |
| <p>2. Develop objectives for the Targeted Recruitment Team.</p> | <p>September 30, 2018</p> |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE (Must be specific) |
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| 3. Develop communications on topics to address “myth busting” and common misperceptions. | October 31, 2018 |
| 4. Encourage supervisors to cover professional development topics with all employees. | October 31, 2018 |
| 5. Assess current state of employment brand and communication for candidates. | November 30, 2018 |
| 6. Roll out Dignity and Respect Campaign. | November 30, 2018 |

| EEOC FORM 715-01 PART I (3 of 9): Plan to Eliminate Identified Barriers | <p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p> |
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| U.S. FISH AND WILDLIFE SERVICE | FY 2017 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? | <p>There is a low participation rate of Hispanic or Latino women in the professional biology series.</p> <p>The analysis of FY 2017 permanent workforce data reveals a low participation rate (6.2%) of Hispanic or Latino employees in the permanent workforce in comparison to their availability in the Organizational CLF (6.8%) (See Table A1).</p> <p>The participation rate for Hispanic or Latino women in the FWS professional biology permanent workforce was 1.6%, which is 0.5% below their CLF of 2.1%.</p> |
| BARRIER ANALYSIS: Describe the steps taken and data analyzed to determine cause of the condition. | <p>Representation in Workforce:</p> <p><u>Overall</u> The analysis of FY 2017 permanent workforce data reveals a slightly lower participation rate (6.2%) of Hispanic or Latino employees in the permanent workforce in comparison to their availability (6.8%) in the Organizational CLF. In FY 2016, the participation rate of Hispanics or Latinos was 6.3%. Hispanic or Latino men participated at 3.6%— the same as their rate in the Organizational CLF. Hispanic or Latino women participated at 2.6%, compared to their CLF (3.2%). (See FY 2017 Table A1).</p> <p><u>Professional Biology</u> The overall participation rate of Hispanic or Latino employees in the FY 2017 professional biology permanent workforce is 4.7%, which is above the Professional Biology Occupational CLF rate of 4.6%. The participation rate for Hispanic or Latino men in the FWS professional biology permanent workforce was 3.1%, which is above their Professional Biology Occupational CLF rate of 2.4%. However, the participation rate for Hispanic or Latino women in the FWS professional biology permanent workforce was 1.6%, which is 0.5% below their Professional Biology Occupational CLF of 2.1%, and 0.2% lower than in FY 2016.</p> <p>At the end of FY 2017 the FWS had 62 Hispanic or Latino women professional biologists, 1.6% of the professional biology workforce. This was a decrease from their participation rate of 1.8% in FY 2016.</p> <p>Hires and Separations:</p> |

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| | <p><u>Overall</u> A total of 44 Hispanic or Latino employees were hired into the FWS permanent workforce in FY 2017; that is 6.2% of the total hires (See Table A8). This was slightly below the 6.8% participation rate of Hispanics or Latinos in the Organizational CLF, but an improvement over FY 2016's 5.3% of total hires (35 out of 652).</p> <p>In FY 2017, 39 Hispanic or Latino employees separated from the FWS permanent workforce, 7.1% of the total 553 separations (See Table A14), which is above their 6.0% on-board participation, but improved over FY 2016's 7.9% rate of separations (41 out of 524).</p> <p><u>Professional Biology</u> In FY 2017, there were 289 accessions of professional biologists to the FWS permanent workforce; 10 (3.5%) of these accessions were of Hispanic or Latino biologists—3 women (1.0%) and 7 men (2.4%). Their combined participation rate of 3.5% is below their CLF of 4.6% and an increase over their FY 2016 accession rate of 1.0% (2 out of 205).</p> <p>The 7 accessions of Hispanic men professional biologists constitute 2.4% of the total biologist accessions in FY 2017, which is the same rate as their availability in the CLF. However, the 3 accessions of Hispanic women professional biologists constitute 1.0% of the total biologist accessions compared to their rate of 2.1% in the CLF.</p> <p>In FY 2017, of the 193 separations of professional biologists from the FWS permanent workforce, 13 (6.7%) were Hispanic or Latino professional biologists—6 women and 7 men. This 6.7% separation rate is above their on-board participation rate in our workforce of 4.6%. Their FY 2016 separation rate of 5.5% (10 out of 181) was also above their 5.0% participation rate. When analyzed separately, both Hispanic men and women separated from the FWS permanent professional biology workforce at a higher rate than their participation rates: men 3.6% over 3.1% participation; women 3.1% over 1.6% participation. Corresponding separation/participation rates in FY 2016 for Hispanic or Latino biologists were men 3.3% over 3.2% participation; women 2.2% over 1.8% participation.</p> |
| <p>STATEMENT OF IDENTIFIED BARRIER/PROBLEM: 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>Based on the analysis conducted in FY 2017 by an External Contractor and the internal Barrier Analysis Team, the following potential barriers were identified:</p> <ul style="list-style-type: none"> • Inconsistent and decentralized recruitment, interview, and selection practices have negatively influenced the ability of the FWS to meet its diversity and inclusion (D&I) goals and effectively shape its workforce. • Lack of internal communication strategy on the FWS D&I plan and core values that is inhibiting Service-wide understanding and buy-in. • Cultural attitudes, misperceptions, or myths in the FWS workforce regarding D&I, and resistance to D&I initiatives. |
| <p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p> | <ul style="list-style-type: none"> • Build a communication strategy that reduces organizational resistance to D&I goals and initiatives. • Continue Targeted Recruitment efforts. |
| <p>RESPONSIBLE OFFICIAL(S):</p> | <p>FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources</p> |

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| | Office of Diversity and Inclusive Workforce Management Workforce Recruiters |
| DATE OBJECTIVE INITIATED: | December 15, 2017 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | November 30, 2018 |
| DATE OBJECTIVE COMPLETED (Skip this row if not completed) | |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE (Must be specific) |
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| 1. Promote opportunities for employees to connect to employee resource groups. | August 31, 2018 |
| 2. Develop objectives for the Targeted Recruitment Team. | September 30, 2018 |
| 3. Develop communications on topics to address “myth busting” and common misperceptions. | October 31, 2018 |
| 4. Encourage supervisors to cover professional development topics with all employees. | October 31, 2018 |
| 5. Assess current state of employment brand and communication for candidates. | November 30, 2018 |
| 6. Roll out Dignity and Respect Campaign. | November 30, 2018 |

| EEOC FORM 715-01 PART I (4 of 9): Plan to Eliminate Identified Barriers | U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT |
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| U.S. FISH AND WILDLIFE FWS | FY 2017 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? | <p>The participation rate of women Law Enforcement Officers in the FWS workforce is lower than expected.</p> <p>The analysis of FY 2017 permanent workforce data reveals a participation rate for women Law Enforcement Officers of 10.6%, which is below the CLF of 23.7%.</p> |
| BARRIER ANALYSIS: Describe the steps taken and data analyzed to determine cause of the condition. | <p>Representation in Workforce: The FWS permanent law enforcement officers decreased from 480 employees in FY 2016 to 473 in FY 2017. The participation rate of women decreased 0.6% (3 employees) from 11.0% in FY 2016 to 10.6% in FY 2017.</p> <p>Hires and Separations: In FY 2017, of the 16 law enforcement officers hires, 1 (6.7%) was of a woman, compared to the availability in the CLF of 23.7%. In FY 2017, of the 24 separations of law enforcement officers from the FWS permanent workforce, 4 (16.7%) were women, which is considerably higher than their on-board participation rate of 10.6%.</p> |
| STATEMENT OF IDENTIFIED BARRIER/PROBLEM: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | <p>Based on the analysis conducted in FY 2017 by an External Contractor and the internal Barrier Analysis Team, the following potential barriers were identified:</p> <ul style="list-style-type: none"> • Inconsistent and decentralized recruitment, interview, and selection practices have negatively influenced the ability of the FWS to meet its diversity and inclusion (D&I) goals and effectively shape its workforce. • Lack of internal communication strategy on the FWS D&I plan and core values that is inhibiting Service-wide understanding and buy-in. • Cultural attitudes, misperceptions, or myths in the FWS workforce regarding D&I, and resistance to D&I initiatives. |
| OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition. | <ul style="list-style-type: none"> • Build a communication strategy that reduces organizational resistance to D&I goals and initiatives. • Continue Targeted Recruitment efforts. |
| RESPONSIBLE OFFICIAL(S): | FWS Deputy Director FWS Directorate Chief, Office of Law Enforcement Chief, National Wildlife Refuge System Project Leaders and Hiring Officials Division of Human Resources |

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| | Office of Diversity and Inclusive Workforce Management Workforce Recruiters |
| DATE OBJECTIVE INITIATED: | December 15, 2017 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | November 30, 2018 |
| DATE OBJECTIVE COMPLETED (Skip this row if not completed) | |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE (Must be specific) |
|--|---------------------------------------|
| 1. Promote opportunities for employees to connect to employee resource groups. | August 31, 2018 |
| 2. Develop objectives for the Targeted Recruitment Team. | September 30, 2018 |
| 3. Develop communications on topics to address “myth busting” and common misperceptions. | October 31, 2018 |
| 4. Encourage supervisors to cover professional development topics with all employees. | October 31, 2018 |
| 5. Assess current state of employment brand and communication for candidates. | November 30, 2018 |
| 6. Roll out Dignity and Respect Campaign. | November 30, 2018 |

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

FY 2016
Completed 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 (6.0%) (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 professional biology series indicated that there were 73 Asian professional biologists. Their 2.0% participation rate in professional biology 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.

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

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE (Must be specific) |
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| 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 FWS' diversity goals for FY 2017, and the performance of diversity and inclusion measures outlined in the DIIP are met prior to submitting performance awards to HR. | October 31, 2017 Completed |
| 2. Develop centralized hiring panels using structured interviews and assign an executive coach to each panel. | November 30, 2016 Completed |
| 3. Implement an annual goal to increase the participation rate of minorities and track progress monthly. Fiscal Year 2016 goal is + 0.5%. | December 15, 2016 Completed |
| 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 Completed |
| 5. Design national diversity campaigns to address identified barriers and establish key performance measures. | June 30, 2017 Completed |
| 6. Rollout national diversity campaigns and track impact on selections. | September 30, 2017 Completed |
| 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 Completed |
| 8. Establish partnerships with the 20 universities that were selected for FWS' national strategy. | September 30, 2017 Completed |

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE

Summary of Objective Accomplishment: FWS changed the environment in which workforce decisions are made by improving the availability and reliability of data at all points of the human capital decision-making cycle. Robust Barrier Analysis efforts, led by an internal team and by an external contractor, highlighted the need for greater accountability at all levels of the organization. Employees that are not EEO practitioners briefed the FWS Directorate on the Diversity and Inclusion challenges they face on the ground. FWS launched a national hiring initiative with centralized panels from which data will be mined to identify future improvements for the roll out of similar campaigns. Continued use of new workforce planning tools, such as the Vacant Position Tracking System, allowed managers, HR, and recruiters to quickly respond to changes in human capital processes and to more efficiently secure a return from our partnerships with external institutions.

Completed Activities Towards Objective:

1. Stronger performance indicators were submitted for approval to connect Exceptional and Superior performance standards in the Supervisor/Managerial Element to tangible proactive contributions to targeted recruitment activities and barrier identification and removal.
2. FWS developed centralized hiring panels for approximately 60 entry level positions in the 400 biological series in an effort to reach a large pool of diverse and qualified candidates. An after-action review of this pilot initiative will determine successes, lessons learned, and adjustments that need to be made before similar initiatives are implemented in the future. Selection panels of 3-5 members were established for each of the 400 occupational series. The panels evaluated the application packages of the applicants who were on the selection certificates and identified applicants to move to the interview and selection phase of the process. The interview and selection panel members selected candidates to be referred for placement. The hiring manager for each position selected the candidate for final placement.
3. FWS established and implemented an annual hiring goal to increase participation of minorities by +0.5% in FY 2017. The FWS Directorate was briefed on progress towards the goal on a monthly basis. The FWS Directorate also tracked it at barrier analysis briefings, where they discussed historical trends, workforce fluctuations affecting goal achievement, and how the organization compares to other bureaus in the Department of the Interior and the federal government. The goal is evaluated annually.
4. FWS Statisticians developed a predictive model to better inform goal-setting and decision-making due to planned workforce changes and workforce fluctuations. FWS Statisticians continued to inform leadership about the impact that different organizational structure change scenarios would have on employees from low participation groups. National diversity campaigns were developed to create a systematic approach to execute initiatives designed to increase minority participation.
5. An external contractor designed four national diversity campaigns to address identified barriers and established key performance measures. The campaigns address FWS' reputation as an employer, internal policies and procedures, internal communications, and FWS' core values.
6. The national diversity campaigns were presented to the FWS Directorate. Campaigns are aligned to other D&I Strategic activities, meaning that components of the campaigns are already being implemented. An implementation roadmap for each campaign, outlining performance indicators, and primary owners, was also presented to the FWS Directorate. The implementation plan will continue through FY 2018.
7. Human Resources, Managers, and Recruiters use the Vacant Position Tracking System to assist in the national recruitment strategy and to eliminate inconsistencies encountered in workforce planning. This workforce planning tool helped the FWS respond to changes in human capital processes, such as hiring controls, in an effective manner.
8. FWS established partnerships with the 20 universities that were selected for FWS' national strategy. A standardized recruitment action plan is in use with the selected institutions. In FY 2017, the FWS entered into five (5) Memorandums of Understanding (MOUs) with the following: Cornell University, University of Minnesota, Rutgers University, University of Maryland, and Virginia Polytechnic Institute and State University.

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

FY 2016
Completed 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?

There is a low participation rate of Black or African American employees in the FWS total permanent workforce and in the professional biology series

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%.

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.

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

Representation in Workforce:

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 2016 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.

Hires and Separations:

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, who 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%.

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%).

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

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| | 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. |
| STATEMENT OF IDENTIFIED BARRIER/PROBLEM: 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. |
| OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition. | Change the environment in which decisions are made by implementing adaptive hiring practices and adjusting the strategy as necessary based on outcomes. |
| RESPONSIBLE OFFICIAL(S): | FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters |
| DATE OBJECTIVE INITIATED: | December 15, 2016 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | October 31, 2017 |
| DATE OBJECTIVE COMPLETED (Skip this row if not completed). | |
| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE (Must be specific) |
| 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 FWS' diversity goals for FY 2017, and the performance of diversity and inclusion measures outlined in the DIIP are met prior to submitting performance awards to HR. | October 31, 2017 Completed |
| 2. Develop centralized hiring panels using structured interviews and assign an executive coach to each panel. | November 30, 2016 Completed |
| 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 Completed |
| 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 Completed |
| 5. Design national diversity campaigns to address identified barriers and establish key performance measures. | June 30, 2017 Completed |
| 6. Rollout national diversity campaigns and track impact on selections. | September 30, 2017 Completed |
| 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 Completed |
| 8. Establish partnerships with the 20 universities that were selected for FWS' national strategy. | September 30, 2017 Completed |

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE

Summary of Objective Accomplishment: FWS changed the environment in which workforce decisions are made by improving the availability and reliability of data at all points of the human capital decision-making cycle. Robust Barrier Analysis efforts, led by an internal team and by an external contractor, highlighted the need for greater accountability at all levels of the organization. Employees that are not EEO practitioners briefed the FWS Directorate on the Diversity and Inclusion challenges they face on the ground. FWS launched a national hiring initiative with centralized panels from which data will be mined to identify future improvements for the roll out of similar campaigns. Continued use of new workforce planning tools, such as the Vacant Position Tracking System, allowed managers, HR, and recruiters to quickly respond to changes in human capital processes and to more efficiently secure a return from our partnerships with external institutions.

Completed Activities Towards Objective:

1. Stronger performance indicators were submitted for approval to connect Exceptional and Superior performance standards in the Supervisor/Managerial Element to tangible proactive contributions to targeted recruitment activities and barrier identification and removal.
2. FWS developed centralized hiring panels for approximately 60 entry level positions in the 400 biological series in an effort to reach a large pool of diverse and qualified candidates. An after-action review of this pilot initiative will determine successes, lessons learned, and adjustments that need to be made before similar initiatives are implemented in the future. Selection panels of 3-5 members were established for each of the 400 occupational series. The panels evaluated the application packages of the applicants who were on the selection certificates and identified applicants to move to the interview and selection phase of the process. The interview and selection panel members selected candidates to be referred for placement. The hiring manager for each position selected the candidate for final placement.
3. FWS established and implemented an annual goal to increase participation of minorities by +0.5% in FY 2017. The FWS Directorate was briefed on progress towards the goal on a monthly basis. The FWS Directorate also tracked it at barrier analysis briefings, where they discussed historical trends, workforce fluctuations affecting goal achievement, and how the organization compares to other bureaus in the Department of the Interior and the federal government. The goal is evaluated annually.
4. FWS Statisticians developed a predictive model to better inform goal-setting and decision-making due to planned workforce changes and workforce fluctuations. FWS Statisticians continued to inform leadership about the impact that different organizational structure change scenarios would have on employees from low participation groups. National diversity campaigns were developed to create a systematic approach to execute initiatives designed to increase minority participation.
5. An external contractor designed four national diversity campaigns to address identified barriers and established key performance measures. The campaigns address FWS' reputation as an employer, internal policies and procedures, internal communications, and FWS' core values.
6. The national diversity campaigns were presented to the FWS Directorate. Campaigns are aligned to other D&I Strategic activities, meaning that components of the campaigns are already being implemented. An implementation roadmap for each campaign, outlining performance indicators, and primary owners, was also presented to the FWS Directorate. The implementation plan will continue through FY 2018.
7. Human Resources, Managers, and Recruiters use the Vacant Position Tracking System to assist in the national recruitment strategy and to eliminate inconsistencies encountered in workforce planning. This workforce planning tool helped the FWS respond to changes in human capital processes, such as hiring controls, in an effective manner.
8. FWS established partnerships with the 20 universities that were selected for FWS' national strategy. A standardized recruitment action plan is in use with the selected institutions. In FY 2017, the FWS entered into five (5) Memorandums of Understanding (MOUs) with the following: Cornell University, University of Minnesota, Rutgers University, University of Maryland, and Virginia Polytechnic Institute and State University.

U.S. FISH AND WILDLIFE SERVICE

FY 2016
Completed 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?

There is a low participation rate of Hispanic or Latino women in the professional biology series.

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 was 1.8% in FY 2016 compared to their availability in the CLF of 2.1%.

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

Representation in Workforce:
 The 1.8% (66) participation of Hispanic or Latino women in the professional biology workforce in FY 2016 decreased from FY 2015's rate of 1.9%.

Hires and Separations:
 A review was conducted of accessions and separations of Hispanic or Latino women employees in the FWS permanent professional biology workforce. Of the 205 accessions to the professional biology series in FY 2016, 0 (0%) were Hispanic or Latino women biologists compared to their availability in the CLF of 2.1%.

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%.

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 that employees reported was a need for better communication and for consistent priorities and processes for recruitment and retention.
- 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.

STATEMENT OF IDENTIFIED BARRIER/PROBLEM:
 Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of

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.

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

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE (Must be specific) |
|---|--|
| 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 FWS' diversity goals for FY 2017, and the performance of diversity and inclusion measures outlined in the DIIP are met prior to submitting performance awards to HR. | October 31, 2017 Completed |
| 2. Develop centralized hiring panels using structured interviews and assign an executive coach to each panel. | November 30, 2016 Completed |
| 3. Implement an annual goal to increase the participation rate of minorities and track progress monthly. Fiscal Year 2016 goal is + 0.5%. | December 15, 2016 Completed |
| 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 Completed |
| 5. Design national diversity campaigns to address identified barriers and establish key performance measures. | June 30, 2017 Completed |
| 6. Rollout national diversity campaign and track progress and impact on selection. | September 30, 2017 Completed |
| 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 Completed |
| 8. Establish partnerships with the 20 universities that were selected for FWS' national strategy. | September 30, 2017 Completed |

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE

Summary of Objective Accomplishment: FWS changed the environment in which workforce decisions are made by improving the availability and reliability of data at all points of the human capital decision-making cycle. Robust Barrier Analysis efforts, led by an internal team and by an external contractor, highlighted the need for greater accountability at all levels of the organization. Employees that are not EEO practitioners briefed the FWS Directorate on the Diversity and Inclusion challenges they face on the ground. FWS launched a national hiring initiative with centralized panels from which data will be mined to identify future improvements for the roll out of similar campaigns. Continued use of new workforce planning tools, such as the Vacant Position Tracking System, allowed managers, HR, and recruiters to quickly respond to changes in human capital processes and to more efficiently secure a return from our partnerships with external institutions.

Completed Activities Towards Objective:

1. Stronger performance indicators were submitted for approval to connect Exceptional and Superior performance standards in the Supervisor/Managerial Element to tangible proactive contributions to targeted recruitment activities and barrier identification and removal.
2. FWS developed centralized hiring panels for approximately 60 entry level positions in the 400 biological series in an effort to reach a large pool of diverse and qualified candidates. An after-action review of this pilot initiative will determine successes, lessons learned, and adjustments that need to be made before similar initiatives are implemented in the future. Selection panels of 3-5 members were established for each of the 400 occupational series. The panels evaluated the application packages of the applicants who were on the selection certificates and identified applicants to move to the interview and selection phase of the process. The interview and selection panel members selected candidates to be referred for placement. The hiring manager for each position selected the candidate for final placement.
3. FWS established and implemented an annual hiring goal to increase participation of minorities by +0.5% in FY 2017. The FWS Directorate was briefed on progress towards the goal on a monthly basis. The FWS Directorate also tracked it at barrier analysis briefings, where they discussed historical trends, workforce fluctuations affecting goal achievement, and how the organization compares to other bureaus in the Department of the Interior and the federal government. The goal is evaluated annually.
4. FWS Statisticians developed a predictive model to better inform goal-setting and decision-making due to planned workforce changes and workforce fluctuations. FWS Statisticians continued to inform leadership about the impact that different organizational structure change scenarios would have on employees from low participation groups. National diversity campaigns were developed to create a systematic approach to execute initiatives designed to increase minority participation.
5. An external contractor designed four national diversity campaigns to address identified barriers and established key performance measures. The campaigns address FWS' reputation as an employer, internal policies and procedures, internal communications, and FWS' core values.
6. The national diversity campaigns were presented to the FWS Directorate. Campaigns are aligned to other D&I Strategic activities, meaning that components of the campaigns are already being implemented. An implementation roadmap for each campaign, outlining performance indicators, and primary owners, was also presented to the FWS Directorate. The implementation plan will continue through FY 2018.
7. Human Resources, Managers, and Recruiters use the Vacant Position Tracking System to assist in the national recruitment strategy and to eliminate inconsistencies encountered in workforce planning. This workforce planning tool helped the FWS respond to changes in human capital processes, such as hiring controls, in an effective manner.
8. FWS established partnerships with the 20 universities that were selected for FWS' national strategy. A standardized recruitment action plan is in use with the selected institutions. In FY 2017, the FWS entered into five (5) Memorandums of Understanding (MOUs) with the following: Cornell University, University of Minnesota, Rutgers University, University of Maryland, and Virginia Polytechnic Institute and State University.

| EEOC FORM 715-01 PART I (8 of 9): Plan to Eliminate Identified Barriers | <i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT |
|---|--|
| U.S. FISH AND WILDLIFE FWS | FY 2016 Completed 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 women Criminal Investigators (CI) in the FWS workforce is lower than expected. This condition was recognized after conducting a review of FY 2016 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%. |
| BARRIER ANALYSIS: Describe the steps taken and data analyzed to determine cause of the condition. | Representation in Workforce: 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). Hires and Separations: There were 25 new hires to the GS-1811 (CI) series, 6 (24%) of whom were women. Data analysis: <ul style="list-style-type: none"> • 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. |
| STATEMENT OF IDENTIFIED BARRIER/PROBLEM: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | 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. |
| OBJECTIVE: State the alternative or revised agency policy, | Continue the approach of advertising Law Enforcement Officer positions at lower entry level to all sources in an effort to reach women qualified for Law Enforcement Officer |

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| procedure or practice to be implemented to correct the undesired condition. | positions. Monitor accessions and separations to track continued progress in this area. |
| RESPONSIBLE OFFICIAL(S): | FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters |
| DATE OBJECTIVE INITIATED: | December 15, 2016 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | October 31, 2017 |
| DATE OBJECTIVE COMPLETED (Skip this row if not completed). | |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE (Must be specific) |
|--|--|
| 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 FWS' diversity goals for FY 2017 and the performance of diversity and inclusion measures outlined in the DIIP are met prior to submitting performance awards to HR. | October 31, 2017 Completed |
| 2. Develop an annual statistical model to identify acceptable progress rates and track annually. | March 1, 2017 Completed |
| 3. Design national diversity campaigns and establish key performance measures. | June 30, 2017 Completed |
| 4. Rollout national diversity campaign and track progress and impact on selection. | September 30, 2017 Completed |
| 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 Completed |

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE

Completed Activities Towards Objective:

1. Stronger performance indicators were submitted for approval to connect Exceptional and Superior performance standards in the Supervisor/Managerial Element to tangible proactive contributions to targeted recruitment activities and barrier identification and removal.
2. The Directorate tracked workforce statistics at barrier analysis briefings, where they discussed historical trends, and workforce fluctuations. National diversity campaigns were developed to create a systematic approach to execute initiatives designed to increase minority participation.
3. An external contractor designed four national diversity campaigns to address identified barriers and established key performance measures. The campaigns address FWS' reputation as an employer, internal policies and procedures, internal communications, and FWS' core values.
4. The national diversity campaigns were presented to the FWS Directorate. Campaigns are aligned to other D&I Strategic activities, meaning that components of the campaigns are already being implemented. An implementation roadmap for each campaign, outlining performance indicators, and primary owners, was also presented to the FWS Directorate. The implementation plan will continue through FY 2018.
5. FWS established partnerships with the 20 universities that were selected for FWS' national strategy. A standardized recruitment action plan is in use with the selected institutions. In FY 2017, the FWS entered into five (5) Memorandums of Understanding (MOUs) with the following: Cornell University, University of Minnesota, Rutgers University, University of Maryland, and Virginia Polytechnic Institute and State University.

**U.S. FISH AND WILDLIFE
 FWS**

FY 2016
Completed 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 rate of individuals with targeted disabilities in FWS is below the Federal goal of 2.0%.
 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%.

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

Representation in Workforce:
 Employees with targeted disabilities make up 1.7% of the FWS workforce which is 0.3% below the Federal goal of 2.0%.

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%).

Hires and Separations:
 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.

Data Analysis:

- See Part J, Item IV for barrier analysis related to individuals with targeted disabilities.
- 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 that employees reported was a need for better communication and for consistent priorities and processes for recruitment and retention.
- 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.

| STATEMENT OF IDENTIFIED BARRIER/PROBLEM: 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. | |
|---|---|---------------------------------------|
| OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition. | 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. | |
| RESPONSIBLE OFFICIAL(S): | FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters | |
| DATE OBJECTIVE INITIATED: | December 15, 2016 | |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | October 31, 2017 | |
| DATE OBJECTIVE COMPLETED (Skip this row if not completed). | | |
| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | | TARGET DATE (Must be specific) |
| 1. Develop an annual statistical model to identify acceptable progress rates and track annually. | September 30, 2017 Completed | |
| 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 FWS' diversity goals for FY 2017, and the performance of diversity and inclusion measures outlined in the DIIP are met prior to submitting performance awards to HR. | October 31, 2017 Completed | |
| 3. Determine the overall workforce planning needs of the FWS and develop a systematic approach to execute the initiatives that are designed to increase participation of individuals with targeted disabilities. | June 30, 2017 Completed | |
| 4. Design national diversity campaigns to address identified barriers and establish key performance measures. | June 30, 2017 Completed | |
| 5. Rollout national diversity campaign and track progress and impact on selection. | September 30, 2017 Completed | |
| 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 Completed | |

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE

Summary of Objective Accomplishment: FWS changed the environment in which workforce decisions are made by improving the availability and reliability of data at all points of the human capital decision-making cycle. Robust Barrier Analysis efforts, led by an internal team and by an external contractor, highlighted the need for greater accountability at all levels of the organization. Employees that are not EEO practitioners briefed the FWS Directorate on the Diversity and Inclusion challenges they face on the ground. FWS launched a national hiring initiative with centralized panels from which data will be mined to identify future improvements for the roll out of similar campaigns. Continued use of new workforce planning tools, such as the Vacant Position Tracking System, allowed managers, HR, and recruiters to quickly respond to changes in human capital processes and to more efficiently secure a return from FWS partnerships with external institutions.

Completed Activities Towards Objective:

1. FWS established and implemented an annual hiring goal (27 new hires) to increase participation of individuals with targeted disabilities in FY 2017. The FWS Directorate was briefed on progress towards the goal on a monthly basis. The FWS Directorate also tracked it at barrier analysis briefings, where they discussed historical trends, workforce fluctuations affecting goal achievement, and how the organization compares to other bureaus in the Department of the Interior and the federal government. The goal is evaluated annually.
2. Stronger performance indicators were submitted for approval to connect Exceptional and Superior performance standards in the Supervisor/Managerial Element to tangible proactive contributions to targeted recruitment activities and barrier identification and removal.
3. FWS Statisticians developed a predictive model to better inform goal-setting and decision-making due to planned workforce changes and workforce fluctuations. FWS Statisticians continued to inform leadership about the impact that different organizational structure change scenarios would have on employees from low participation groups. National diversity campaigns were developed to create a systematic approach to execute initiatives designed to increase minority participation.
4. An external contractor designed four national diversity campaigns to address identified barriers and established key performance measures. The campaigns address FWS' reputation as an employer, internal policies and procedures, internal communications, and FWS' core values.
5. The national diversity campaigns were presented to the FWS Directorate. Campaigns are aligned to other D&I Strategic activities, meaning that components of the campaigns are already being implemented. An implementation roadmap for each campaign, outlining performance indicators, and primary owners, was also presented to the FWS Directorate. The implementation plan will continue through FY 2018.
6. Human Resources, Managers, and Recruiters use the Vacant Position Tracking System to assist in the national recruitment strategy and to eliminate inconsistencies encountered in workforce planning. This workforce planning tool helped the FWS respond to changes in human capital processes, such as hiring controls, in an effective manner.

MD-715 – Part J

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.

The FWS is continuing its annual goal of hiring 27 PWD and/or PWTD (3 per Region).

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | | |
|--------------------------------|-------|------|
| a. Cluster GS-1 to GS-10 (PWD) | Yes 0 | No X |
| b. Cluster GS-11 to SES (PWD) | Yes X | No 0 |

The percentage of PWD in the GS-11 to SES cluster is 8.2%, which falls below the goal of 12%.

The FWS plans to develop and execute additional collaborative recruiting partnerships with community, academic and governmental groups that can reach individuals with reportable disabilities in all professions, especially mission critical positions, to maximize recruiting from all sources when filling positions GS-11 and above.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | | |
|---------------------------------|-------|------|
| a. Cluster GS-1 to GS-10 (PWTD) | Yes 0 | No X |
| b. Cluster GS-11 to SES (PWTD) | Yes X | No 0 |

The percentage of PWTD in the GS-11 to SES cluster is 1.6%, which falls below the goal of 2%.

The FWS plans to develop and execute additional collaborative recruiting partnerships with community, academic and governmental groups that can reach individuals with targeted disabilities in all professions, especially mission critical positions, to maximize recruiting from all sources when filling positions GS-11 and above.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The Director identifies specific priorities and action items with the FWS Directorate regarding their responsibilities for the annual hiring goal for individuals with targeted disabilities and individuals with reportable disabilities. The numerical goal is provided to managers annually. The Directorate and hiring managers are provided progress reports on the workforce participation bi-pay period.

Section II: Model Disability Program

Pursuant to 29 C.F.R. §1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. Plan to Provide Sufficient & Competent Staffing for the Disability Program

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Yes X No 0

2. Identify all staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and responsible official.

| Disability Program Task | # of FTE Staff by Employment Status | | | Responsible Official (Name, Title, Office, Email) |
|--|-------------------------------------|-----------|-----------------|--|
| | Full Time | Part Time | Collateral Duty | |
| Processing applications from PWD and PWTD | | 24 | | Human Resources Specialists Office for Human Resources Phone: (703) 358-1743 |
| Answering questions from the public about hiring authorities that take disability into account | 1 | 24 | | Bill Fuller, Accountability Officer/Human Resources Specialist Bill_Fuller@fws.gov |
| Processing reasonable accommodation requests from applicants and employees | 1 | 7 | | Aaron Aragon, Employee Relations Specialist, Employee and Management Services Branch, Email: Aaron_Aragon@fws.gov |
| Section 508 Compliance | 1 | | 8 | Keon Sheffield, National Section 508 Coordinator, Email: keon_sheffield@fws.gov |
| Architectural Barriers Act Compliance | 1 | 2 | | Ronald Niemann, Complaints Program Manager, Office of Diversity and Inclusive Workforce Management (ODIWM), Email: Ronald_Niemann@fws.gov |
| Special Emphasis Program for PWD and PWTD | 1 | 7 | | Julia Bumbaca, Disability Program Manager, Office of Diversity and Inclusive Workforce Management (ODIWM), Email: Julia_Bumbaca@fws.gov |

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Yes X No 0

- Facilitated Reasonable Accommodation and Personal Assistance Services training to Regional Chiefs of Diversity and Inclusion.
- Continued training on targeted recruitment strategies and sources to reach more applicants with targeted disabilities.
- Provided training on best practices for successful recruitment of individuals with targeted disabilities used by the Regions/Programs.
- Webinars sponsored/conducted by OPM and EEOC.

B. Plan to Ensure Sufficient Funding for the Disability Program

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient *funding* and other *resources*.

Yes X No 0

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTDD.

A. Plan to Identify Job Applicants with Disabilities

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

Develop collaborative recruiting partnerships with community, academic and governmental groups that can reach individuals with targeted disabilities to maximize recruiting from all sources when filling positions GS-11 and above, including managerial and supervisory positions at grades GS-13 to GS-15 and SES.

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 additional 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.

2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTDD for positions in the permanent workforce.

Hiring Strategies:

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

- Schedule A, 5 CFR 213.3102(u) is the excepted authority used for hiring people 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.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

Hiring Persons with Disabilities ~ Using Schedule A appointing authority and eligible 30% disabled veterans under the Veterans Readjustment Appointment (VRA), FWS may identify and rapidly hire qualified professionals with disabilities. A disabled veteran must submit a copy of their SF-15 stating they have a 30% or more disability and are able to perform the duties of the position for which they are applying. They are noncompetitive appointing authorities. Employees appointed under these authorities may be hired on a temporary basis. The applicant must have a Schedule A Letter from their doctor, a licensed medical professional, a licensed rehabilitation professional, or any entity that issues or provides disability benefits, stating that they have a disability. The letter does NOT need to give details of the applicant's medical history, but must include a statement that the applicant is able to perform the essential functions of the job. It may include additional information if the applicant needs accommodations to perform the job. Medical documentation should distinguish between disabilities that are temporary, or transient, versus disabilities, which are chronic, permanent, on going, or unresolved with no end in sight.

The following documents are required based on the applicant's disability in order to be considered for positions with the FWS.

For Schedule A Eligible candidates:

- Current Resume with places and dates of employment, including month/year to month/year and number of hours worked per week (ex. 40 hours, 32 hours, etc.)
- Schedule A Letter

For Eligible Veteran's Preference and Disabled Veteran candidates:

- Current Resume with places and dates of employment, including month/year to month/year and number of hours worked per week (ex. 40 hours, 32 hours, etc.)
- DD-214, Record of Military Service (member copy 4)
- SF-15, Application for ten-point Veteran's Preference (SF-15 form (link to the form: http://www.opm.gov/forms/pdf_fill/sf15.pdf) from any of the folks who are applying using the Disabled Veteran Authority
- Veterans Affairs Rating Letter

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If “yes”, describe the type(s) of training and frequency. If “no”, describe the agency’s plan to provide this training.

Yes X No 0 N/A

HR and Workforce Recruiters individually inform hiring managers on the use of special hiring authorities that consider disability. Formal and informal training is provided to managers and supervisors during the year as part of the annual 8 hour EEO and Diversity training requirements. It is also provided during training conducted at the National Conservation Training Center for the Refuge Academy, Fisheries Academy, Advanced Supervision, Stepping Up To Leadership and Advanced Leadership Development Program.

B. Plan to Establish Contacts with Disability Employment Organizations

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

The FWS’s Recruitment Implementation Plans included targeted recruitment of disabled individuals and disabled veterans. Vacancy announcements included statements indicating that the FWS encourages and will accept applications from veterans with compensable disabilities of 30% or more.

The FWS developed a working relationship with veterans’ groups to promote the employment of veterans, mails vacancy announcements and educates veterans on the FWS’s career opportunities. Internally the FWS worked closely with managers and supervisors to fill positions utilizing the Veterans’ Re-employment Act and 30% Disabled Veteran Hiring Authority. The FWS worked closely with State Department of Rehabilitation Offices to hire individuals with a disability and veterans under the veteran’s preference and Schedule A hiring authorities.

Representatives from the FWS actively recruited at military bases and through Disability Coordinators at educational institutions. Information was provided on how to access FWS vacancies, special hiring authorities, how to apply for jobs, how complete application forms, and how to qualify for various occupational categories.

FWS created a database of over 300 U.S. military installations. An e-mail list-serve was used to reach various organizations that promote the employment of disabled veterans, such as: the Veterans Employment Service, state job offices, and veteran’s assistance centers nationwide. Direct contacts were established with various organizations and recruitment bulletins were mailed to centralized veterans applicant referral services on military bases, the Disabled American Veterans National Service Offices and FedWorld Gateway National Technical Information Services. Through these efforts, disabled veterans have been provided with temporary, as well as permanent, employment.

Managers and supervisors continue using conversions from temporary to permanent positions as a recruitment tool to increase the representation of disabled veterans in the permanent workforce.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

| | | |
|---|-------|------|
| a. New Hires for Permanent Workforce (PWD) | Yes 0 | No X |
| b. New Hires for Permanent Workforce (PWTD) | Yes 0 | No X |

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

| | | |
|----------------------------|-------|------|
| a. New Hires for MCO (PWD) | Yes 0 | No X |
|----------------------------|-------|------|

b. New Hires for MCO (PWTD) Yes 0 No X

The FWS is currently in the process of improving the analysis of the qualified applicant pool for triggers with PWD and/or PWTD among new hires for any of the mission-critical occupations. The FWS will include the result of this analysis in the FY 2018 MD-715 Report. Refer to Section VII for Barrier Analysis plan as well as other sources of data that are used for barrier analysis.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. Qualified Applicants for MCO (PWD) Yes 0 No X
b. Qualified Applicants for MCO (PWTD) Yes 0 No X

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. Promotions for MCO (PWD) Yes 0 No X
b. Promotions for MCO (PWTD) Yes 0 No X

The FWS is currently in the process of analyzing the qualified applicant pool for triggers with PWD and/or PWTD among employees promoted to any of the mission-critical occupations. The FWS will include the result of this analysis in the FY 2018 MD-715 Report. Refer to Section VII for Barrier Analysis plan.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. Advancement Program Plan

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

Managers and supervisors are required to adhere to the FWS policy on the development and establishment of Individual Development Plans (IDPs) for each employee, supervisor, and manager. FWS closely monitors that individuals with a disability and individuals with a targeted disability include activities in their IDPs for formal and informal training and mentoring programs, career development opportunities, awards programs, details to promotions, and similar programs that address advancement.

The FWS also develops one-year training plans for eligible 30% disabled veterans who were hired under the Veterans Readjustment Appointment.

C. Awards

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If "yes", please describe the trigger(s) in the text box.

| | | |
|---|-------|------|
| a. Awards, Bonuses, & Incentives (PWD) | Yes X | No 0 |
| b. Awards, Bonuses, & Incentives (PWTD) | Yes X | No 0 |

Sixty-one percent (61.0%) of PWD received cash awards of \$501 or more in FY 2017 compared to 69.1% of employees without disabilities receiving such awards. Fifty-seven percent (57.0%) of PWTD received cash awards \$501 or more in FY 2017 compared to 68.5% of employees without a targeted disability receiving such awards.

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If "yes", please describe the trigger(s) in the text box.

| | | |
|-------------------------|-------|------|
| a. Pay Increases (PWD) | Yes 0 | No X |
| b. Pay Increases (PWTD) | Yes 0 | No X |

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If "yes", describe the employee recognition program and relevant data in the text box.

| | | | |
|--------------------------------------|-------|------|-------|
| a. Other Types of Recognition (PWD) | Yes 0 | No X | N/A 0 |
| b. Other Types of Recognition (PWTD) | Yes 0 | No X | N/A 0 |

D. Promotions

1. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

| | | |
|--|-------|------|
| a. SES | | |
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |
| ii. Internal Selections (PWD) | Yes 0 | No X |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |
| ii. Internal Selections (PWD) | Yes 0 | No X |
| c. Grade GS-14 | | |
| i. Qualified Internal Applicants (PWD) | Yes X | No 0 |
| ii. Internal Selections (PWD) | Yes 0 | No X |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |
| ii. Internal Selections (PWD) | Yes 0 | No X |

The qualified internal applicants of 3.3% fell substantially below the relevant pool of 8.1%. However, the relevant pool includes all GS-13, some of whom may not be qualified.

2. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

| | | |
|---|-------|------|
| a. SES | | |
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No X |
| ii. Internal Selections (PWTD) | Yes 0 | No X |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No X |
| ii. Internal Selections (PWTD) | Yes 0 | No X |
| c. Grade GS-14 | | |
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No X |
| ii. Internal Selections (PWTD) | Yes 0 | No X |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No X |
| ii. Internal Selections (PWTD) | Yes 0 | No X |

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

- | | | | | |
|-----------------------------|-----|---|----|---|
| a. New Hires to SES (PWD) | Yes | 0 | No | X |
| b. New Hires to GS-15 (PWD) | Yes | 0 | No | X |
| c. New Hires to GS-14 (PWD) | Yes | 0 | No | X |
| d. New Hires to GS-13 (PWD) | Yes | 0 | No | X |

The FWS is currently in the process of improving the analysis of the qualified applicant pool for triggers with PWD among new hires to the senior grade levels. The FWS will include the result of this analysis in the FY 2018 MD-715 Report. Refer to Section VII for Barrier Analysis plan as well as other sources of data that are used for barrier analysis.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

- | | | | | |
|------------------------------|-----|---|----|---|
| a. New Hires to SES (PWTD) | Yes | 0 | No | X |
| b. New Hires to GS-15 (PWTD) | Yes | 0 | No | X |
| c. New Hires to GS-14 (PWTD) | Yes | 0 | No | X |
| d. New Hires to GS-13 (PWTD) | Yes | 0 | No | X |

The FWS is currently in the process of improving the analysis of the qualified applicant pool for triggers with PWTD among new hires to the senior grade levels. The FWS will include the result of this analysis in the FY 2018 MD-715 Report. Refer to Section VII for Barrier Analysis plan as well as other sources of data that are used for barrier analysis.

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- | | | | | |
|--|-----|---|----|---|
| a. Executives | | | | |
| i. Qualified Internal Applicants (PWD) | Yes | 0 | No | X |
| ii. Internal Selections (PWD) | Yes | 0 | No | X |
| b. Managers | | | | |
| i. Qualified Internal Applicants (PWD) | Yes | 0 | No | X |
| ii. Internal Selections (PWD) | Yes | 0 | No | X |
| c. Supervisors | | | | |
| i. Qualified Internal Applicants (PWD) | Yes | 0 | No | X |
| ii. Internal Selections (PWD) | Yes | 0 | No | X |

FWS did not find a trigger for Executives, Managers, or Supervisors for qualified internal applicants overall. We note that qualified GS-14 applicants were 3.9%, which was substantially less than the GS-14 relevant pool of 8.1%. However, the relevant pool includes all GS-13, some of whom may not be qualified.

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- a. Executives
 - i. Qualified Internal Applicants (PWTD) Yes 0 No X
 - ii. Internal Selections (PWTD) Yes 0 No X
- b. Managers
 - i. Qualified Internal Applicants (PWTD) Yes 0 No X
 - ii. Internal Selections (PWTD) Yes 0 No X
- c. Supervisors
 - i. Qualified Internal Applicants (PWTD) Yes 0 No X
 - ii. Internal Selections (PWTD) Yes 0 No X

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- a. New Hires for Executives (PWD) Yes 0 No X
- b. New Hires for Managers (PWD) Yes 0 No X
- c. New Hires for Supervisors (PWD) Yes 0 No X

The FWS is currently in the process of improving the analysis of the qualified applicant pool for triggers with PWD among the selectees for new hires to supervisory positions. The FWS will include the result of this analysis in the FY 2018 MD-715 Report. Refer to Section VII for Barrier Analysis plan as well as other sources of data that are used for barrier analysis.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- a. New Hires for Executives (PWTD) Yes 0 No X
- b. New Hires for Managers (PWTD) Yes 0 No X
- c. New Hires for Supervisors (PWTD) Yes 0 No X

The FWS is currently in the process of improving the analysis of the qualified applicant pool for triggers with PWTD among the selectees for new hires to supervisory positions. The FWS will include the result of this analysis in the FY 2018 MD-715 Report. Refer to Section VII for Barrier Analysis plan as well as other sources of data that are used for barrier analysis.

Section V: Plan to Improve Retention of Persons with Disabilities

To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

A. Voluntary and Involuntary Separations

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Yes 0 No X N/A 0

FWS had nine eligible Schedule A employees with a disability in the competitive service in FY 2017 that were awaiting conversion after the two years of satisfactory service. Four conversions were sent for processing after a reminder was provided to the supervisor; three received a new excepted appointment and will be eligible for conversion in FY 2018 or FY 2019, and the remaining two are under review for approval and processing.

FWS is establishing a new procedure to check on plans for conversion of eligible employees.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

- a. Voluntary Separations (PWD) Yes X
- b. Involuntary Separations (PWD) No X

Voluntary separations were higher than expected – 10.0% of PWD onboard at the start of FY 2017 voluntarily separated compared to 6.4% of individuals without documented disabilities.

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

- a. Voluntary Separations (PWTD) Yes X
- b. Involuntary Separations (PWTD) No X

Voluntary separations were higher than expected - 10.9% of PWTD onboard at the start of the fiscal year voluntarily separated in FY 2017 as compared to 6.7% of individuals without a targeted disability.

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using *exit interview results and other data sources*.

The FWS has a voluntary exit survey, however not enough data was collected during the reporting period to allow for analysis. Personnel records show that the most common type of separation for both targeted disabled and disabled employees was voluntary retirement. The next most common kind of separations among disabled employees were separations arising when employees accepted appointments in other federal agencies. Typically these appointments were at a higher grade.

B. Accessibility of Technology and Facilities

Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

Section 508

In 1998, Congress amended the Rehabilitation Act of 1973 to require Federal agencies to make their electronic and information technology (EIT) accessible to people with disabilities. The law (29 U.S.C. § 794 (d)) applies to all Federal agencies when they develop, procure, maintain, or use electronic and information technology. Under Section 508, agencies must give disabled employees and members of the public access to information that is comparable to access available to others. The United States Access Board discusses its responsibility for developing accessibility standards for EIT to incorporate into regulations that govern Federal procurement practices.

The Department of the Interior (DOI) is committed to making its electronic and information technologies accessible to individuals with disabilities by meeting or exceeding the requirements of Section 508 of the Rehabilitation Act of 1973, as amended. If an individual with a disability believes that a bureau or office has failed to procure EIT conforming to Section 508, that individual has the right to file a complaint with the DOI Office of Civil Rights (OCR).

The OCR shall apply the complaint procedures outlined in 43 CFR Part 17, Subpart E, which are established to implement Section 504 for resolving allegations of discrimination in a Federally conducted program or activity. Complaints must be submitted in writing to DOI's OCR at the following address:

U.S. Department of the Interior
Attn: Director, Office of Civil Rights
1849 C Street, N.W.
MS-4309
Washington, D.C. 20240

Policies: List of the DOI's Section 508 policies and guidelines.

<https://www.doi.gov/ocio/policy-mgmt-support/information-and-records-management/section-508-policies>

Contacts: List of the bureau and office Section 508 contacts.

<https://www.doi.gov/ocio/section508-contacts>

References: A collection of links to Section 508-related resources available on the Web.

<https://www.doi.gov/ocio/policy-mgmt-support/information-and-records-management/section-508-references>

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

How to File A Public Civil Rights Complaint:

Within 180 days of the date of the alleged discrimination, a signed, written complaint should be filed with the Director, Office of Civil Rights, Department of the Interior, 1849 C Street, NW Washington, DC, 20240.

The complaint should include your name, address, zip code, and telephone number; the name and address of the alleged discriminatory official(s) and/or public entity; the nature of the complaint, the basis of the complaint (race, color, national origin, gender, age, sex and/or disability), and the date the alleged discrimination occurred. If the alleged discrimination occurred outside DOI jurisdiction, we will forward your complaint to State or Federal agency that has jurisdiction.

You can read more about the PCR complaint process in Civil Rights Directive 2011-01.

https://www.doi.gov/sites/doi.gov/files/migrated/pmb/eo/directives/upload/Civil-Rights-Directive-2011-01CProcedures-11_5_2010-wk.pdf

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

The FWS is committed to providing accessibility at FWS facilities and ensuring that accessibility data and reports are managed efficiently. Accessibility data and reports are collected by working with the Refuges Program to develop a new accessibility module in the FWS-wide Asset Management Inventory (SAMI) that will make all accessibility information available to facility managers FWS-wide. Accessibility information has also been included in the SAMI Handbook. Leadership and support for this effort has helped the FWS take a monumental step forward in improving the efficiency in managing the Federally Conducted Program because it will reduce the FWS's liability for complaints and improve accessibility at facilities for individuals with disabilities.

The National Wildlife Refuge System made the following improvements:

- Rehabilitated Office Building at the Bond Swamp NWR, GA
- Replaced Maintenance Shop Cross Creeks NWR, TN
- Replaced Building Office Refuge Headquarters D'Arbonne NWR, LA
- Replaced Office Pee Dee NWR, NC
- Replaced Boardwalk and Tower Railing and Support System Pelican Island NWR, FL
- Replaced Vehicle/Equipment Storage Building Savannah NWR, SC
- Rehabilitated Headquarters Office Interior (HVAC, ABA, Carpet, Paint) Great Dismal Swamp NWR, FL
- Rehabilitated Headquarters Exterior Ramp/Deck/Siding/Doors/Sustainability Great Meadows NWR, MA
- Rehabilitated Parking Lots w/ADA Accessible – RBL Ruby Lake NWR, NV

The National Fish Hatchery System made the following improvements:

- Rehabilitated Gravel Visitor Parking Area (FHWA Route 901) Willow Beach NFH, AZ
- Replaced Walkway Between Hatchery Building and D Bank Willow Beach NFH, AZ
- Rehabilitated Men's and Women's Public Restrooms Willow Beach NFH, AZ

C. Reasonable Accommodation Program

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average period for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The average number of business days to grant an accommodation is 5 days.

The average number of business days to implement an accommodation is 15 days.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

FWS is committed to providing reasonable accommodations (RA) to our employees and reasonable accommodations to applicants for employment in order to assure that individuals with disabilities enjoy equal employment opportunity at FWS, unless to do so would cause undue hardship.

FWS is required to follow DOI's Reasonable Accommodations Policy and Procedures to process requests for RA and provide RA in a prompt, fair, and efficient manner. In-person and online training was provided throughout the

fiscal year for managers, supervisors, and non-supervisors. Human Resources, the Offices of Diversity and Inclusion, and the Disability Program Manager provided technical assistance and training on interpreting applicable laws, regulations, and DOI policy and procedures for RA. FWS monitored accommodation requests for trends and prepared the annual report for the DOI, Office of Civil Rights.

D. Personal Assistance Services Allowing Employees to Participate in the Workplace

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

FWS is regulated by the Department of the Interior’s (DOI) Reasonable Accommodations/Personal Assistance Services Policy, which has been sent to the EEOC. The policy is posted on the DOI website and linked to the FWS website. The FWS is an active member of the DOI Community of Practice for Reasonable Accommodations/Personal Assistance Services Committee.

Requests for PAS will follow the same process as requests for Reasonable Accommodations and will include timely processing of approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The FWS PAS Fact sheet has been posted on the public FWS website as well as on its internal employee website. Additionally, the Director’s office sent an all-employee message to distribute the PAS Fact Sheet and to remind managers of the one-hour mandatory Reasonable Accommodations/Personal Assistance Services training requirement.

Section VI: EEO Complaint and Findings Data

A. EEO Complaint data involving Harassment

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Yes No X N/A

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Yes No X N/A

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

B. EEO Complaint Data involving Reasonable Accommodation

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Yes No X N/A

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Yes No X N/A

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Yes No X

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Yes X No N/A

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

| | | |
|---|---|---|
| Trigger 1 | The percentage of PWD in the GS-11 to SES cluster is 8.2%, which falls below the goal of 12%. | |
| Barrier(s) | <ul style="list-style-type: none"> • Inconsistent and decentralized recruitment, interview, and selection practices have negatively influenced the ability of the FWS to meet its diversity and inclusion (D&I) goals and effectively shape its workforce. • Lack of internal communication strategy on the FWS D&I plan and core values that is inhibiting Service-wide understanding and buy-in. • Cultural attitudes, misperceptions, or myths in the FWS workforce regarding D&I, and resistance to D&I initiatives. | |
| Objective(s) | <ul style="list-style-type: none"> • Build a communication strategy that reduces organizational resistance to D&I goals and initiatives. • Continue Targeted Recruitment efforts. | |
| Responsible Official(s) | | Performance Standards Address the Plan? (Yes or No) |
| FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters | | Yes |
| Barrier Analysis Process Completed? (Yes or No) | | Barrier(s) Identified? (Yes or No) |
| Yes. However, the FWS Barrier Analysis process is ongoing. In FY 2017, the three barriers listed above, identified by an external contractor and an internal barrier analysis team, were found to have a negative impact on the ability of the FWS to shape its workforce. In FY 2018, barrier analysis at FWS will focus on barrier elimination and assessing success of plans. In addition, the FWS will continue to analyze workforce data, including PWD and PWTD applicant and selection data. | | Yes |
| Sources of Data | Sources Reviewed? (Yes or No) | Identify Information Collected |
| Workforce Data Tables | Yes | MD-715 Tables B1 – B14 in addition to individual analysis by grade and mission critical series. |
| Complaint Data (Trends) | Yes | EEO FY17 462 Report. |
| Grievance Data (Trends) | No | A new interface is in development for more efficient reporting of management inquiries. |
| Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes) | Yes | |
| Climate Assessment Survey (e.g., FEVS) | Yes | FEVS results, responses from surveys of recently on-boarded employees, and responses from employees in hiring panels. |
| Exit Interview Data | Yes | Exit Survey results. |
| Focus Groups | Yes | External contractor conducted and analyzed results from focus groups with Hiring Managers, Workforce Recruiters and Human Resources Officers. |
| Interviews | Yes | External contractor confirmed potential barriers with evidence from document review and interviews with FWS authorities. |
| Reports (e.g., Congress, EEOC, MSPB, GAO, OPM) | Yes | Research of fair hiring practices, internal leadership committee recommendations, PhD |

| | | dissertations on minority underrepresentation in conservation careers. | | |
|-----------------------------|---|--|--------------------------------|---------------------------------|
| Other (Please Describe) | | | | |
| Target Date (mm/dd/yyyy) | Planned Activities | Sufficient Staffing & Funding (Yes or No) | Modified Date (mm/dd/yy yy) | Completion Date (mm/dd/yyyy) |
| 08/31/2018 | Promote opportunities for employees to connect to employee resource groups. | Yes | | |
| 09/30/2018 | Develop objectives for the Targeted Recruitment Team. | Yes | | |
| 10/31/2018 | Develop communications on topics to address “myth busting” and common misperceptions. | Yes | | |
| 10/31/2018 | Encourage supervisors to cover professional development topics with all employees. | Yes | | |
| 11/30/2018 | Assess current state of employment brand and communication for candidates. | Yes | | |
| 11/30/2018 | Roll out Dignity and Respect Campaign. | Yes | | |

| | | | |
|---|---|--|--|
| Trigger 2 | The percentage of PWTB in the GS-11 to SES cluster is 1.6%, which falls below the goal of 2%. | | |
| Barrier(s) | <ul style="list-style-type: none"> • Inconsistent and decentralized recruitment, interview, and selection practices have negatively influenced the ability of the FWS to meet its diversity and inclusion (D&I) goals and effectively shape its workforce. • Lack of internal communication strategy on the FWS D&I plan and core values that is inhibiting Service-wide understanding and buy-in. • Cultural attitudes, misperceptions, or myths in the FWS workforce regarding D&I, and resistance to D&I initiatives. | | |
| Objective(s) | <ul style="list-style-type: none"> • Build a communication strategy that reduces organizational resistance to D&I goals and initiatives. • Continue Targeted Recruitment efforts. | | |
| Responsible Official(s) | | Performance Standards Address the Plan? (Yes or No) | |
| FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters | | Yes | |
| Barrier Analysis Process Completed? (Yes or No) | | Barrier(s) Identified? (Yes or No) | |
| Yes. However, the FWS Barrier Analysis process is ongoing. In FY 2017, the three barriers listed above, identified by an external contractor and an internal barrier analysis team, were found to have a negative impact on the ability of the FWS to shape its workforce. In FY 2018, barrier analysis at FWS will focus on barrier elimination and assessing success of plans. In addition, the FWS will continue to analyze workforce data, including PWD and PWTB applicant and selection data. | | Yes | |
| Sources of Data | Sources Reviewed? | Identify Information Collected | |

| | | | | |
|---|---|--|--|---|
| | (Yes or No) | | | |
| Workforce Data Tables | Yes | MD-715 Tables B1 – B14. | | |
| Complaint Data (Trends) | Yes | EEO FY17 462 Report. | | |
| Grievance Data (Trends) | No | A new interface is in development for more efficient reporting of management inquiries. | | |
| Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes) | Yes | | | |
| Climate Assessment Survey (e.g., FEVS) | Yes | FEVS results, responses from surveys of recently on-boarded employees, and responses from employees in hiring panels. | | |
| Exit Interview Data | Yes | Exit Survey results. | | |
| Focus Groups | Yes | External contractor conducted and analyzed results from focus groups with Hiring Managers, Workforce Recruiters and Human Resources Officers. | | |
| Interviews | Yes | External contractor confirmed potential barriers with evidence from document review and interviews with FWS authorities. | | |
| Reports (e.g., Congress, EEOC, MSPB, GAO, OPM) | Yes | Research of fair hiring practices, internal leadership committee recommendations, PhD dissertations on minority underrepresentation in conservation careers. | | |
| Other (Please Describe) | | | | |
| Target Date (mm/dd/yyyy) | Planned Activities | Sufficient Staffing & Funding (Yes or No) | Modified Date (mm/dd/yy yy) | Completion Date (mm/dd/yyyy) |
| 08/31/2018 | Promote opportunities for employees to connect to employee resource groups. | Yes | | |
| 09/30/2018 | Develop objectives for the Targeted Recruitment Team. | Yes | | |
| 10/31/2018 | Develop communications on topics to address “myth busting” and common misperceptions. | Yes | | |
| 10/31/2018 | Encourage supervisors to cover professional development topics with all employees. | Yes | | |
| 11/30/2018 | Assess current state of employment brand and communication for candidates. | Yes | | |
| 11/30/2018 | Roll out Dignity and Respect Campaign. | Yes | | |

| | | |
|---|--|--|
| Trigger 3 | Voluntary separations of PWD were higher than expected – 10.0% of PWD onboard at the start of FY 2017 voluntarily separated compared to 6.4% of individuals without documented disabilities. | |
| Barrier(s) | <ul style="list-style-type: none"> • Lack of internal communication strategy on the FWS D&I plan and core values that is inhibiting Service-wide understanding and buy-in. • Cultural attitudes, misperceptions, or myths in the FWS workforce regarding D&I, and resistance to D&I initiatives. | |
| Objective(s) | <ul style="list-style-type: none"> • Build a communication strategy that reduces organizational resistance to D&I goals and initiatives. | |
| Responsible Official(s) | | Performance Standards Address the Plan? (Yes or No) |
| FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters | | Yes |
| Barrier Analysis Process Completed? (Yes or No) | | Barrier(s) Identified? (Yes or No) |
| Yes. However, the FWS Barrier Analysis process is ongoing. In FY 2017, the three barriers listed above, identified by an external contractor and an internal barrier analysis team, were found to have a negative impact on the ability of the FWS to shape its workforce. In FY 2018, barrier analysis at FWS will focus on barrier elimination and assessing success of plans. In addition, the FWS will continue to analyze workforce data, including PWD and PWTB applicant and selection data. | | Yes |
| Sources of Data | Sources Reviewed? (Yes or No) | Identify Information Collected |
| Workforce Data Tables | Yes | MD-715 Tables B1 – B14. |
| Complaint Data (Trends) | Yes | EEO FY17 462 Report. |
| Grievance Data (Trends) | No | A new interface is in development for more efficient reporting of management inquiries. |
| Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes) | Yes | |
| Climate Assessment Survey (e.g., FEVS) | Yes | FEVS results, responses from surveys of recently on-boarded employees, and responses from employees in hiring panels. |
| Exit Interview Data | Yes | Exit Survey results. |
| Focus Groups | Yes | External contractor conducted and analyzed results from focus groups with Hiring Managers, Workforce Recruiters and Human Resources Officers. |
| Interviews | Yes | External contractor confirmed potential barriers with evidence from document review and interviews with FWS authorities. |
| Reports (e.g., Congress, EEOC, MSPB, GAO, OPM) | Yes | Research of fair hiring practices, internal leadership committee recommendations, PhD dissertations on minority underrepresentation in conservation careers. |
| Other (Please Describe) | | |

| Target Date (mm/dd/yyyy) | Planned Activities | Sufficient Staffing & Funding (Yes or No) | Modified Date (mm/dd/yy yy) | Completion Date (mm/dd/yyyy) |
|-------------------------------------|---|--|--|---|
| 08/31/2018 | Promote opportunities for employees to connect to employee resource groups. | Yes | | |
| 10/31/2018 | Develop communications on topics to address “myth busting” and common misperceptions. | Yes | | |
| 10/31/2018 | Encourage supervisors to cover professional development topics with all employees. | Yes | | |
| 11/30/2018 | Roll out Dignity and Respect Campaign. | Yes | | |

| | | | |
|---|--|---|--|
| Trigger 4 | Voluntary separations of PWTB were higher than expected - 10.9% of PWTB onboard at the start of the fiscal year voluntarily separated in FY 2017 as compared to 6.7% of individuals without a targeted disability. | | |
| Barrier(s) | <ul style="list-style-type: none"> Lack of internal communication strategy on the FWS D&I plan and core values that is inhibiting Service-wide understanding and buy-in. Cultural attitudes, misperceptions, or myths in the FWS workforce regarding D&I, and resistance to D&I initiatives. | | |
| Objective(s) | <ul style="list-style-type: none"> Build a communication strategy that reduces organizational resistance to D&I goals and initiatives. | | |
| Responsible Official(s) | | Performance Standards Address the Plan? (Yes or No) | |
| FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters | | Yes | |
| Barrier Analysis Process Completed? (Yes or No) | | Barrier(s) Identified? (Yes or No) | |
| Yes. However, the FWS Barrier Analysis process is ongoing. In FY 2017, the three barriers listed above, identified by an external contractor and an internal barrier analysis team, were found to have a negative impact on the ability of the FWS to shape its workforce. In FY 2018, barrier analysis at FWS will focus on barrier elimination and assessing success of plans. In addition, the FWS will continue to analyze workforce data, including PWD and PWTB applicant and selection data. | | Yes | |
| Sources of Data | Sources Reviewed? (Yes or No) | Identify Information Collected | |
| Workforce Data Tables | Yes | MD-715 Tables B1 – B14. | |
| Complaint Data (Trends) | Yes | EEO FY17 462 Report. | |
| Grievance Data (Trends) | No | A new interface is in development for more efficient reporting of management inquiries. | |
| Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes) | Yes | | |

| | | | | |
|--|---|--|------------------------------------|-------------------------------------|
| Climate Assessment Survey (e.g., FEVS) | Yes | FEVS results, responses from surveys of recently on-boarded employees, and responses from employees in hiring panels. | | |
| Exit Interview Data | Yes | Exit Survey results. | | |
| Focus Groups | Yes | External contractor conducted and analyzed results from focus groups with Hiring Managers, Workforce Recruiters and Human Resources Officers. | | |
| Interviews | Yes | External contractor confirmed potential barriers with evidence from document review and interviews with FWS authorities. | | |
| Reports (e.g., Congress, EEOC, MSPB, GAO, OPM) | Yes | Research of fair hiring practices, internal leadership committee recommendations, PhD dissertations on minority underrepresentation in conservation careers. | | |
| Other (Please Describe) | | | | |
| Target Date (mm/dd/yyyy) | Planned Activities | Sufficient Staffing & Funding (Yes or No) | Modified Date (mm/dd/yy yy) | Completion Date (mm/dd/yyyy) |
| 08/31/2018 | Promote opportunities for employees to connect to employee resource groups. | Yes | | |
| 10/31/2018 | Develop communications on topics to address “myth busting” and common misperceptions. | Yes | | |
| 10/31/2018 | Encourage supervisors to cover professional development topics with all employees. | Yes | | |
| 11/30/2018 | Roll out Dignity and Respect Campaign. | Yes | | |

| | | | | |
|---|---|--|--|--|
| Trigger 5 | The PWD among qualified internal applicants (3.3%) to the Grade GS-14 is below the relevant pool of 8.1%. However, the relevant pool includes all GS-13, some of whom may not be qualified. | | | |
| Barrier(s) | <ul style="list-style-type: none"> Inconsistent and decentralized recruitment, interview, and selection practices have negatively influenced the ability of the FWS to meet its diversity and inclusion (D&I) goals and effectively shape its workforce. Lack of internal communication strategy on the FWS D&I plan and core values that is inhibiting Service-wide understanding and buy-in. Cultural attitudes, misperceptions, or myths in the FWS workforce regarding D&I, and resistance to D&I initiatives. | | | |
| Objective(s) | <ul style="list-style-type: none"> Build a communication strategy that reduces organizational resistance to D&I goals and initiatives. | | | |
| Responsible Official(s) | | Performance Standards Address the Plan? (Yes or No) | | |
| FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters | | Yes | | |

| Barrier Analysis Process Completed? (Yes or No) | | Barrier(s) Identified? (Yes or No) | | |
|---|---|--|--|---|
| Yes. However, the FWS Barrier Analysis process is ongoing. In FY 2017, the three barriers listed above, identified by an external contractor and an internal barrier analysis team, were found to have a negative impact on the ability of the FWS to shape its workforce. In FY 2018, barrier analysis at FWS will focus on barrier elimination and assessing success of plans. In addition, the FWS will continue to analyze workforce data, including PWD and PWTD applicant and selection data. | | Yes | | |
| Sources of Data | Sources Reviewed? (Yes or No) | Identify Information Collected | | |
| Workforce Data Tables | Yes | MD-715 Tables B1 – B14 in addition to individual analysis by grade and mission critical series. | | |
| Complaint Data (Trends) | Yes | EEO FY17 462 Report. | | |
| Grievance Data (Trends) | No | A new interface is in development for more efficient reporting of management inquiries. | | |
| Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes) | Yes | | | |
| Climate Assessment Survey (e.g., FEVS) | Yes | FEVS results, responses from surveys of recently on-boarded employees, and responses from employees in hiring panels. | | |
| Exit Interview Data | Yes | Exit Survey results. | | |
| Focus Groups | Yes | External contractor conducted and analyzed results from focus groups with Hiring Managers, Workforce Recruiters and Human Resources Officers. | | |
| Interviews | Yes | External contractor confirmed potential barriers with evidence from document review and interviews with FWS authorities. | | |
| Reports (e.g., Congress, EEOC, MSPB, GAO, OPM) | Yes | Research of fair hiring practices, internal leadership committee recommendations, PhD dissertations on minority underrepresentation in conservation careers. | | |
| Other (Please Describe) | | | | |
| Target Date (mm/dd/yyyy) | Planned Activities | Sufficient Staffing & Funding (Yes or No) | Modified Date (mm/dd/yy yy) | Completion Date (mm/dd/yyyy) |
| 08/31/2018 | Promote opportunities for employees to connect to employee resource groups. | Yes | | |
| 10/31/2018 | Develop communications on topics to address “myth busting” and common misperceptions. | Yes | | |
| 10/31/2018 | Encourage supervisors to cover professional development topics with all employees. | Yes | | |
| 11/30/2018 | Roll out Dignity and Respect Campaign. | Yes | | |

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

FY 2017 Planned Activities were completed.

In FY 2018, the FWS will continue to engage in and broaden the scope of its Barrier Analysis, while focusing on the plans outline above to address the following potential barriers:

- Inconsistent and decentralized recruitment, interview, and selection practices have negatively influenced the ability of the FWS to meet its diversity and inclusion (D&I) goals and effectively shape its workforce.
- Lack of internal communication strategy on the FWS D&I plan and core values that is inhibiting Service-wide understanding and buy-in.
- Cultural attitudes, misperceptions, or myths in the FWS workforce regarding D&I, and resistance to D&I initiatives.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

Summary of FY 2017 Objective Accomplishment: FWS changed the environment in which workforce decisions are made by improving the availability and reliability of data at all points of the human capital decision-making cycle. Robust Barrier Analysis efforts, led by an internal team and by an external contractor, highlighted the need for greater accountability at all levels of the organization. Employees that are not EEO practitioners briefed the FWS Directorate on the Diversity and Inclusion challenges they face on the ground. FWS launched a national hiring initiative with centralized panels from which data will be mined to identify future improvements for the roll out of similar campaigns. Continued use of new workforce planning tools, such as the Vacant Position Tracking System, allowed managers, HR, and recruiters to quickly respond to changes in human capital processes and to more efficiently secure a return from FWS partnerships with external institutions.

Completed Activities Towards Objective:

- FWS established and implemented an annual hiring goal (27 new hires) to increase participation of individuals with targeted disabilities in FY 2017. The FWS Directorate was briefed on progress towards the goal on a monthly basis. The FWS Directorate also tracked it at barrier analysis briefings, where they discussed historical trends, workforce fluctuations affecting goal achievement, and how the organization compares to other bureaus in the Department of the Interior and the federal government. The goal is evaluated annually.
- Stronger performance indicators were submitted for approval to connect Exceptional and Superior performance standards in the Supervisor/Managerial Element to tangible proactive contributions to targeted recruitment activities and barrier identification and removal.
- FWS Statisticians developed a predictive model to better inform goal-setting and decision-making due to planned workforce changes and workforce fluctuations. FWS Statisticians continued to inform leadership about the impact that different organizational structure change scenarios would have on employees from low participation groups. National diversity campaigns were developed to create a systematic approach to execute initiatives designed to increase minority participation.
- An external contractor designed four national diversity campaigns to address identified barriers and established key performance measures. The campaigns address FWS' reputation as an employer, internal policies and procedures, internal communications, and FWS' core values.
- The national diversity campaigns were presented to the FWS Directorate. Campaigns are aligned to other D&I Strategic activities, meaning that components of the campaigns are already being implemented. An implementation roadmap for each campaign, outlining performance indicators, and primary owners, was also presented to the FWS Directorate. The implementation plan will continue through FY 2018.
- Human Resources, Managers, and Recruiters use the Vacant Position Tracking System to assist in the national recruitment strategy and to eliminate inconsistencies encountered in workforce planning. This workforce planning tool helped the FWS respond to changes in human capital processes, such as hiring controls, in an effective manner.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

In FY 2018, FWS will make progress towards removing the identified barriers by continuing its targeted recruitment efforts and by engaging in communication strategies that reduce organizational resistance to D&I goals and initiatives. FWS will continue to engage in robust Barrier Analysis and elimination to address the identified potential barriers in recruitment, communication, and cultural attitudes and myths. This will build on the progress made in FY 2017 where the environment in which workforce decisions are made changed by improving the availability and reliability of data at all points of the human capital decision-making cycle.

Fish & Wildlife Service - Servicewide as of September 30, 2017
Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

| Organizational Component | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|----------------------------|-----------------|--------|-------|--------------------|-------|------------------------|-------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|
| | # | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | |
| | | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Total | # | 8,055 | 4,772 | 3,283 | 292 | 211 | 4,030 | 2,602 | 154 | 228 | 103 | 111 | 12 | 18 | 160 | 98 | 21 | 15 |
| | % | 100.0% | 59.2% | 40.8% | 3.6% | 2.6% | 50.0% | 32.3% | 1.9% | 2.8% | 1.3% | 1.4% | 0.1% | 0.2% | 2.0% | 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 | # | 997 | 595 | 402 | 23 | 18 | 512 | 334 | 8 | 6 | 26 | 25 | 3 | 9 | 17 | 8 | 6 | 2 |
| | % | 100.0% | 59.7% | 40.3% | 2.3% | 1.8% | 51.4% | 33.5% | 0.8% | 0.6% | 2.6% | 2.5% | 0.3% | 0.9% | 1.7% | 0.8% | 0.6% | 0.2% |
| Region 2 | # | 796 | 506 | 290 | 96 | 58 | 359 | 203 | 6 | 10 | 11 | 3 | 1 | | 33 | 16 | | |
| | % | 100.0% | 63.6% | 36.4% | 12.1% | 7.3% | 45.1% | 25.5% | 0.8% | 1.3% | 1.4% | 0.4% | 0.1% | 0.0% | 4.1% | 2.0% | 0.0% | 0.0% |
| Region 3 | # | 893 | 555 | 338 | 11 | 5 | 516 | 306 | 8 | 11 | 2 | 5 | 3 | 2 | 14 | 8 | 1 | 1 |
| | % | 100.0% | 62.2% | 37.8% | 1.2% | 0.6% | 57.8% | 34.3% | 0.9% | 1.2% | 0.2% | 0.6% | 0.3% | 0.2% | 1.6% | 0.9% | 0.1% | 0.1% |
| Region 4 | # | 1,218 | 791 | 427 | 48 | 26 | 669 | 326 | 47 | 64 | 9 | 4 | 2 | | 12 | 6 | 4 | 1 |
| | % | 100.0% | 64.9% | 35.1% | 3.9% | 2.1% | 54.9% | 26.8% | 3.9% | 5.3% | 0.7% | 0.3% | 0.2% | 0.0% | 1.0% | 0.5% | 0.3% | 0.1% |
| Region 5 | # | 715 | 391 | 324 | 13 | 6 | 344 | 288 | 14 | 17 | 10 | 8 | 1 | 2 | 7 | 3 | 2 | |
| | % | 100.0% | 54.7% | 45.3% | 1.8% | 0.8% | 48.1% | 40.3% | 2.0% | 2.4% | 1.4% | 1.1% | 0.1% | 0.3% | 1.0% | 0.4% | 0.3% | 0.0% |
| Region 6 | # | 802 | 510 | 292 | 15 | 19 | 458 | 246 | 8 | 4 | 3 | 7 | | | 23 | 13 | 3 | 3 |
| | % | 100.0% | 63.6% | 36.4% | 1.9% | 2.4% | 57.1% | 30.7% | 1.0% | 0.5% | 0.4% | 0.9% | 0.0% | 0.0% | 2.9% | 1.6% | 0.4% | 0.4% |
| Region 7 | # | 472 | 273 | 199 | 8 | 12 | 224 | 156 | 6 | 4 | 5 | 10 | | 1 | 29 | 16 | 1 | |
| | % | 100.0% | 57.8% | 42.2% | 1.7% | 2.5% | 47.5% | 33.1% | 1.3% | 0.8% | 1.1% | 2.1% | 0.0% | 0.2% | 6.1% | 3.4% | 0.2% | 0.0% |
| Region 8 | # | 749 | 424 | 325 | 28 | 15 | 367 | 273 | 3 | 7 | 14 | 20 | | 1 | 8 | 6 | 4 | 3 |
| | % | 100.0% | 56.6% | 43.4% | 3.7% | 2.0% | 49.0% | 36.4% | 0.4% | 0.9% | 1.9% | 2.7% | 0.0% | 0.1% | 1.1% | 0.8% | 0.5% | 0.4% |
| Headquarters | # | 1,413 | 727 | 686 | 50 | 52 | 581 | 470 | 54 | 105 | 23 | 29 | 2 | 3 | 17 | 22 | | 5 |
| | % | 100.0% | 51.5% | 48.5% | 3.5% | 3.7% | 41.1% | 33.3% | 3.8% | 7.4% | 1.6% | 2.1% | 0.1% | 0.2% | 1.2% | 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, 2017
Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

| Occupational Categories | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|--|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|--|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| 1. Officials and Managers | | | | | | | | | | | | | | | | | | |
| Executive/Senior Level (Grades 15 and Above) | # 147 | 98 | 49 | 9 | 6 | 78 | 41 | 3 | 2 | 2 | | | | 5 | | 1 | | |
| | % 100.0% | 66.7% | 33.3% | 6.1% | 4.1% | 53.1% | 27.9% | 2.0% | 1.4% | 1.4% | 0.0% | 0.0% | 0.0% | 3.4% | 0.0% | 0.7% | 0.0% | |
| Mid-level (Grades 13-14) | # 1,021 | 702 | 319 | 32 | 18 | 619 | 267 | 20 | 11 | 10 | 12 | 1 | | 17 | 11 | 3 | | |
| | % 100.0% | 68.8% | 31.2% | 3.1% | 1.8% | 60.6% | 26.2% | 2.0% | 1.1% | 1.0% | 1.2% | 0.1% | 0.0% | 1.7% | 1.1% | 0.3% | 0.0% | |
| First-Level (Grades 12 and Below) | # 471 | 341 | 130 | 22 | 4 | 293 | 117 | 5 | 1 | 5 | 2 | | 3 | 14 | 3 | 2 | | |
| | % 100.0% | 72.4% | 27.6% | 4.7% | 0.8% | 62.2% | 24.8% | 1.1% | 0.2% | 1.1% | 0.4% | 0.0% | 0.6% | 3.0% | 0.6% | 0.4% | 0.0% | |
| Other | # 1,376 | 608 | 768 | 45 | 68 | 455 | 518 | 51 | 112 | 22 | 26 | 2 | 8 | 28 | 30 | 5 | 6 | |
| | % 100.0% | 44.2% | 55.8% | 3.3% | 4.9% | 33.1% | 37.6% | 3.7% | 8.1% | 1.6% | 1.9% | 0.1% | 0.6% | 2.0% | 2.2% | 0.4% | 0.4% | |
| Officials and Managers TOTAL | # 3,015 | 1,749 | 1,266 | 108 | 96 | 1,445 | 943 | 79 | 126 | 39 | 40 | 3 | 11 | 64 | 44 | 11 | 6 | |
| | % 100.0% | 58.0% | 42.0% | 3.6% | 3.2% | 47.9% | 31.3% | 2.6% | 4.2% | 1.3% | 1.3% | 0.1% | 0.4% | 2.1% | 1.5% | 0.4% | 0.2% | |
| 2. Professionals | # 3,263 | 1,904 | 1,359 | 98 | 65 | 1,666 | 1,169 | 31 | 41 | 44 | 45 | 4 | 4 | 54 | 30 | 7 | 5 | |
| | % 100.0% | 58.4% | 41.6% | 3.0% | 2.0% | 51.1% | 35.8% | 1.0% | 1.3% | 1.3% | 1.4% | 0.1% | 0.1% | 1.7% | 0.9% | 0.2% | 0.2% | |
| 3. Technicians | # 259 | 215 | 44 | 22 | 5 | 175 | 35 | 5 | 2 | 3 | 1 | 4 | 1 | 6 | | | | |
| | % 100.0% | 83.0% | 17.0% | 8.5% | 1.9% | 67.6% | 13.5% | 1.9% | 0.8% | 1.2% | 0.4% | 1.5% | 0.4% | 2.3% | 0.0% | 0.0% | 0.0% | |
| 4. Sales Workers | # - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| | % - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| 5. Administrative Support Workers | # 572 | 138 | 434 | 19 | 33 | 89 | 309 | 18 | 51 | 9 | 15 | | 1 | 1 | 21 | 2 | 4 | |
| | % 100.0% | 24.1% | 75.9% | 3.3% | 5.8% | 15.6% | 54.0% | 3.1% | 8.9% | 1.6% | 2.6% | 0.0% | 0.2% | 0.2% | 3.7% | 0.3% | 0.7% | |
| 6. Craft Workers | # 496 | 489 | 7 | 28 | 1 | 428 | 6 | 9 | | 5 | | | | 18 | | 1 | | |
| | % 100.0% | 98.6% | 1.4% | 5.6% | 0.2% | 86.3% | 1.2% | 1.8% | 0.0% | 1.0% | 0.0% | 0.0% | 0.0% | 3.6% | 0.0% | 0.2% | 0.0% | |
| 7. Operatives | # 13 | 13 | | 1 | | 7 | | 1 | | | | | | 4 | | | | |
| | % 100.0% | 100.0% | 0.0% | 7.7% | 0.0% | 53.8% | 0.0% | 7.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 30.8% | 0.0% | 0.0% | 0.0% | |
| 8. Laborers and Helpers | # 55 | 48 | 7 | 2 | | 40 | 7 | | | | | | | 6 | | | | |
| | % 100.0% | 87.3% | 12.7% | 3.6% | 0.0% | 72.7% | 12.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 10.9% | 0.0% | 0.0% | 0.0% | |
| 9. Service Workers | # 377 | 211 | 166 | 14 | 11 | 175 | 133 | 11 | 8 | 3 | 10 | 1 | 1 | 7 | 3 | | | |
| | % 100.0% | 56.0% | 44.0% | 3.7% | 2.9% | 46.4% | 35.3% | 2.9% | 2.1% | 0.8% | 2.7% | 0.3% | 0.3% | 1.9% | 0.8% | 0.0% | 0.0% | |

Fish & Wildlife Service - Servicewide as of September 30, 2017

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

| GS/GL/GM, SES, AND RELATED GRADES | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|-----------------------------------|-----------------|------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| | | | | | | | | | | | | | | | | | | |

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2017

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

| GS/GL/GM, SES, AND RELATED GRADES | | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | |
|-----------------------------------|---|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|--------|--------|---|--------|----------------------------------|--------|-------------------|--------|
| | | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | |
| | | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| GS-01 | # | 2 | 1 | 1 | | | | 1 | 1 | | | | | | | | | |
| | % | 0.2% | 0.2% | 0.3% | 0.0% | 0.0% | 0.0% | 0.3% | 7.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - |
| GS-02 | # | 11 | 6 | 5 | 3 | | 3 | 5 | | | | | | | | | | |
| | % | 1.3% | 1.1% | 1.6% | 10.7% | 0.0% | 0.6% | 1.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - |
| GS-03 | # | 66 | 52 | 14 | 4 | 1 | 45 | 11 | 1 | 1 | 1 | | | | 1 | 1 | | |
| | % | 7.7% | 9.6% | 4.4% | 14.3% | 9.1% | 9.5% | 3.8% | 7.7% | 25.0% | 7.7% | 0.0% | 0.0% | 0.0% | 11.1% | 8.3% | 0.0% | - |
| GS-04 | # | 149 | 93 | 56 | 4 | 1 | 79 | 49 | 4 | 2 | 3 | | | 1 | 2 | 3 | 1 | |
| | % | 17.3% | 17.1% | 17.6% | 14.3% | 9.1% | 16.6% | 17.1% | 30.8% | 50.0% | 23.1% | 0.0% | 0.0% | 100.0% | 22.2% | 25.0% | 50.0% | - |
| GS-05 | # | 309 | 189 | 120 | 8 | 3 | 168 | 109 | 3 | 1 | 4 | 3 | 2 | | 4 | 4 | | |
| | % | 35.8% | 34.8% | 37.6% | 28.6% | 27.3% | 35.4% | 38.1% | 23.1% | 25.0% | 30.8% | 60.0% | 66.7% | 0.0% | 44.4% | 33.3% | 0.0% | - |
| GS-06 | # | 54 | 30 | 24 | 1 | 2 | 27 | 21 | | | 1 | 1 | | | 1 | | | |
| | % | 6.3% | 5.5% | 7.5% | 3.6% | 18.2% | 5.7% | 7.3% | 0.0% | 0.0% | 7.7% | 20.0% | 0.0% | 0.0% | 11.1% | 0.0% | 0.0% | - |
| GS-07 | # | 93 | 64 | 29 | 3 | 3 | 56 | 24 | 3 | | 1 | | | | 1 | 2 | | |
| | % | 10.8% | 11.8% | 9.1% | 10.7% | 27.3% | 11.8% | 8.4% | 23.1% | 0.0% | 7.7% | 0.0% | 0.0% | 0.0% | 11.1% | 16.7% | 0.0% | - |
| GS-08 | # | 3 | 2 | 1 | 1 | | 1 | 1 | | | | | | | | | | |
| | % | 0.3% | 0.4% | 0.3% | 3.6% | 0.0% | 0.2% | 0.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| GS-09 | # | 108 | 68 | 40 | 4 | 1 | 61 | 36 | | | 2 | 1 | | | | 2 | 1 | |
| | % | 12.5% | 12.5% | 12.5% | 14.3% | 9.1% | 12.8% | 12.6% | 0.0% | 0.0% | 15.4% | 20.0% | 0.0% | 0.0% | 0.0% | 16.7% | 50.0% | - |
| 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 | # | 49 | 27 | 22 | | | 25 | 22 | 1 | | | | 1 | | | | | |
| | % | 5.7% | 5.0% | 6.9% | 0.0% | 0.0% | 5.3% | 7.7% | 7.7% | 0.0% | 0.0% | 0.0% | 33.3% | 0.0% | 0.0% | 0.0% | 0.0% | - |
| GS-12 | # | 11 | 8 | 3 | | | 7 | 3 | | | 1 | | | | | | | |
| | % | 1.3% | 1.5% | 0.9% | 0.0% | 0.0% | 1.5% | 1.0% | 0.0% | 0.0% | 7.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - |
| GS-13 | # | 4 | 2 | 2 | | | 2 | 2 | | | | | | | | | | |
| | % | 0.5% | 0.4% | 0.6% | 0.0% | 0.0% | 0.4% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - |
| GS-14 | # | 2 | | 2 | | | | 2 | | | | | | | | | | |
| | % | 0.2% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - |
| GS-15 | # | 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% | - |
| 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 | # | | | | | | | | | | | | | | | | | |
| | % | 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% | - |
| TOTAL | # | 862 | 543 | 319 | 28 | 11 | 475 | 286 | 13 | 4 | 13 | 5 | 3 | 1 | 9 | 12 | 2 | |
| | % | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - |

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2017
Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

| WD, WG, WL, XD, XL, & XP | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|-----------------------------------|-----------------|--------|--------|--------------------|--------|------------------------|--------|--------|---------------------------|--------|--------|--------|---|--------|----------------------------------|--------|-------------------|--------|
| | # | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | |
| | | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Grade-01 | # | 15 | 8 | 7 | | | 8 | 7 | | | | | | | | | | |
| | % | 2.6% | 1.4% | 43.8% | 0.0% | 0.0% | 1.6% | 46.7% | 0.0% | - | 0.0% | - | - | - | 0.0% | - | 0.0% | - |
| Grade-02 | # | 4 | 3 | 1 | | | 1 | 1 | | | 2 | | | | | | | |
| | % | 0.7% | 0.5% | 6.3% | 0.0% | 0.0% | 0.2% | 6.7% | 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 | # | 2 | 2 | | 1 | | 1 | | | | | | | | | | | |
| | % | 0.3% | 0.4% | 0.0% | 3.2% | 0.0% | 0.2% | 0.0% | 0.0% | - | 0.0% | - | - | - | 0.0% | - | 0.0% | - |
| Grade-05 | # | 42 | 42 | | 1 | | 31 | | 2 | | | | | | 8 | | | |
| | % | 7.3% | 7.5% | 0.0% | 3.2% | 0.0% | 6.4% | 0.0% | 20.0% | - | 0.0% | - | - | - | 28.6% | - | 0.0% | - |
| Grade-06 | # | 29 | 29 | | 2 | | 19 | | 1 | | 3 | | | | 4 | | | |
| | % | 5.0% | 5.2% | 0.0% | 6.5% | 0.0% | 3.9% | 0.0% | 10.0% | - | 42.9% | - | - | - | 14.3% | - | 0.0% | - |
| Grade-07 | # | 50 | 48 | 2 | 5 | | 38 | 2 | 1 | | | | | | 4 | | | |
| | % | 8.6% | 8.5% | 12.5% | 16.1% | 0.0% | 7.8% | 13.3% | 10.0% | - | 0.0% | - | - | - | 14.3% | - | 0.0% | - |
| Grade-08 | # | 192 | 188 | 4 | 12 | 1 | 167 | 3 | 2 | | | | | | 6 | | 1 | |
| | % | 33.2% | 33.4% | 25.0% | 38.7% | 100.0% | 34.4% | 20.0% | 20.0% | - | 0.0% | - | - | - | 21.4% | - | 100.0% | - |
| Grade-09 | # | 95 | 93 | 2 | 3 | | 84 | 2 | 1 | | 1 | | | | 4 | | | |
| | % | 16.4% | 16.5% | 12.5% | 9.7% | 0.0% | 17.3% | 13.3% | 10.0% | - | 14.3% | - | - | - | 14.3% | - | 0.0% | - |
| Grade-10 | # | 140 | 140 | | 6 | | 129 | | 3 | | 1 | | | | 1 | | | |
| | % | 24.2% | 24.9% | 0.0% | 19.4% | 0.0% | 26.5% | 0.0% | 30.0% | - | 14.3% | - | - | - | 3.6% | - | 0.0% | - |
| Grade-11 | # | 3 | 3 | | 1 | | 1 | | | | | | | | 1 | | | |
| | % | 0.5% | 0.5% | 0.0% | 3.2% | 0.0% | 0.2% | 0.0% | 0.0% | - | 0.0% | - | - | - | 3.6% | - | 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% | - |
| 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 | # | 579 | 563 | 16 | 31 | 1 | 486 | 15 | 10 | | 7 | | | | 28 | | 1 | |
| | % | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | 100.0% | - | - | - | 100.0% | - | 100.0% | - |

Fish & Wildlife Service - Servicewide as of September 30, 2017
Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

| WD, WG, WL, XD, XL, & XP | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | | |
|-----------------------------------|-----------------|---|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|---|---|
| | # | % | All | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | |
| Grade-01 | # | | 10 | 6 | 4 | | | 6 | 4 | | | | | | | | | | |
| | % | | 7.9% | 5.4% | 26.7% | 0.0% | - | 5.8% | 28.6% | - | - | - | - | 0.0% | - | 0.0% | 0.0% | - | - |
| Grade-02 | # | | 5 | 3 | 2 | | | 3 | 2 | | | | | | | | | | |
| | % | | 4.0% | 2.7% | 13.3% | 0.0% | - | 2.9% | 14.3% | - | - | - | - | 0.0% | - | 0.0% | 0.0% | - | - |
| Grade-03 | # | | 16 | 13 | 3 | | | 13 | 3 | | | | | | | | | | |
| | % | | 12.7% | 11.7% | 20.0% | 0.0% | - | 12.6% | 21.4% | - | - | - | - | 0.0% | - | 0.0% | 0.0% | - | - |
| Grade-04 | # | | 10 | 10 | | | | 9 | | | | | | | 1 | | | | |
| | % | | 7.9% | 9.0% | 0.0% | 0.0% | - | 8.7% | 0.0% | - | - | - | - | 0.0% | - | 16.7% | 0.0% | - | - |
| Grade-05 | # | | 31 | 27 | 4 | | | 24 | 4 | | | | 1 | | 2 | | | | |
| | % | | 24.6% | 24.3% | 26.7% | 0.0% | - | 23.3% | 28.6% | - | - | - | - | 100.0% | - | 33.3% | 0.0% | - | - |
| Grade-06 | # | | 16 | 16 | | | | 15 | | | | | | | 1 | | | | |
| | % | | 12.7% | 14.4% | 0.0% | 0.0% | - | 14.6% | 0.0% | - | - | - | - | 0.0% | - | 16.7% | 0.0% | - | - |
| Grade-07 | # | | 11 | 10 | 1 | 1 | | 9 | | | | | | | | 1 | | | |
| | % | | 8.7% | 9.0% | 6.7% | 100.0% | - | 8.7% | 0.0% | - | - | - | - | 0.0% | - | 0.0% | 100.0% | - | - |
| Grade-08 | # | | 18 | 17 | 1 | | | 15 | 1 | | | | | | 2 | | | | |
| | % | | 14.3% | 15.3% | 6.7% | 0.0% | - | 14.6% | 7.1% | - | - | - | - | 0.0% | - | 33.3% | 0.0% | - | - |
| Grade-09 | # | | 4 | 4 | | | | 4 | | | | | | | | | | | |
| | % | | 3.2% | 3.6% | 0.0% | 0.0% | - | 3.9% | 0.0% | - | - | - | - | 0.0% | - | 0.0% | 0.0% | - | - |
| Grade-10 | # | | 3 | 3 | | | | 3 | | | | | | | | | | | |
| | % | | 2.4% | 2.7% | 0.0% | 0.0% | - | 2.9% | 0.0% | - | - | - | - | 0.0% | - | 0.0% | 0.0% | - | - |
| Grade-11 | # | | 2 | 2 | | | | 2 | | | | | | | | | | | |
| | % | | 1.6% | 1.8% | 0.0% | 0.0% | - | 1.9% | 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% | - | - |
| Grade-13 | # | | | | | | | | | | | | | | | | | | |
| | % | | 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% | - | - |
| Grade-15 | # | | | | | | | | | | | | | | | | | | |
| | % | | 0.0% | 0.0% | 0.0% | 0.0% | - | 0.0% | 0.0% | - | - | - | - | 0.0% | - | 0.0% | 0.0% | - | - |
| Other Non-supervisory Wage Grades | # | | | | | | | | | | | | | | | | | | |
| | % | | 0.0% | 0.0% | 0.0% | 0.0% | - | 0.0% | 0.0% | - | - | - | - | 0.0% | - | 0.0% | 0.0% | - | - |
| Total Non-supervisory Wage Grades | # | | 126 | 111 | 15 | 1 | | 103 | 14 | | | | 1 | | 6 | 1 | | | |
| | % | | 100.0% | 100.0% | 100.0% | 100.0% | - | 100.0% | 100.0% | - | - | - | - | 100.0% | - | 100.0% | 100.0% | - | - |

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

| WS & XS | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|-----------------------------------|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|---|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | 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 | |
| | % | 12.5% | 14.3% | 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 | | | | | | | | | | | |
| | % | 12.5% | 14.3% | 0.0% | - | - | 16.7% | 0.0% | - | - | - | - | - | - | - | - | 0.0% | - |
| Grade-08 | # | 1 | | 1 | | | | 1 | | | | | | | | | | |
| | % | 12.5% | 0.0% | 100.0% | - | - | 0.0% | 100.0% | - | - | - | - | - | - | - | - | 0.0% | - |
| Grade-09 | # | 1 | 1 | | | | 1 | | | | | | | | | | | |
| | % | 12.5% | 14.3% | 0.0% | - | - | 16.7% | 0.0% | - | - | - | - | - | - | - | - | 0.0% | - |
| Grade-10 | # | 4 | 4 | | | | 4 | | | | | | | | | | | |
| | % | 50.0% | 57.1% | 0.0% | - | - | 66.7% | 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 | # | 8 | 7 | 1 | | | 6 | 1 | | | | | | | | | 1 | |
| | % | 100.0% | 100.0% | 100.0% | - | - | 100.0% | 100.0% | - | - | - | - | - | - | - | - | 100.0% | - |

Fish & Wildlife Service - Servicewide as of September 30, 2017

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

| Job Title/Series Agency Rate Occupational CLF | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|--|-----------------|--------|-------|-----------------------|--------|------------------------|-------|------------------------------|------|--------|------|--|------|-------------------------------------|------|----------------------|------|--------|
| | | | | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | 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) | # | 1,749 | 986 | 763 | 53 | 31 | 871 | 666 | 5 | 16 | 24 | 32 | 2 | 4 | 27 | 10 | 4 | 4 |
| | % | 100.0% | 56.4% | 43.6% | 3.0% | 1.8% | 49.8% | 38.1% | 0.3% | 0.9% | 1.4% | 1.8% | 0.1% | 0.2% | 1.5% | 0.6% | 0.2% | 0.2% |
| Occupational CLF | % | 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) | # | 133 | 104 | 29 | 5 | 5 | 93 | 21 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | | | |
| | % | 100.0% | 78.2% | 21.8% | 3.8% | 3.8% | 69.9% | 15.8% | 0.8% | 0.8% | 0.8% | 0.8% | 1.5% | 0.8% | 1.5% | 0.0% | 0.0% | 0.0% |
| Occupational CLF | % | 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) | # | 250 | 159 | 91 | 6 | 6 | 145 | 77 | 3 | 3 | | 1 | | | 4 | 4 | 1 | |
| | % | 100.0% | 63.6% | 36.4% | 2.4% | 2.4% | 58.0% | 30.8% | 1.2% | 1.2% | 0.0% | 0.4% | 0.0% | 0.0% | 1.6% | 1.6% | 0.4% | 0.0% |
| Occupational CLF | % | 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) | # | 560 | 432 | 128 | 18 | 3 | 386 | 119 | 10 | 4 | 7 | | | | 11 | 2 | | |
| | % | 100.0% | 77.1% | 22.9% | 3.2% | 0.5% | 68.9% | 21.3% | 1.8% | 0.7% | 1.3% | 0.0% | 0.0% | 0.0% | 2.0% | 0.4% | 0.0% | 0.0% |
| Occupational CLF | % | 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) | # | 578 | 417 | 161 | 20 | 13 | 360 | 134 | 9 | 2 | 7 | 4 | | | 19 | 8 | 2 | |
| | % | 100.0% | 72.1% | 27.9% | 3.5% | 2.2% | 62.3% | 23.2% | 1.6% | 0.3% | 1.2% | 0.7% | 0.0% | 0.0% | 3.3% | 1.4% | 0.3% | 0.0% |
| Occupational CLF | % | 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) | # | 513 | 312 | 201 | 16 | 9 | 277 | 180 | 5 | 2 | 1 | 7 | 1 | | 10 | 3 | 2 | |
| | % | 100.0% | 60.8% | 39.2% | 3.1% | 1.8% | 54.0% | 35.1% | 1.0% | 0.4% | 0.2% | 1.4% | 0.2% | 0.0% | 1.9% | 0.6% | 0.4% | 0.0% |
| Occupational CLF | % | 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) | # | 228 | 197 | 31 | 15 | 4 | 168 | 22 | 7 | 1 | 1 | 3 | 1 | | 5 | 1 | | |
| | % | 100.0% | 86.4% | 13.6% | 6.6% | 1.8% | 73.7% | 9.6% | 3.1% | 0.4% | 0.4% | 1.3% | 0.4% | 0.0% | 2.2% | 0.4% | 0.0% | 0.0% |
| Occupational CLF | % | 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) | # | 245 | 226 | 19 | 20 | 2 | 188 | 15 | 5 | | 5 | | 1 | | 6 | 2 | 1 | |
| | % | 100.0% | 92.2% | 7.8% | 8.2% | 0.8% | 76.7% | 6.1% | 2.0% | 0.0% | 2.0% | 0.0% | 0.4% | 0.0% | 2.4% | 0.8% | 0.4% | 0.0% |
| Occupational CLF | % | 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 as of September 30, 2017
Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Temporary Workforce

| Job Title/Series Agency Rate Occupational CLF | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|--|-----------------|--------|--------|-----------------------|--------|------------------------|--------|------------------------------|--------|-------|--------|--|--------|-------------------------------------|--------|----------------------|--------|------|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Gen Natural Resources Mgmt & Bio Sciences (0401) | # | 68 | 37 | 31 | | 1 | 35 | 28 | | | 1 | 1 | 1 | | | 1 | | |
| | % | 100.0% | 54.4% | 45.6% | 0.0% | 1.5% | 51.5% | 41.2% | 0.0% | 0.0% | 1.5% | 1.5% | 1.5% | 0.0% | 0.0% | 1.5% | 0.0% | 0.0% |
| Occupational CLF | % | 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) | # | 389 | 240 | 149 | 11 | 5 | 213 | 134 | 4 | 2 | 4 | 2 | 2 | 1 | 6 | 5 | | |
| | % | 100.0% | 61.7% | 38.3% | 2.8% | 1.3% | 54.8% | 34.4% | 1.0% | 0.5% | 1.0% | 0.5% | 0.5% | 0.3% | 1.5% | 1.3% | 0.0% | 0.0% |
| Occupational CLF | % | 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 | | | | | | | | | | | |
| | % | 100.0% | 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% |
| Occupational CLF | % | 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) | # | 92 | 71 | 21 | 6 | | 61 | 20 | 2 | | 2 | | | | | 1 | | |
| | % | 100.0% | 77.2% | 22.8% | 6.5% | 0.0% | 66.3% | 21.7% | 2.2% | 0.0% | 2.2% | 0.0% | 0.0% | 0.0% | 0.0% | 1.1% | 0.0% | 0.0% |
| Occupational CLF | % | 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) | # | 5 | 4 | 1 | | | 4 | 1 | | | | | | | | | | |
| | % | 100.0% | 80.0% | 20.0% | 0.0% | 0.0% | 80.0% | 20.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Occupational CLF | % | 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) | # | 17 | 7 | 10 | | 2 | 7 | 8 | | | | | | | | | | |
| | % | 100.0% | 41.2% | 58.8% | 0.0% | 11.8% | 41.2% | 47.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Occupational CLF | % | 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) | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Occupational CLF | % | 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) | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Occupational CLF | % | 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 FY2017
Table A7-Ait: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce

| Job Title/Series Agency Rate Occupational CLF | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|--|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| General Natural Resources Management and Biological Sciences (0401) | | | | | | | | | | | | | | | | | | |
| Accessions | # | 19 | 12 | 7 | 1 | | 11 | 7 | | | | | | | | | | |
| | % | 100.0% | 63.2% | 36.8% | 5.3% | 0.0% | 57.9% | 36.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Occupational CLF | % | 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) | | | | | | | | | | | | | | | | | | |
| Accessions | # | 339 | 199 | 140 | 10 | 5 | 176 | 123 | 3 | 2 | 4 | 2 | 1 | 1 | 5 | 6 | | 1 |
| | % | 100.0% | 58.7% | 41.3% | 2.9% | 1.5% | 51.9% | 36.3% | 0.9% | 0.6% | 1.2% | 0.6% | 0.3% | 0.3% | 1.5% | 1.8% | 0.0% | 0.3% |
| Occupational CLF | % | 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) | | | | | | | | | | | | | | | | | | |
| Accessions | # | 1 | 1 | | | | 1 | | | | | | | | | | | |
| | % | 100.0% | 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% |
| Occupational CLF | % | 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) | | | | | | | | | | | | | | | | | | |
| Accessions | # | 20 | 14 | 6 | 1 | | 11 | 6 | 1 | | 1 | | | | | | | |
| | % | 100.0% | 70.0% | 30.0% | 5.0% | 0.0% | 55.0% | 30.0% | 5.0% | 0.0% | 5.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Occupational CLF | % | 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) | | | | | | | | | | | | | | | | | | |
| Accessions | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Occupational CLF | % | 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) | | | | | | | | | | | | | | | | | | |
| Accessions | # | 6 | 1 | 5 | | 1 | 1 | 3 | | | | 1 | | | | | | |
| | % | 100.0% | 16.7% | 83.3% | 0.0% | 16.7% | 16.7% | 50.0% | 0.0% | 0.0% | 0.0% | 16.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Occupational CLF | % | 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) | | | | | | | | | | | | | | | | | | |
| Accessions | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Occupational CLF | % | 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% |
| Land Management LE & Conservation LE (0025LE & 1801LE) | | | | | | | | | | | | | | | | | | |
| Accessions | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Occupational CLF | % | 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 FY2017
Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

| Employment Tenure | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|--|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | | | | | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | 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 | |
| Permanent Workforce | | | | | | | | | | | | | | | | | | |
| Accessions | # | 574 | 308 | 266 | 24 | 12 | 243 | 208 | 20 | 23 | 11 | 13 | 2 | | 5 | 8 | 3 | 2 |
| | % | 100.0% | 53.7% | 46.3% | 4.2% | 2.1% | 42.3% | 36.2% | 3.5% | 4.0% | 1.9% | 2.3% | 0.3% | 0.0% | 0.9% | 1.4% | 0.5% | 0.3% |
| From Temporary | # | 136 | 83 | 53 | 7 | 1 | 69 | 50 | 3 | | 2 | 1 | | | 2 | 1 | | |
| | % | 100.0% | 61.0% | 39.0% | 5.1% | 0.7% | 50.7% | 36.8% | 2.2% | 0.0% | 1.5% | 0.7% | 0.0% | 0.0% | 1.5% | 0.7% | 0.0% | 0.0% |
| Total Hires | # | 710 | 391 | 319 | 31 | 13 | 312 | 258 | 23 | 23 | 13 | 14 | 2 | | 7 | 9 | 3 | 2 |
| | % | 100.0% | 55.1% | 44.9% | 4.4% | 1.8% | 43.9% | 36.3% | 3.2% | 3.2% | 1.8% | 2.0% | 0.3% | 0.0% | 1.0% | 1.3% | 0.4% | 0.3% |
| Temporary Workforce | | | | | | | | | | | | | | | | | | |
| Accessions | # | 735 | 474 | 261 | 24 | 8 | 415 | 229 | 10 | 6 | 10 | 4 | 2 | 1 | 11 | 12 | 2 | 1 |
| | % | 100.0% | 64.5% | 35.5% | 3.3% | 1.1% | 56.5% | 31.2% | 1.4% | 0.8% | 1.4% | 0.5% | 0.3% | 0.1% | 1.5% | 1.6% | 0.3% | 0.1% |
| Non-Appropriated Workforce | | | | | | | | | | | | | | | | | | |
| Accessions | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total - Permanent & Temporary | | | | | | | | | | | | | | | | | | |
| Accessions | # | 1309 | 782 | 527 | 48 | 20 | 658 | 437 | 30 | 29 | 21 | 17 | 4 | 1 | 16 | 20 | 5 | 3 |
| | % | 100.0% | 59.7% | 40.3% | 3.7% | 1.5% | 50.3% | 33.4% | 2.3% | 2.2% | 1.6% | 1.3% | 0.3% | 0.1% | 1.2% | 1.5% | 0.4% | 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% | 54.2% | 45.8% | 3.6% | 3.2% | 43.6% | 35.2% | 3.2% | 3.6% | 2.7% | 3.2% | 0.1% | 0.1% | 0.6% | 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 incumbants in each occupation in the organization.

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Table A9: 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 | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|---|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| Job Series of Applicant: General Natural Resources Management and Biological Sciences (0401) | | | | | | | | | | | | | | | | | | |
| Applied | # | 370 | 206 | 164 | 11 | 9 | 189 | 137 | | 2 | 2 | 12 | 1 | 2 | 3 | 2 | | |
| | % | 100.0% | 55.7% | 44.3% | 3.0% | 2.4% | 51.1% | 37.0% | 0.0% | 0.5% | 0.5% | 3.2% | 0.3% | 0.5% | 0.8% | 0.5% | 0.0% | 0.0% |
| Qualified | # | 318 | 177 | 141 | 8 | 9 | 163 | 116 | | 2 | 2 | 11 | 1 | 1 | 3 | 2 | | |
| | % | 100.0% | 55.7% | 44.3% | 2.5% | 2.8% | 51.3% | 36.5% | 0.0% | 0.6% | 0.6% | 3.5% | 0.3% | 0.3% | 0.9% | 0.6% | 0.0% | 0.0% |
| Selected | # | 81 | 48 | 33 | 4 | 3 | 42 | 25 | | | 2 | 4 | | 1 | | | | |
| | % | 100.0% | 59.3% | 40.7% | 4.9% | 3.7% | 51.9% | 30.9% | 0.0% | 0.0% | 2.5% | 4.9% | 0.0% | 1.2% | 0.0% | 0.0% | 0.0% | 0.0% |
| Relevant Pool | # | 1,646 | 949 | 697 | 52 | 32 | 843 | 605 | 5 | 14 | 18 | 30 | 2 | 4 | 25 | 8 | 4 | 4 |
| | % | 100.0% | 57.7% | 42.3% | 3.2% | 1.9% | 51.2% | 36.8% | 0.3% | 0.9% | 1.1% | 1.8% | 0.1% | 0.2% | 1.5% | 0.5% | 0.2% | 0.2% |
| Job Series of Applicant: Biological Science Technician (0404) | | | | | | | | | | | | | | | | | | |
| Applied | # | 19 | 17 | 2 | | | 15 | 1 | 1 | | 1 | | | 1 | | | | |
| | % | 100.0% | 89.5% | 10.5% | 0.0% | 0.0% | 78.9% | 5.3% | 5.3% | 0.0% | 5.3% | 0.0% | 0.0% | 5.3% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 13 | 12 | 1 | | | 11 | | 1 | | | | | 1 | | | | |
| | % | 100.0% | 92.3% | 7.7% | 0.0% | 0.0% | 84.6% | 0.0% | 7.7% | 0.0% | 0.0% | 0.0% | 0.0% | 7.7% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 1 | 1 | | | | 1 | | | | | | | | | | | |
| | % | 100.0% | 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% |
| Relevant Pool | # | 119 | 93 | 26 | 5 | 5 | 83 | 19 | 1 | | 1 | 1 | 1 | 1 | 2 | | | |
| | % | 100.0% | 78.2% | 21.8% | 4.2% | 4.2% | 69.7% | 16.0% | 0.8% | 0.0% | 0.8% | 0.8% | 0.8% | 0.8% | 1.7% | 0.0% | 0.0% | 0.0% |
| Job Series of Applicant: Fish and Wildlife Administration (0480) | | | | | | | | | | | | | | | | | | |
| Applied | # | 16 | 9 | 7 | | 1 | 9 | 5 | | | | 1 | | | | | | |
| | % | 100.0% | 56.3% | 43.8% | 0.0% | 6.3% | 56.3% | 31.3% | 0.0% | 0.0% | 0.0% | 6.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 15 | 8 | 7 | | 1 | 8 | 5 | | | | 1 | | | | | | |
| | % | 100.0% | 53.3% | 46.7% | 0.0% | 6.7% | 53.3% | 33.3% | 0.0% | 0.0% | 0.0% | 6.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 4 | 2 | 2 | | | 2 | 2 | | | | | | | | | | |
| | % | 100.0% | 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% |
| Relevant Pool | # | 248 | 158 | 90 | 7 | 8 | 142 | 75 | 4 | 3 | | 1 | | | 4 | 3 | 1 | |
| | % | 100.0% | 63.7% | 36.3% | 2.8% | 3.2% | 57.3% | 30.2% | 1.6% | 1.2% | 0.0% | 0.4% | 0.0% | 0.0% | 1.6% | 1.2% | 0.4% | 0.0% |
| Job Series of Applicant: Fish Biology (0482) | | | | | | | | | | | | | | | | | | |
| Applied | # | 125 | 98 | 27 | 4 | | 89 | 25 | 1 | 2 | 3 | | | | 1 | | | |
| | % | 100.0% | 78.4% | 21.6% | 3.2% | 0.0% | 71.2% | 20.0% | 0.8% | 1.6% | 2.4% | 0.0% | 0.0% | 0.0% | 0.8% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 115 | 89 | 26 | 4 | | 81 | 24 | 1 | 2 | 2 | | | | 1 | | | |
| | % | 100.0% | 77.4% | 22.6% | 3.5% | 0.0% | 70.4% | 20.9% | 0.9% | 1.7% | 1.7% | 0.0% | 0.0% | 0.0% | 0.9% | 0.0% | 0.0% | 0.0% |
| Selected | # | 34 | 26 | 8 | 1 | | 25 | 8 | | | | | | | | | | |
| | % | 100.0% | 76.5% | 23.5% | 2.9% | 0.0% | 73.5% | 23.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Relevant Pool | # | 552 | 434 | 118 | 18 | 3 | 388 | 109 | 9 | 4 | 7 | | | | 12 | 2 | | |
| | % | 100.0% | 78.6% | 21.4% | 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% |

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Table A9: 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 | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|----------------------|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| Relevant Pool | # | 242 | 223 | 19 | 18 | 2 | 186 | 15 | 4 | | 6 | | 2 | | 7 | 2 | | |
| | % | 100.0% | 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% |

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Table A9SUPV: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS TO SUPERVISORY POSITIONS FOR MAJOR OCCUPATIONS
by Race/Ethnicity and Sex

| Action | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | |
|---|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Job Series of Applicant: General Natural Resources Management and Biological Sciences (0401) | | | | | | | | | | | | | | | | | |
| Applied | # | 226 | 141 | 85 | 9 | 7 | 128 | 71 | | | 1 | 5 | | 2 | 3 | | |
| | % | 100.0% | 62.4% | 37.6% | 4.0% | 3.1% | 56.6% | 31.4%* | 0.0% | 0.0% | 0.4% | 2.2% | 0.0% | 0.9% | 1.3% | 0.0% | 0.0% |
| Qualified | # | 187 | 117 | 70 | 8 | 6 | 106 | 59 | | | | 5 | | | 3 | | |
| | % | 100.0% | 62.6% | 37.4% | 4.3% | 3.2% | 56.7% | 31.6% | 0.0% | 0.0% | 0.0% | 2.7% | 0.0% | 0.0% | 1.6% | 0.0% | 0.0% |
| Selected | # | 35 | 21 | 14 | 1 | 2 | 20 | 10 | | | | 2 | | | | | |
| | % | 100.0% | 60.0% | 40.0% | 2.9% | 5.7% | 57.1% | 28.6% | 0.0% | 0.0% | 0.0% | 5.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Relevant Pool | # | 1,646 | 949 | 697 | 52 | 32 | 843 | 605 | 5 | 14 | 18 | 30 | 2 | 4 | 25 | 8 | 4 |
| | % | 100.0% | 57.7% | 42.3% | 3.2% | 1.9% | 51.2% | 36.8% | 0.3% | 0.9% | 1.1% | 1.8% | 0.1% | 0.2% | 1.5% | 0.5% | 0.2% |
| Job Series of Applicant: Biological Science Technician (0404) | | | | | | | | | | | | | | | | | |
| Applied | # | 3 | 3 | | | | 2 | | 1 | | | | | | | | |
| | % | 100.0% | 100.0% | 0.0% | 0.0% | 0.0% | 66.7% | 0.0% | 33.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 2 | 2 | | | | 1 | | 1 | | | | | | | | |
| | % | 100.0% | 100.0% | 0.0% | 0.0% | 0.0% | 50.0% | 0.0% | 50.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Relevant Pool | # | 119 | 93 | 26 | 5 | 5 | 83 | 19 | 1 | | 1 | 1 | 1 | 1 | 2 | | |
| | % | 100.0% | 78.2% | 21.8% | 4.2% | 4.2% | 69.7% | 16.0% | 0.8% | 0.0% | 0.8% | 0.8% | 0.8% | 0.8% | 1.7% | 0.0% | 0.0% |
| Job Series of Applicant: Fish and Wildlife Administration (0480) | | | | | | | | | | | | | | | | | |
| Applied | # | 13 | 7 | 6 | | 1 | 7 | 4 | | | | 1 | | | | | |
| | % | 100.0% | 53.8% | 46.2% | 0.0% | 7.7% | 53.8% | 30.8% | 0.0% | 0.0% | 0.0% | 7.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 12 | 6 | 6 | | 1 | 6 | 4 | | | | 1 | | | | | |
| | % | 100.0% | 50.0% | 50.0% | 0.0% | 8.3% | 50.0% | 33.3% | 0.0% | 0.0% | 0.0% | 8.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 3 | 1 | 2 | | | 1 | 2 | | | | | | | | | |
| | % | 100.0% | 33.3% | 66.7% | 0.0% | 0.0% | 33.3% | 66.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Relevant Pool | # | 248 | 158 | 90 | 7 | 8 | 142 | 75 | 4 | 3 | | 1 | | | 4 | 3 | 1 |
| | % | 100.0% | 63.7% | 36.3% | 2.8% | 3.2% | 57.3% | 30.2% | 1.6% | 1.2% | 0.0% | 0.4% | 0.0% | 0.0% | 1.6% | 1.2% | 0.4% |
| Job Series of Applicant: Fish Biology (0482) | | | | | | | | | | | | | | | | | |
| Applied | # | 88 | 71 | 17 | 3 | | 64 | 15 | 1 | 2 | 3 | | | | | | |
| | % | 100.0% | 80.7% | 19.3% | 3.4% | 0.0% | 72.7% | 17.0% | 1.1% | 2.3% | 3.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 81 | 65 | 16 | 3 | | 59 | 15 | 1 | 1 | 2 | | | | | | |
| | % | 100.0% | 80.2% | 19.8% | 3.7% | 0.0% | 72.8% | 18.5% | 1.2% | 1.2% | 2.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 26 | 21 | 5 | | | 21 | 5 | | | | | | | | | |
| | % | 100.0% | 80.8% | 19.2% | 0.0% | 0.0% | 80.8% | 19.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Relevant Pool | # | 552 | 434 | 118 | 18 | 3 | 388 | 109 | 9 | 4 | 7 | | | | 12 | 2 | |
| | % | 100.0% | 78.6% | 21.4% | 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% |

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**Table A9SUPV: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS TO SUPERVISORY POSITIONS FOR MAJOR OCCUPATIONS
by Race/Ethnicity and Sex**

| Action | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|----------------------|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| Relevant Pool | # | 242 | 223 | 19 | 18 | 2 | 186 | 15 | 4 | | 6 | | 2 | | 7 | 2 | | |
| | % | 100.0% | 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% |

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Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

| Permanent Workforce | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|--|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Total Eligible for Career Ladder Promotions | # | 102 | 67 | 35 | 5 | 1 | 53 | 24 | 2 | 6 | 3 | | | 1 | 3 | 3 | 1 | |
| | % | 100.0% | 65.7% | 34.3% | 4.9% | 1.0% | 52.0% | 23.5% | 2.0% | 5.9% | 2.9% | 0.0% | 0.0% | 1.0% | 2.9% | 2.9% | 1.0% | 0.0% |
| Time in grade in excess of minimum | | | | | | | | | | | | | | | | | | |
| 1 - 12 months | # | 52 | 34 | 18 | 4 | 1 | 25 | 14 | 2 | 2 | 1 | | | | 1 | 1 | 1 | |
| | % | 100.0% | 65.4% | 34.6% | 7.7% | 1.9% | 48.1% | 26.9% | 3.8% | 3.8% | 1.9% | 0.0% | 0.0% | 0.0% | 1.9% | 1.9% | 1.9% | 0.0% |
| 13 - 24 months | # | 21 | 13 | 8 | | | 11 | 4 | | 3 | 2 | | | | | 1 | | |
| | % | 100.0% | 61.9% | 38.1% | 0.0% | 0.0% | 52.4% | 19.0% | 0.0% | 14.3% | 9.5% | 0.0% | 0.0% | 0.0% | 0.0% | 4.8% | 0.0% | 0.0% |
| 25+ months | # | 29 | 20 | 9 | 1 | | 17 | 6 | | 1 | | | | 1 | 2 | 1 | | |
| | % | 100.0% | 69.0% | 31.0% | 3.4% | 0.0% | 58.6% | 20.7% | 0.0% | 3.4% | 0.0% | 0.0% | 0.0% | 3.4% | 6.9% | 3.4% | 0.0% | 0.0% |

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Table A11: INTERNAL COMPETITIVE PROMOTIONS TO SENIOR LEVEL POSITIONS (GS 13 - 15 AND SES)
by Race/Ethnicity and Sex - PERMANENT WORKFORCE

| Action | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|---|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| GS-13 Vacancies | | | | | | | | | | | | | | | | | | |
| Applied | # | 269 | 162 | 107 | 8 | 6 | 135 | 90 | 4 | 5 | 4 | 3 | 1 | 2 | 9 | 1 | 1 | |
| | % | 100.0% | 60.2% | 39.8% | 3.0% | 2.2% | 50.2% | 33.5% | 1.5% | 1.9% | 1.5% | 1.1% | 0.4% | 0.7% | 3.3% | 0.4% | 0.4% | 0.0% |
| Qualified | # | 236 | 142 | 94 | 7 | 5 | 118 | 79 | 4 | 5 | 4 | 3 | 1 | 1 | 7 | 1 | 1 | |
| | % | 100.0% | 60.2% | 39.8% | 3.0% | 2.1% | 50.0% | 33.5% | 1.7% | 2.1% | 1.7% | 1.3% | 0.4% | 0.4% | 3.0% | 0.4% | 0.4% | 0.0% |
| Selected | # | 64 | 38 | 26 | 1 | 3 | 35 | 21 | 1 | | 1 | 2 | | | | | | |
| | % | 100.0% | 59.4% | 40.6% | 1.6% | 4.7% | 54.7% | 32.8% | 1.6% | 0.0% | 1.6% | 3.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Relevant Pool | # | 1,733 | 1,032 | 701 | 49 | 31 | 893 | 592 | 29 | 45 | 20 | 18 | 2 | 4 | 34 | 8 | 5 | 3 |
| | % | 100.0% | 59.5% | 40.5% | 2.8% | 1.8% | 51.5% | 34.2% | 1.7% | 2.6% | 1.2% | 1.0% | 0.1% | 0.2% | 2.0% | 0.5% | 0.3% | 0.2% |
| GS-14 Vacancies | | | | | | | | | | | | | | | | | | |
| Applied | # | 203 | 125 | 78 | 5 | 6 | 115 | 62 | 1 | 5 | 1 | 3 | | | 2 | 2 | 1 | |
| | % | 100.0% | 61.6% | 38.4% | 2.5% | 3.0% | 56.7% | 30.5% | 0.5% | 2.5% | 0.5% | 1.5% | 0.0% | 0.0% | 1.0% | 1.0% | 0.5% | 0.0% |
| Qualified | # | 181 | 114 | 67 | 5 | 6 | 104 | 51 | 1 | 5 | 1 | 3 | | | 2 | 2 | 1 | |
| | % | 100.0% | 63.0% | 37.0% | 2.8% | 3.3% | 57.5% | 28.2% | 0.6% | 2.8% | 0.6% | 1.7% | 0.0% | 0.0% | 1.1% | 1.1% | 0.6% | 0.0% |
| Selected | # | 48 | 27 | 21 | 1 | 3 | 25 | 15 | | 1 | | 1 | | | 1 | 1 | | |
| | % | 100.0% | 56.3% | 43.8% | 2.1% | 6.3% | 52.1% | 31.3% | 0.0% | 2.1% | 0.0% | 2.1% | 0.0% | 0.0% | 2.1% | 2.1% | 0.0% | 0.0% |
| Relevant Pool | # | 1,375 | 848 | 527 | 37 | 39 | 749 | 412 | 21 | 34 | 16 | 23 | 1 | 1 | 22 | 17 | 2 | 1 |
| | % | 100.0% | 61.7% | 38.3% | 2.7% | 2.8% | 54.5% | 30.0% | 1.5% | 2.5% | 1.2% | 1.7% | 0.1% | 0.1% | 1.6% | 1.2% | 0.1% | 0.1% |
| GS-15 Vacancies | | | | | | | | | | | | | | | | | | |
| Applied | # | 25 | 17 | 8 | 1 | 1 | 15 | 6 | | | 1 | 1 | | | | | | |
| | % | 100.0% | 68.0% | 32.0% | 4.0% | 4.0% | 60.0% | 24.0% | 0.0% | 0.0% | 4.0% | 4.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 23 | 15 | 8 | | 1 | 14 | 6 | | | 1 | 1 | | | | | | |
| | % | 100.0% | 65.2% | 34.8% | 0.0% | 4.3% | 60.9% | 26.1% | 0.0% | 0.0% | 4.3% | 4.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 8 | 6 | 2 | | | 6 | 2 | | | | | | | | | | |
| | % | 100.0% | 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% |
| Relevant Pool | # | 553 | 364 | 189 | 16 | 9 | 326 | 162 | 9 | 8 | 3 | 5 | 1 | | 8 | 5 | 1 | |
| | % | 100.0% | 65.8% | 34.2% | 2.9% | 1.6% | 59.0% | 29.3% | 1.6% | 1.4% | 0.5% | 0.9% | 0.2% | 0.0% | 1.4% | 0.9% | 0.2% | 0.0% |
| Senior Executive Service Vacancies | | | | | | | | | | | | | | | | | | |
| Applied | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Qualified | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Selected | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Relevant Pool | # | 141 | 95 | 46 | 10 | 4 | 74 | 39 | 1 | 3 | 2 | | 1 | | 6 | | 1 | |
| | % | 100.0% | 67.4% | 32.6% | 7.1% | 2.8% | 52.5% | 27.7% | 0.7% | 2.1% | 1.4% | 0.0% | 0.7% | 0.0% | 4.3% | 0.0% | 0.7% | 0.0% |

Fish & Wildlife Service - Servicewide FY2017
Table A11SUPV: INTERNAL COMPETITIVE PROMOTIONS TO SENIOR LEVEL SUPERVISORY POSITIONS (GS 13 - 15 AND SES)
by Race/Ethnicity and Sex - PERMANENT WORKFORCE

| Action | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|---|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| GS-13 Vacancies | | | | | | | | | | | | | | | | | | |
| Applied | # | 216 | 133 | 83 | 8 | 5 | 111 | 70 | 3 | 4 | 3 | 2 | | 2 | 7 | | 1 | |
| | % | 100.0% | 61.6% | 38.4% | 3.7% | 2.3% | 51.4% | 32.4% | 1.4% | 1.9% | 1.4% | 0.9% | 0.0% | 0.9% | 3.2% | 0.0% | 0.5% | 0.0% |
| Qualified | # | 188 | 115 | 73 | 7 | 5 | 96 | 61 | 3 | 4 | 2 | 2 | | 1 | 6 | | 1 | |
| | % | 100.0% | 61.2% | 38.8% | 3.7% | 2.7% | 51.1% | 32.4% | 1.6% | 2.1% | 1.1% | 1.1% | 0.0% | 0.5% | 3.2% | 0.0% | 0.5% | 0.0% |
| Selected | # | 49 | 27 | 22 | | 3 | 27 | 17 | | | | 2 | | | | | | |
| | % | 100.0% | 55.1% | 44.9% | 0.0% | 6.1% | 55.1% | 34.7% | 0.0% | 0.0% | 0.0% | 4.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Relevant Pool | # | 1,733 | 1,032 | 701 | 49 | 31 | 893 | 592 | 29 | 45 | 20 | 18 | 2 | 4 | 34 | 8 | 5 | 3 |
| | % | 100.0% | 59.5% | 40.5% | 2.8% | 1.8% | 51.5% | 34.2% | 1.7% | 2.6% | 1.2% | 1.0% | 0.1% | 0.2% | 2.0% | 0.5% | 0.3% | 0.2% |
| GS-14 Vacancies | | | | | | | | | | | | | | | | | | |
| Applied | # | 172 | 106 | 66 | 4 | 6 | 98 | 53 | | 3 | 1 | 3 | | | 2 | 1 | 1 | |
| | % | 100.0% | 61.6% | 38.4% | 2.3% | 3.5% | 57.0% | 30.8% | 0.0% | 1.7% | 0.6% | 1.7% | 0.0% | 0.0% | 1.2% | 0.6% | 0.6% | 0.0% |
| Qualified | # | 155 | 98 | 57 | 4 | 5 | 90 | 45 | | 3 | 1 | 3 | | | 2 | 1 | 1 | |
| | % | 100.0% | 63.2% | 36.8% | 2.6% | 3.2% | 58.1% | 29.0% | 0.0% | 1.9% | 0.6% | 1.9% | 0.0% | 0.0% | 1.3% | 0.6% | 0.6% | 0.0% |
| Selected | # | 41 | 22 | 19 | 1 | 3 | 20 | 13 | | 1 | | 1 | | | 1 | 1 | | |
| | % | 100.0% | 53.7% | 46.3% | 2.4% | 7.3% | 48.8% | 31.7% | 0.0% | 2.4% | 0.0% | 2.4% | 0.0% | 0.0% | 2.4% | 2.4% | 0.0% | 0.0% |
| Relevant Pool | # | 1,375 | 848 | 527 | 37 | 39 | 749 | 412 | 21 | 34 | 16 | 23 | 1 | 1 | 22 | 17 | 2 | 1 |
| | % | 100.0% | 61.7% | 38.3% | 2.7% | 2.8% | 54.5% | 30.0% | 1.5% | 2.5% | 1.2% | 1.7% | 0.1% | 0.1% | 1.6% | 1.2% | 0.1% | 0.1% |
| GS-15 Vacancies | | | | | | | | | | | | | | | | | | |
| Applied | # | 25 | 17 | 8 | 1 | 1 | 15 | 6 | | | 1 | 1 | | | | | | |
| | % | 100.0% | 68.0% | 32.0% | 4.0% | 4.0% | 60.0% | 24.0% | 0.0% | 0.0% | 4.0% | 4.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 23 | 15 | 8 | | 1 | 14 | 6 | | | 1 | 1 | | | | | | |
| | % | 100.0% | 65.2% | 34.8% | 0.0% | 4.3% | 60.9% | 26.1% | 0.0% | 0.0% | 4.3% | 4.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 8 | 6 | 2 | | | 6 | 2 | | | | | | | | | | |
| | % | 100.0% | 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% |
| Relevant Pool | # | 553 | 364 | 189 | 16 | 9 | 326 | 162 | 9 | 8 | 3 | 5 | 1 | | 8 | 5 | 1 | |
| | % | 100.0% | 65.8% | 34.2% | 2.9% | 1.6% | 59.0% | 29.3% | 1.6% | 1.4% | 0.5% | 0.9% | 0.2% | 0.0% | 1.4% | 0.9% | 0.2% | 0.0% |
| Senior Executive Service Vacancies | | | | | | | | | | | | | | | | | | |
| Applied | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Qualified | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Selected | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Relevant Pool | # | 141 | 95 | 46 | 10 | 4 | 74 | 39 | 1 | 3 | 2 | | 1 | | 6 | | 1 | |
| | % | 100.0% | 67.4% | 32.6% | 7.1% | 2.8% | 52.5% | 27.7% | 0.7% | 2.1% | 1.4% | 0.0% | 0.7% | 0.0% | 4.3% | 0.0% | 0.7% | 0.0% |

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

| Type of Award | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|--|-----------------|-----------|-------------|--------------------|-----------|------------------------|-----------|---------------------------|-----------|-----------|-----------|---|----------|----------------------------------|-----------|-------------------|----------|---------|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| Time-Off awards: 1-9 hours | | | | | | | | | | | | | | | | | | |
| Total Time-Off Awards Given | # | 457 | 252 | 205 | 10 | 15 | 219 | 161 | 7 | 13 | 8 | 10 | 1 | 1 | 5 | 5 | 2 | |
| | % | 100.0% | 55.1% | 44.9% | 2.2% | 3.3% | 47.9% | 35.2% | 1.5% | 2.8% | 1.8% | 2.2% | 0.2% | 0.2% | 1.1% | 1.1% | 0.4% | 0.0% |
| Total Hours | # | 3,317 | 1,866 | 1,451 | 69 | 96 | 1,642 | 1,148 | 41 | 97 | 56 | 66 | 8 | 4 | 34 | 40 | 16 | |
| Average Hours | # | 7 | 7 | 7 | 7 | 6 | 7 | 7 | 6 | 7 | 7 | 7 | 8 | 4 | 7 | 8 | 8 | - |
| Time-Off awards: 9+ hours | | | | | | | | | | | | | | | | | | |
| Total Time-Off Awards Given | # | 2,583 | 1,373 | 1,210 | 60 | 67 | 1,188 | 963 | 45 | 93 | 32 | 43 | 1 | 5 | 43 | 35 | 4 | 4 |
| | % | 100.0% | 53.2% | 46.8% | 2.3% | 2.6% | 46.0% | 37.3% | 1.7% | 3.6% | 1.2% | 1.7% | 0.0% | 0.2% | 1.7% | 1.4% | 0.2% | 0.2% |
| Total Hours | # | 76,773 | 41,104 | 35,669 | 1,696 | 1,935 | 35,967 | 28,885 | 1,242 | 2,417 | 823 | 1,193 | 16 | 114 | 1,240 | 997 | 120 | 128 |
| Average Hours | # | 30 | 30 | 29 | 28 | 29 | 30 | 30 | 28 | 26 | 26 | 28 | 16 | 23 | 29 | 28 | 30 | 32 |
| Cash Awards: \$100 - \$500 | | | | | | | | | | | | | | | | | | |
| Total Cash Awards Given | # | 1,186 | 685 | 501 | 28 | 25 | 587 | 408 | 21 | 33 | 11 | 19 | 3 | 1 | 33 | 14 | 2 | 1 |
| | % | 100.0% | 57.8% | 42.2% | 2.4% | 2.1% | 49.5% | 34.4% | 1.8% | 2.8% | 0.9% | 1.6% | 0.3% | 0.1% | 2.8% | 1.2% | 0.2% | 0.1% |
| Total Amount | \$ | \$467,385 | \$268,969 | \$198,416 | \$11,277 | \$8,728 | \$228,591 | \$163,702 | \$9,339 | \$14,021 | \$4,929 | \$6,244 | \$1,250 | \$400 | \$12,583 | \$4,821 | \$1,000 | \$500 |
| Average Amount | \$ | \$394 | \$393 | \$396 | \$403 | \$349 | \$389 | \$401 | \$445 | \$425 | \$448 | \$329 | \$417 | \$400 | \$381 | \$344 | \$500 | \$500 |
| Cash Awards: \$501+ | | | | | | | | | | | | | | | | | | |
| Total Cash Awards Given | # | 6,296 | 3,613 | 2,683 | 183 | 184 | 3,125 | 2,124 | 115 | 189 | 59 | 95 | 8 | 15 | 105 | 72 | 18 | 4 |
| | % | 100.0% | 57.4% | 42.6% | 2.9% | 2.9% | 49.6% | 33.7% | 1.8% | 3.0% | 0.9% | 1.5% | 0.1% | 0.2% | 1.7% | 1.1% | 0.3% | 0.1% |
| Total Amount | \$ | ##### | \$6,061,389 | ##### | \$320,166 | \$350,461 | ##### | ##### | \$194,802 | \$360,988 | \$101,066 | \$157,076 | \$13,873 | \$19,291 | \$166,421 | \$115,635 | \$22,396 | \$4,218 |
| Average Amount | \$ | \$1,692 | \$1,678 | \$1,712 | \$1,750 | \$1,905 | \$1,678 | \$1,689 | \$1,694 | \$1,910 | \$1,713 | \$1,653 | \$1,734 | \$1,286 | \$1,585 | \$1,606 | \$1,244 | \$1,055 |
| Senior Executive Service Performance Awards | | | | | | | | | | | | | | | | | | |
| Total Cash Awards Given | # | 20 | 13 | 7 | 1 | 2 | 9 | 5 | 3 | | | | | | | | | |
| | % | 100.0% | 65.0% | 35.0% | 5.0% | 10.0% | 45.0% | 25.0% | 15.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Total Amount | \$ | \$350,864 | \$239,207 | \$111,657 | \$16,143 | \$24,835 | \$187,875 | \$86,822 | \$35,189 | | | | | | | | | |
| Average Amount | \$ | \$17,543 | \$18,401 | \$15,951 | \$16,143 | \$12,418 | \$20,875 | \$17,364 | \$11,730 | - | - | - | - | - | - | - | - | - |
| Quality Step Increases (QSIs) | | | | | | | | | | | | | | | | | | |
| Total QSIs Awarded | # | 302 | 153 | 149 | 4 | 4 | 131 | 122 | 5 | 14 | 5 | 6 | 1 | 1 | 6 | 2 | 1 | |
| | % | 100.0% | 50.7% | 49.3% | 1.3% | 1.3% | 43.4% | 40.4% | 1.7% | 4.6% | 1.7% | 2.0% | 0.3% | 0.3% | 2.0% | 0.7% | 0.3% | 0.0% |
| Total Benefit | \$ | \$830,338 | \$443,337 | \$387,001 | \$13,185 | \$11,675 | \$381,194 | \$313,932 | \$12,506 | \$36,528 | \$12,445 | \$17,346 | \$2,418 | \$3,072 | \$18,078 | \$4,448 | \$3,511 | |
| Average Benefit | \$ | \$2,749 | \$2,898 | \$2,597 | \$3,296 | \$2,919 | \$2,910 | \$2,573 | \$2,501 | \$2,609 | \$2,489 | \$2,891 | \$2,418 | \$3,072 | \$3,013 | \$2,224 | \$3,511 | - |

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

| Type of Separation | Total Workforce | | | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
|--|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | All | Male | Female | Male | Female | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Island | | American Indian or Alaska Native | | Two or more Races | | |
| | | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Voluntary | # | 536 | 314 | 222 | 17 | 19 | 249 | 172 | 16 | 21 | 9 | 6 | 3 | | 16 | 3 | 4 | 1 |
| | % | 100.0% | 58.6% | 41.4% | 3.2% | 3.5% | 46.5% | 32.1% | 3.0% | 3.9% | 1.7% | 1.1% | 0.6% | 0.0% | 3.0% | 0.6% | 0.7% | 0.2% |
| Involuntary | # | 17 | 9 | 8 | 1 | 2 | 7 | 4 | 1 | 1 | | | | | 1 | | | |
| | % | 100.0% | 52.9% | 47.1% | 5.9% | 11.8% | 41.2% | 23.5% | 5.9% | 5.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 5.9% | 0.0% | 0.0% |
| RIF | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total Separations | # | 553 | 323 | 230 | 18 | 21 | 256 | 176 | 17 | 22 | 9 | 6 | 3 | | 16 | 4 | 4 | 1 |
| | % | 100.0% | 58.4% | 41.6% | 3.3% | 3.8% | 46.3% | 31.8% | 3.1% | 4.0% | 1.6% | 1.1% | 0.5% | 0.0% | 2.9% | 0.7% | 0.7% | 0.2% |
| Total Permanent Workforce (9/30/2016) | # | 7,907 | 4,711 | 3,196 | 279 | 219 | 3,981 | 2,522 | 148 | 227 | 99 | 103 | 13 | 18 | 169 | 93 | 22 | 14 |
| | % | 100.0% | 59.6% | 40.4% | 3.5% | 2.8% | 50.3% | 31.9% | 1.9% | 2.9% | 1.3% | 1.3% | 0.2% | 0.2% | 2.1% | 1.2% | 0.3% | 0.2% |

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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 | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement | |
| Total | # | 8,055 | 6,939 | 298 | 818 | 175 | | 2 | 36 | 11 | 8 | 11 | 34 | 12 | 1 | 58 | | 2 |
| | % | 100.0% | 86.1% | 3.7% | 10.2% | 2.2% | 0.0% | 0.0% | 0.4% | 0.1% | 0.1% | 0.1% | 0.4% | 0.1% | 0.0% | 0.7% | 0.0% | 0.0% |
| Federal Goal | | | | 12.0% | 2.0% | | | | | | | | | | | | | |
| Region 1 | # | 997 | 833 | 51 | 113 | 22 | | | 3 | 2 | 1 | 1 | 4 | 4 | | 6 | | 1 |
| | % | 100.0% | 83.6% | 5.1% | 11.3% | 2.2% | 0.0% | 0.0% | 0.3% | 0.2% | 0.1% | 0.1% | 0.4% | 0.4% | 0.0% | 0.6% | 0.0% | 0.1% |
| Region 2 | # | 796 | 691 | 17 | 88 | 18 | | | 4 | 1 | | 1 | 3 | 1 | | 7 | | 1 |
| | % | 100.0% | 86.8% | 2.1% | 11.1% | 2.3% | 0.0% | 0.0% | 0.5% | 0.1% | 0.0% | 0.1% | 0.4% | 0.1% | 0.0% | 0.9% | 0.0% | 0.1% |
| Region 3 | # | 893 | 773 | 41 | 79 | 14 | | 1 | 1 | 2 | 1 | 1 | 4 | | | 4 | | |
| | % | 100.0% | 86.6% | 4.6% | 8.8% | 1.6% | 0.0% | 0.1% | 0.1% | 0.2% | 0.1% | 0.1% | 0.4% | 0.0% | 0.0% | 0.4% | 0.0% | 0.0% |
| Region 4 | # | 1,218 | 1,049 | 49 | 120 | 21 | | 1 | 2 | | 1 | 2 | 5 | 1 | | 9 | | |
| | % | 100.0% | 86.1% | 4.0% | 9.9% | 1.7% | 0.0% | 0.1% | 0.2% | 0.0% | 0.1% | 0.2% | 0.4% | 0.1% | 0.0% | 0.7% | 0.0% | 0.0% |
| Region 5 | # | 715 | 617 | 30 | 68 | 18 | | | 7 | | 1 | 1 | 5 | 2 | | 2 | | |
| | % | 100.0% | 86.3% | 4.2% | 9.5% | 2.5% | 0.0% | 0.0% | 1.0% | 0.0% | 0.1% | 0.1% | 0.7% | 0.3% | 0.0% | 0.3% | 0.0% | 0.0% |
| Region 6 | # | 802 | 718 | 16 | 68 | 15 | | | 6 | 2 | | | 2 | | 1 | 4 | | |
| | % | 100.0% | 89.5% | 2.0% | 8.5% | 1.9% | 0.0% | 0.0% | 0.7% | 0.2% | 0.0% | 0.0% | 0.2% | 0.0% | 0.1% | 0.5% | 0.0% | 0.0% |
| Region 7 | # | 472 | 391 | 26 | 55 | 17 | | | 5 | 2 | | 1 | 2 | 1 | | 6 | | |
| | % | 100.0% | 82.8% | 5.5% | 11.7% | 3.6% | 0.0% | 0.0% | 1.1% | 0.4% | 0.0% | 0.2% | 0.4% | 0.2% | 0.0% | 1.3% | 0.0% | 0.0% |
| Region 8 | # | 749 | 656 | 23 | 70 | 9 | | | 2 | | 1 | 1 | 2 | | | 3 | | |
| | % | 100.0% | 87.6% | 3.1% | 9.3% | 1.2% | 0.0% | 0.0% | 0.3% | 0.0% | 0.1% | 0.1% | 0.3% | 0.0% | 0.0% | 0.4% | 0.0% | 0.0% |
| Headquarters | # | 1,413 | 1,211 | 45 | 157 | 41 | | | 6 | 2 | 3 | 3 | 7 | 3 | | 17 | | |
| | % | 100.0% | 85.7% | 3.2% | 11.1% | 2.9% | 0.0% | 0.0% | 0.4% | 0.1% | 0.2% | 0.2% | 0.5% | 0.2% | 0.0% | 1.2% | 0.0% | 0.0% |

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Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability - Participation Rate in Occupational Category (Permanent Workforce)

| Occupational Category | Total | Total by Disability Status | | | | Detail for Targeted Disabilities | | | | | | | | | | | |
|--|----------|----------------------------|------------------------|--|---------------------|-----------------------------------|--------------------------------|---|---|--------------------------------|---|--|---|--|--|--|------------------------------------|
| | | (04, 05) No Disability | (01) Not Identified | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Develop-mental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigure-ment |
| 1. Officials and Managers ▼ | | | | | | | | | | | | | | | | | |
| Executive/Senior Level (Grades 15 and Above) | # 147 | 131 | 6 | 10 | | | | | | | | | | | | | |
| | % 100.0% | 89.1% | 4.1% | 6.8% | 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% |
| Mid-level (Grades 13-14) | # 1,021 | 924 | 32 | 65 | 16 | | | 1 | 5 | 2 | | | 2 | 1 | | 4 | 1 |
| | % 100.0% | 90.5% | 3.1% | 6.4% | 1.6% | 0.0% | 0.1% | 0.5% | 0.2% | 0.0% | 0.0% | 0.2% | 0.1% | 0.0% | 0.4% | 0.0% | 0.1% |
| First-Level (Grades 12 and Below) | # 471 | 432 | 10 | 29 | 5 | | | | 2 | | | | 3 | | | | |
| | % 100.0% | 91.7% | 2.1% | 6.2% | 1.1% | 0.0% | 0.0% | 0.4% | 0.0% | 0.0% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Other | # 1,376 | 1,118 | 61 | 197 | 50 | | | | 6 | 3 | 2 | 6 | 10 | 4 | | 19 | |
| | % 100.0% | 81.3% | 4.4% | 14.3% | 3.6% | 0.0% | 0.0% | 0.4% | 0.2% | 0.1% | 0.4% | 0.7% | 0.3% | 0.0% | 1.4% | 0.0% | 0.0% |
| Officials and Managers TOTAL | # 3,015 | 2,605 | 109 | 301 | 71 | | | 1 | 13 | 5 | 2 | 6 | 15 | 5 | | 23 | 1 |
| | % 100.0% | 86.4% | 3.6% | 10.0% | 2.4% | 0.0% | 0.0% | 0.4% | 0.2% | 0.1% | 0.2% | 0.5% | 0.2% | 0.0% | 0.8% | 0.0% | 0.0% |
| 2. Professionals | # 3,263 | 2,898 | 112 | 253 | 47 | | | | 12 | 3 | 3 | 3 | 4 | 4 | | 17 | 1 |
| | % 100.0% | 88.8% | 3.4% | 7.8% | 1.4% | 0.0% | 0.0% | 0.4% | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% | 0.0% | 0.5% | 0.0% |
| 3. Technicians | # 259 | 231 | 8 | 20 | 3 | | | | 2 | | | | | | | 1 | |
| | % 100.0% | 89.2% | 3.1% | 7.7% | 1.2% | 0.0% | 0.0% | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.4% | 0.0% | 0.0% |
| 4. Sales Workers | # - | - | - | - | - | | | | - | - | - | - | - | - | - | - | - |
| | % - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 5. Administrative Support Workers | # 572 | 385 | 32 | 155 | 44 | | | 1 | 7 | 2 | 2 | 2 | 10 | 3 | 1 | 16 | |
| | % 100.0% | 67.3% | 5.6% | 27.1% | 7.7% | 0.0% | 0.2% | 1.2% | 0.3% | 0.3% | 0.3% | 1.7% | 0.5% | 0.2% | 2.8% | 0.0% | 0.0% |
| 6. Craft Workers | # 496 | 418 | 21 | 57 | 4 | | | | 2 | | | | 1 | | | 1 | |
| | % 100.0% | 84.3% | 4.2% | 11.5% | 0.8% | 0.0% | 0.0% | 0.4% | 0.0% | 0.0% | 0.0% | 0.2% | 0.0% | 0.0% | 0.2% | 0.0% | 0.0% |
| 7. Operatives | # 13 | 9 | 2 | 2 | | | | | | | | | | | | | |
| | % 100.0% | 69.2% | 15.4% | 15.4% | 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% |
| 8. Laborers and Helpers | # 55 | 44 | 5 | 6 | | | | | | | | | | | | | |
| | % 100.0% | 80.0% | 9.1% | 10.9% | 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% |
| 9. Service Workers | # 377 | 345 | 9 | 23 | 6 | | | | 1 | 1 | | 4 | | | | | |
| | % 100.0% | 91.5% | 2.4% | 6.1% | 1.6% | 0.0% | 0.0% | 0.0% | 0.3% | 0.3% | 0.0% | 1.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |

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Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability - Participation Rate in Total Permanent Workforce

| Occupational Category | Total | Total by Disability Status | | | | Detail for Targeted Disabilities | | | | | | | | | | | | |
|--|-------|----------------------------|------------------------|--|---------------------|----------------------------------|--------------------------------|---|---|--------------------------------|---|--|---|--|--|--|-----------------------------------|--------|
| | | (04, 05) No Disability | (01) Not Identified | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement | |
| 1. Officials and Managers ▼ | | | | | | | | | | | | | | | | | | |
| Executive/Senior Level (Grades 15 and Above) | # | 147 | 131 | 6 | 10 | | | | | | | | | | | | | |
| | % | 1.8% | 1.9% | 2.0% | 1.2% | 0.0% | - | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - | 0.0% | |
| Mid-level (Grades 13-14) | # | 1,021 | 924 | 32 | 65 | 16 | | 1 | 5 | 2 | | 2 | 1 | | 4 | | 1 | |
| | % | 12.7% | 13.3% | 10.7% | 7.9% | 9.1% | - | 50.0% | 13.9% | 18.2% | 0.0% | 0.0% | 5.9% | 8.3% | 0.0% | 6.9% | - | 50.0% |
| First-Level (Grades 12 and Below) | # | 471 | 432 | 10 | 29 | 5 | | | 2 | | | 3 | | | | | | |
| | % | 5.8% | 6.2% | 3.4% | 3.5% | 2.9% | - | 0.0% | 5.6% | 0.0% | 0.0% | 0.0% | 8.8% | 0.0% | 0.0% | 0.0% | - | 0.0% |
| Other | # | 1,376 | 1,118 | 61 | 197 | 50 | | | 6 | 3 | 2 | 6 | 10 | 4 | | 19 | | |
| | % | 17.1% | 16.1% | 20.5% | 24.1% | 28.6% | - | 0.0% | 16.7% | 27.3% | 25.0% | 54.5% | 29.4% | 33.3% | 0.0% | 32.8% | - | 0.0% |
| Officials and Managers TOTAL | # | 3,015 | 2,605 | 109 | 301 | 71 | | 1 | 13 | 5 | 2 | 6 | 15 | 5 | | 23 | | 1 |
| | % | 37.4% | 37.5% | 36.6% | 36.8% | 40.6% | - | 50.0% | 36.1% | 45.5% | 25.0% | 54.5% | 44.1% | 41.7% | 0.0% | 39.7% | - | 50.0% |
| 2. Professionals | # | 3,263 | 2,898 | 112 | 253 | 47 | | | 12 | 3 | 3 | 3 | 4 | 4 | | 17 | | 1 |
| | % | 40.5% | 41.8% | 37.6% | 30.9% | 26.9% | - | 0.0% | 33.3% | 27.3% | 37.5% | 27.3% | 11.8% | 33.3% | 0.0% | 29.3% | - | 50.0% |
| 3. Technicians | # | 259 | 231 | 8 | 20 | 3 | | | 2 | | | | | | | 1 | | |
| | % | 3.2% | 3.3% | 2.7% | 2.4% | 1.7% | - | 0.0% | 5.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.7% | - | 0.0% |
| 4. Sales Workers | # | | | | | | | | | | | | | | | | | |
| | % | 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% |
| 5. Administrative Support Workers | # | 572 | 385 | 32 | 155 | 44 | | 1 | 7 | 2 | 2 | 2 | 10 | 3 | 1 | 16 | | |
| | % | 7.1% | 5.5% | 10.7% | 18.9% | 25.1% | - | 50.0% | 19.4% | 18.2% | 25.0% | 18.2% | 29.4% | 25.0% | 100.0% | 27.6% | - | 0.0% |
| 6. Craft Workers | # | 496 | 418 | 21 | 57 | 4 | | | 2 | | | | 1 | | | 1 | | |
| | % | 6.2% | 6.0% | 7.0% | 7.0% | 2.3% | - | 0.0% | 5.6% | 0.0% | 0.0% | 0.0% | 2.9% | 0.0% | 0.0% | 1.7% | - | 0.0% |
| 7. Operatives | # | 13 | 9 | 2 | 2 | | | | | | | | | | | | | |
| | % | 0.2% | 0.1% | 0.7% | 0.2% | 0.0% | - | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - | 0.0% |
| 8. Laborers and Helpers | # | 55 | 44 | 5 | 6 | | | | | | | | | | | | | |
| | % | 0.7% | 0.6% | 1.7% | 0.7% | 0.0% | - | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - | 0.0% |
| 9. Service Workers | # | 377 | 345 | 9 | 23 | 6 | | | | 1 | 1 | | 4 | | | | | |
| | % | 4.7% | 5.0% | 3.0% | 2.8% | 3.4% | - | 0.0% | 0.0% | 9.1% | 12.5% | 0.0% | 11.8% | 0.0% | 0.0% | 0.0% | - | 0.0% |
| Permanent Workforce | # | 8,055 | 6,939 | 298 | 818 | 175 | | 2 | 36 | 11 | 8 | 11 | 34 | 12 | 1 | 58 | | 2 |
| | % | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | 100.0% |

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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 | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement | |
| 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% | |
| GS-02 | # | 4 | 1 | 3 | 1 | | | | | | | | 1 | | | | | |
| | % | 0.1% | 0.0% | 0.4% | 0.6% | - | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | - | 0.0% | |
| GS-03 | # | 6 | 2 | 2 | 1 | | | | | | | | | 1 | | | | |
| | % | 0.1% | 0.0% | 0.7% | 0.6% | - | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.8% | - | 0.0% | |
| GS-04 | # | 40 | 24 | 4 | 12 | 4 | | 1 | 1 | | | 1 | 1 | | | | | |
| | % | 0.5% | 0.4% | 1.5% | 1.6% | 2.3% | - | 0.0% | 2.9% | 9.1% | 0.0% | 0.0% | 3.0% | 8.3% | 0.0% | 0.0% | - | 0.0% |
| GS-05 | # | 231 | 170 | 13 | 48 | 12 | | 3 | | | | 5 | 1 | | 3 | | | |
| | % | 3.1% | 2.6% | 4.9% | 6.4% | 7.0% | - | 0.0% | 8.8% | 0.0% | 0.0% | 0.0% | 15.2% | 8.3% | 0.0% | 5.3% | - | 0.0% |
| GS-06 | # | 179 | 127 | 13 | 39 | 11 | | 1 | | | | 2 | 1 | | 7 | | | |
| | % | 2.4% | 2.0% | 4.9% | 5.2% | 6.4% | - | 50.0% | 0.0% | 0.0% | 0.0% | 18.2% | 3.0% | 0.0% | 0.0% | 12.3% | - | 0.0% |
| GS-07 | # | 493 | 395 | 22 | 76 | 18 | | 3 | 2 | 1 | 1 | 4 | | | 7 | | | |
| | % | 6.6% | 6.1% | 8.2% | 10.1% | 10.5% | - | 0.0% | 8.8% | 18.2% | 12.5% | 9.1% | 12.1% | 0.0% | 0.0% | 12.3% | - | 0.0% |
| GS-08 | # | 117 | 96 | 4 | 17 | 3 | | | | | 1 | | | 1 | | 1 | | |
| | % | 1.6% | 1.5% | 1.5% | 2.3% | 1.8% | - | 0.0% | 0.0% | 0.0% | 12.5% | 0.0% | 0.0% | 8.3% | 0.0% | 1.8% | - | 0.0% |
| GS-09 | # | 899 | 752 | 42 | 105 | 31 | | 4 | | 1 | 4 | 6 | 5 | | 11 | | | |
| | % | 12.0% | 11.7% | 15.7% | 14.0% | 18.1% | - | 0.0% | 11.8% | 0.0% | 12.5% | 36.4% | 18.2% | 41.7% | 0.0% | 19.3% | - | 0.0% |
| GS-10 | # | 8 | 8 | | | | | | | | | | | | | | | |
| | % | 0.1% | 0.1% | 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 | # | 1,516 | 1,321 | 44 | 151 | 28 | | 6 | 3 | 3 | | 5 | 1 | | 10 | | | |
| | % | 20.3% | 20.5% | 16.4% | 20.1% | 16.4% | - | 0.0% | 17.6% | 27.3% | 37.5% | 0.0% | 15.2% | 8.3% | 0.0% | 17.5% | - | 0.0% |
| GS-12 | # | 1,762 | 1,569 | 58 | 135 | 32 | | 9 | 2 | 2 | 4 | 4 | | | 10 | | | |
| | % | 23.6% | 24.3% | 21.6% | 18.0% | 18.7% | - | 0.0% | 26.5% | 18.2% | 25.0% | 36.4% | 12.1% | 0.0% | 0.0% | 17.5% | - | 50.0% |
| GS-13 | # | 1,470 | 1,314 | 44 | 112 | 20 | | 1 | 8 | | | 5 | 1 | | 5 | | | |
| | % | 19.7% | 20.4% | 16.4% | 14.9% | 11.7% | - | 50.0% | 23.5% | 0.0% | 0.0% | 0.0% | 15.2% | 8.3% | 0.0% | 8.8% | - | 0.0% |
| GS-14 | # | 582 | 524 | 16 | 42 | 10 | | | 3 | | | 2 | 2 | | 2 | | | |
| | % | 7.8% | 8.1% | 6.0% | 5.6% | 5.8% | - | 0.0% | 0.0% | 27.3% | 0.0% | 0.0% | 6.1% | 16.7% | 0.0% | 3.5% | - | 50.0% |
| GS-15 | # | 138 | 125 | 5 | 8 | | | | | | | | | | | | | |
| | % | 1.8% | 1.9% | 1.9% | 1.1% | 0.0% | - | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - | 0.0% | |
| 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% | 0.0% | - | 0.0% | |
| Senior Executive Service | # | 21 | 19 | | 2 | | | | | | | | | | | | | |
| | % | 0.3% | 0.3% | 0.0% | 0.3% | 0.0% | - | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - | 0.0% | |
| TOTAL | # | 7,468 | 6,448 | 268 | 752 | 171 | | 2 | 34 | 11 | 8 | 11 | 33 | 12 | 1 | 57 | | 2 |
| | % | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | 100.0% | |

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2017
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 | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement |
| GS-01 | # | 2 | 2 | | | | | | | | | | | | | | |
| | % | 0.2% | 0.3% | 0.0% | 0.0% | 0.0% | - | 0.0% | 0.0% | - | - | - | 0.0% | 0.0% | - | 0.0% | - |
| GS-02 | # | 11 | 9 | 1 | 1 | | | | | | | | | | | | |
| | % | 1.3% | 1.2% | 1.7% | 1.4% | 0.0% | - | 0.0% | 0.0% | - | - | - | 0.0% | 0.0% | - | 0.0% | - |
| GS-03 | # | 66 | 53 | 6 | 7 | 1 | | | | | | | 1 | | | | |
| | % | 7.7% | 7.3% | 10.3% | 9.6% | 7.7% | - | 0.0% | 0.0% | - | - | - | 0.0% | 25.0% | - | 0.0% | - |
| GS-04 | # | 149 | 120 | 11 | 18 | 3 | | | | | | 1 | 1 | | 1 | | |
| | % | 17.3% | 16.4% | 19.0% | 24.7% | 23.1% | - | 0.0% | 0.0% | - | - | - | 100.0% | 25.0% | - | 20.0% | - |
| GS-05 | # | 309 | 265 | 21 | 23 | 4 | | 2 | | | | | | | 2 | | |
| | % | 35.8% | 36.3% | 36.2% | 31.5% | 30.8% | - | 100.0% | 0.0% | - | - | - | 0.0% | 0.0% | - | 40.0% | - |
| GS-06 | # | 54 | 43 | 5 | 6 | 2 | | | | | | | 1 | | 1 | | |
| | % | 6.3% | 5.9% | 8.6% | 8.2% | 15.4% | - | 0.0% | 0.0% | - | - | - | 0.0% | 25.0% | - | 20.0% | - |
| GS-07 | # | 93 | 76 | 7 | 10 | 1 | | | | | | | | | 1 | | |
| | % | 10.8% | 10.4% | 12.1% | 13.7% | 7.7% | - | 0.0% | 0.0% | - | - | - | 0.0% | 0.0% | - | 20.0% | - |
| GS-08 | # | 3 | 3 | | | | | | | | | | | | | | |
| | % | 0.3% | 0.4% | 0.0% | 0.0% | 0.0% | - | 0.0% | 0.0% | - | - | - | 0.0% | 0.0% | - | 0.0% | - |
| GS-09 | # | 108 | 99 | 5 | 4 | 1 | | | | | | | 1 | | | | |
| | % | 12.5% | 13.5% | 8.6% | 5.5% | 7.7% | - | 0.0% | 0.0% | - | - | - | 0.0% | 25.0% | - | 0.0% | - |
| GS-10 | # | | | | | | | | | | | | | | | | |
| | % | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - | 0.0% | 0.0% | - | - | - | 0.0% | 0.0% | - | 0.0% | - |
| GS-11 | # | 49 | 45 | 2 | 2 | 1 | | 1 | | | | | | | | | |
| | % | 5.7% | 6.2% | 3.4% | 2.7% | 7.7% | - | 0.0% | 100.0% | - | - | - | 0.0% | 0.0% | - | 0.0% | - |
| GS-12 | # | 11 | 10 | | 1 | | | | | | | | | | | | |
| | % | 1.3% | 1.4% | 0.0% | 1.4% | 0.0% | - | 0.0% | 0.0% | - | - | - | 0.0% | 0.0% | - | 0.0% | - |
| GS-13 | # | 4 | 4 | | | | | | | | | | | | | | |
| | % | 0.5% | 0.5% | 0.0% | 0.0% | 0.0% | - | 0.0% | 0.0% | - | - | - | 0.0% | 0.0% | - | 0.0% | - |
| GS-14 | # | 2 | 2 | | | | | | | | | | | | | | |
| | % | 0.2% | 0.3% | 0.0% | 0.0% | 0.0% | - | 0.0% | 0.0% | - | - | - | 0.0% | 0.0% | - | 0.0% | - |
| GS-15 | # | 1 | | | 1 | | | | | | | | | | | | |
| | % | 0.1% | 0.0% | 0.0% | 1.4% | 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 | # | | | | | | | | | | | | | | | | |
| | % | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - | 0.0% | 0.0% | - | - | - | 0.0% | 0.0% | - | 0.0% | - |
| TOTAL | # | 862 | 731 | 58 | 73 | 13 | | 2 | 1 | | | | 1 | 4 | | 5 | |
| | % | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | 100.0% | 100.0% | - | - | - | 100.0% | 100.0% | - | 100.0% | - |

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2017
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 | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement |
| Grade-01 | # | 15 | 13 | 1 | 1 | | | | | | | | | | | | |
| | % | 2.6% | 2.7% | 3.3% | 1.5% | 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 | 2 | 1 | | | | | | | | | | | | | |
| | % | 0.5% | 0.4% | 3.3% | 0.0% | 0.0% | - | - | 0.0% | - | - | - | 0.0% | - | - | 0.0% | - |
| Grade-04 | # | 2 | 1 | 1 | | | | | | | | | | | | | |
| | % | 0.3% | 0.2% | 3.3% | 0.0% | 0.0% | - | - | 0.0% | - | - | - | 0.0% | - | - | 0.0% | - |
| Grade-05 | # | 42 | 35 | 3 | 4 | | | | | | | | | | | | |
| | % | 7.3% | 7.2% | 10.0% | 6.2% | 0.0% | - | - | 0.0% | - | - | - | 0.0% | - | - | 0.0% | - |
| Grade-06 | # | 29 | 20 | 1 | 8 | | | | | | | | | | | | |
| | % | 5.0% | 4.1% | 3.3% | 12.3% | 0.0% | - | - | 0.0% | - | - | - | 0.0% | - | - | 0.0% | - |
| Grade-07 | # | 50 | 40 | 1 | 9 | 1 | | | | | | | | | | 1 | |
| | % | 8.6% | 8.3% | 3.3% | 13.8% | 25.0% | - | - | 0.0% | - | - | - | 0.0% | - | - | 100.0% | - |
| Grade-08 | # | 192 | 153 | 12 | 27 | 1 | | | | | | | 1 | | | | |
| | % | 33.2% | 31.6% | 40.0% | 41.5% | 25.0% | - | - | 0.0% | - | - | - | 100.0% | - | - | 0.0% | - |
| Grade-09 | # | 95 | 86 | 7 | 2 | | | | | | | | | | | | |
| | % | 16.4% | 17.8% | 23.3% | 3.1% | 0.0% | - | - | 0.0% | - | - | - | 0.0% | - | - | 0.0% | - |
| Grade-10 | # | 140 | 125 | 2 | 13 | 2 | | | 2 | | | | | | | | |
| | % | 24.2% | 25.8% | 6.7% | 20.0% | 50.0% | - | - | 100.0% | - | - | - | 0.0% | - | - | 0.0% | - |
| Grade-11 | # | 3 | 2 | | 1 | | | | | | | | | | | | |
| | % | 0.5% | 0.4% | 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% | - |
| 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 | # | 579 | 484 | 30 | 65 | 4 | | | 2 | | | | 1 | | | 1 | |
| | % | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | - | 100.0% | - | - | - | 100.0% | - | - | 100.0% | - |

Fish & Wildlife Service - Servicewide as of September 30, 2017
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 | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement | |
| Grade-01 | # | 10 | 5 | 5 | 3 | | | | 1 | 1 | | 1 | | | | | | |
| | % | 7.9% | 5.0% | 0.0% | 26.3% | 42.9% | - | - | 0.0% | 100.0% | 50.0% | - | 50.0% | - | - | 0.0% | - | - |
| Grade-02 | # | 5 | 5 | | | | | | | | | | | | | | | |
| | % | 4.0% | 5.0% | 0.0% | 0.0% | 0.0% | - | - | 0.0% | 0.0% | 0.0% | - | 0.0% | - | - | 0.0% | - | - |
| Grade-03 | # | 16 | 15 | 1 | | | | | | | | | | | | | | |
| | % | 12.7% | 15.0% | 0.0% | 5.3% | 0.0% | - | - | 0.0% | 0.0% | 0.0% | - | 0.0% | - | - | 0.0% | - | - |
| Grade-04 | # | 10 | 8 | 1 | 1 | | | | | | | | | | | | | |
| | % | 7.9% | 8.0% | 14.3% | 5.3% | 0.0% | - | - | 0.0% | 0.0% | 0.0% | - | 0.0% | - | - | 0.0% | - | - |
| Grade-05 | # | 31 | 27 | 1 | 3 | 2 | | | | | 1 | | | | | 1 | | |
| | % | 24.6% | 27.0% | 14.3% | 15.8% | 28.6% | - | - | 0.0% | 0.0% | 50.0% | - | 0.0% | - | - | 100.0% | - | - |
| Grade-06 | # | 16 | 11 | 1 | 4 | 1 | | | 1 | | | | | | | | | |
| | % | 12.7% | 11.0% | 14.3% | 21.1% | 14.3% | - | - | 100.0% | 0.0% | 0.0% | - | 0.0% | - | - | 0.0% | - | - |
| Grade-07 | # | 11 | 9 | | 2 | 1 | | | | | | | | | | 1 | | |
| | % | 8.7% | 9.0% | 0.0% | 10.5% | 14.3% | - | - | 0.0% | 0.0% | 0.0% | - | 50.0% | - | - | 0.0% | - | - |
| Grade-08 | # | 18 | 13 | 3 | 2 | | | | | | | | | | | | | |
| | % | 14.3% | 13.0% | 42.9% | 10.5% | 0.0% | - | - | 0.0% | 0.0% | 0.0% | - | 0.0% | - | - | 0.0% | - | - |
| Grade-09 | # | 4 | 2 | 1 | 1 | | | | | | | | | | | | | |
| | % | 3.2% | 2.0% | 14.3% | 5.3% | 0.0% | - | - | 0.0% | 0.0% | 0.0% | - | 0.0% | - | - | 0.0% | - | - |
| Grade-10 | # | 3 | 3 | | | | | | | | | | | | | | | |
| | % | 2.4% | 3.0% | 0.0% | 0.0% | 0.0% | - | - | 0.0% | 0.0% | 0.0% | - | 0.0% | - | - | 0.0% | - | - |
| Grade-11 | # | 2 | 2 | | | | | | | | | | | | | | | |
| | % | 1.6% | 2.0% | 0.0% | 0.0% | 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% | - | - |
| Grade-13 | # | | | | | | | | | | | | | | | | | |
| | % | 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% | - | - |
| Grade-15 | # | | | | | | | | | | | | | | | | | |
| | % | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | - | - | 0.0% | 0.0% | 0.0% | - | 0.0% | - | - | 0.0% | - | - |
| 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% | - | - |
| Total Non-supervisory Wage Grades | # | 126 | 100 | 7 | 19 | 7 | | | 1 | 1 | 2 | | 2 | | | 1 | | |
| | % | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | - | 100.0% | 100.0% | 100.0% | - | 100.0% | - | - | 100.0% | - | - |

Fish & Wildlife Service - Servicewide FY2017
Table B8-ALT: NEW HIRES By Type of Appointment - Distribution by Disability

| Employment Tenure | Total | Total by Disability Status | | | | Detail for Targeted Disabilities | | | | | | | | | | | | |
|--|-------|----------------------------|------------------------|--|---------------------|----------------------------------|--------------------------------|---|---|--------------------------------|---|--|---|--|--|--|-----------------------------------|------|
| | | (04, 05) No Disability | (01) Not Identified | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement | |
| Permanent Workforce | | | | | | | | | | | | | | | | | | |
| FY2017 Accessions | # | 574 | 458 | 39 | 77 | 26 | | 2 | 3 | 2 | 2 | | 7 | 3 | | 7 | | |
| | % | 100.0% | 79.8% | 6.8% | 13.4% | 4.5% | 0.0% | 0.3% | 0.5% | 0.3% | 0.3% | 0.0% | 1.2% | 0.5% | 0.0% | 1.2% | 0.0% | |
| FY2017 From Temporary | # | 136 | 107 | 9 | 20 | 4 | | | | | 1 | | | | 3 | | | |
| | % | 100.0% | 78.7% | 6.6% | 14.7% | 2.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.7% | 0.0% | 0.0% | 0.0% | 2.2% | 0.0% | 0.0% | |
| FY2017 Total Hires | # | 710 | 565 | 48 | 97 | 30 | | 2 | 3 | 2 | 2 | 1 | 7 | 3 | | 10 | | |
| | % | 100.0% | 79.6% | 6.8% | 13.7% | 4.2% | 0.0% | 0.3% | 0.4% | 0.3% | 0.3% | 0.1% | 1.0% | 0.4% | 0.0% | 1.4% | 0.0% | |
| FY2016 Accessions | # | 535 | 408 | 56 | 71 | 18 | 1 | | 1 | | 1 | 1 | 1 | 1 | | 12 | | |
| | % | 100.0% | 76.3% | 10.5% | 13.3% | 3.4% | 0.2% | 0.0% | 0.2% | 0.0% | 0.2% | 0.2% | 0.2% | 0.2% | 0.0% | 2.2% | 0.0% | |
| FY2016 From Temporary | # | 117 | 95 | 6 | 16 | 2 | | | | 1 | | | | | | 1 | | |
| | % | 100.0% | 81.2% | 5.1% | 13.7% | 1.7% | 0.0% | 0.0% | 0.0% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.9% | 0.0% | |
| FY2016 Total Hires | # | 652 | 503 | 62 | 87 | 20 | 1 | | 1 | 1 | 1 | 1 | 1 | 1 | | 13 | | |
| | % | 100.0% | 77.1% | 9.5% | 13.3% | 3.1% | 0.2% | 0.0% | 0.2% | 0.2% | 0.2% | 0.2% | 0.2% | 0.2% | 0.0% | 2.0% | 0.0% | |
| Temporary Workforce | | | | | | | | | | | | | | | | | | |
| FY2017 Accessions | # | 735 | 624 | 52 | 59 | 18 | 1 | 2 | 1 | | 2 | | 1 | 2 | | 8 | | 1 |
| | % | 100.0% | 84.9% | 7.1% | 8.0% | 2.4% | 0.1% | 0.3% | 0.1% | 0.0% | 0.3% | 0.0% | 0.1% | 0.3% | 0.0% | 1.1% | 0.0% | 0.1% |
| FY2016 Accessions | # | 852 | 711 | 73 | 68 | 14 | | | 2 | 1 | | 1 | 2 | 2 | | 6 | | |
| | % | 100.0% | 83.5% | 8.6% | 8.0% | 1.6% | 0.0% | 0.0% | 0.2% | 0.1% | 0.0% | 0.1% | 0.2% | 0.2% | 0.0% | 0.7% | 0.0% | 0.0% |
| Non-Appropriated Workforce | | | | | | | | | | | | | | | | | | |
| FY2017 Accessions | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| FY2016 Accessions | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total - Permanent & Temporary | | | | | | | | | | | | | | | | | | |
| FY2017 Accessions | # | 1309 | 1082 | 91 | 136 | 44 | 1 | 4 | 4 | 2 | 4 | | 8 | 5 | | 15 | | 1 |
| | % | 100.0% | 82.7% | 7.0% | 10.4% | 3.4% | 0.1% | 0.3% | 0.3% | 0.2% | 0.3% | 0.0% | 0.6% | 0.4% | 0.0% | 1.1% | 0.0% | 0.1% |
| FY2016 Accessions | # | 1387 | 1119 | 129 | 139 | 32 | 1 | | 3 | 1 | 1 | 2 | 3 | 3 | | 18 | | |
| | % | 100.0% | 80.7% | 9.3% | 10.0% | 2.3% | 0.1% | 0.0% | 0.2% | 0.1% | 0.1% | 0.1% | 0.2% | 0.2% | 0.0% | 1.3% | 0.0% | 0.0% |

Fish & Wildlife Service - Servicewide FY2017
Table B8-ALT_SchedA: NEW SCHEDULE A HIRES By Type of Appointment - Distribution by Disability

| Employment Tenure | Total | Total by Disability Status | | | | Detail for Targeted Disabilities | | | | | | | | | | | |
|--|-------|----------------------------|------------------------|--|---------------------|----------------------------------|--------------------------------|---|---|--------------------------------|---|--|---|--|--|--|-----------------------------------|
| | | (04, 05) No Disability | (01) Not Identified | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement |
| Permanent Workforce | | | | | | | | | | | | | | | | | |
| FY2017 Accessions | # | 12 | 1 | 1 | 10 | 8 | | | 1 | 1 | | | 4 | 1 | | 1 | |
| | % | 100.0% | 8.3% | 8.3% | 83.3% | 66.7% | 0.0% | 0.0% | 8.3% | 8.3% | 0.0% | 0.0% | 33.3% | 8.3% | 0.0% | 8.3% | 0.0% |
| FY2017 From Temporary | # | 2 | | | 2 | 1 | | | | | | | | | | 1 | |
| | % | 100.0% | 0.0% | 0.0% | 100.0% | 50.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.0% | 0.0% |
| FY2017 Total Hires | # | 14 | 1 | 1 | 12 | 9 | | | 1 | 1 | | | 4 | 1 | | 2 | |
| | % | 100.0% | 7.1% | 7.1% | 85.7% | 64.3% | 0.0% | 0.0% | 7.1% | 7.1% | 0.0% | 0.0% | 28.6% | 7.1% | 0.0% | 14.3% | 0.0% |
| FY2016 Accessions | # | 13 | | 2 | 11 | 5 | 1 | | 1 | | | | | 1 | | 2 | |
| | % | 100.0% | 0.0% | 15.4% | 84.6% | 38.5% | 7.7% | 0.0% | 7.7% | 0.0% | 0.0% | 0.0% | 0.0% | 7.7% | 0.0% | 15.4% | 0.0% |
| FY2016 From Temporary | # | 7 | | 1 | 6 | 2 | | | | 1 | | | | | | 1 | |
| | % | 100.0% | 0.0% | 14.3% | 85.7% | 28.6% | 0.0% | 0.0% | 0.0% | 14.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 14.3% | 0.0% |
| FY2016 Total Hires | # | 20 | | 3 | 17 | 7 | 1 | | 1 | 1 | | | | 1 | | 3 | |
| | % | 100.0% | 0.0% | 15.0% | 85.0% | 35.0% | 5.0% | 0.0% | 5.0% | 5.0% | 0.0% | 0.0% | 0.0% | 5.0% | 0.0% | 15.0% | 0.0% |
| Temporary Workforce | | | | | | | | | | | | | | | | | |
| FY2017 Accessions | # | 4 | | 1 | 3 | 2 | | 1 | | | | | | | | 1 | |
| | % | 100.0% | 0.0% | 25.0% | 75.0% | 50.0% | 0.0% | 25.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 25.0% | 0.0% |
| FY2016 Accessions | # | 3 | | | 3 | 2 | | | 1 | | | | | | | 1 | |
| | % | 100.0% | 0.0% | 0.0% | 100.0% | 66.7% | 0.0% | 0.0% | 0.0% | 33.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 33.3% | 0.0% |
| Non-Appropriated Workforce | | | | | | | | | | | | | | | | | |
| FY2017 Accessions | # | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| FY2016 Accessions | # | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total - Permanent & Temporary | | | | | | | | | | | | | | | | | |
| FY2017 Accessions | # | 16 | 1 | 2 | 13 | 10 | | 1 | 1 | 1 | | | 4 | 1 | | 2 | |
| | % | 100.0% | 6.3% | 12.5% | 81.3% | 62.5% | 0.0% | 6.3% | 6.3% | 6.3% | 0.0% | 0.0% | 25.0% | 6.3% | 0.0% | 12.5% | 0.0% |
| FY2016 Accessions | # | 16 | | 2 | 14 | 7 | 1 | | 1 | 1 | | | | 1 | | 3 | |
| | % | 100.0% | 0.0% | 12.5% | 87.5% | 43.8% | 6.3% | 0.0% | 6.3% | 6.3% | 0.0% | 0.0% | 0.0% | 6.3% | 0.0% | 18.8% | 0.0% |

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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 | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement |
| Job Series of Applicant: General Natural Resources Management and Biological Sciences (0401) | | | | | | | | | | | | | | | | | |
| Applied | # | 370 | 326 | 16 | 28 | 4 | | | 2 | | | 1 | | | | 1 | |
| | % | 100.0% | 88.1% | 4.3% | 7.6% | 1.1% | 0.0% | 0.0% | 0.5% | 0.0% | 0.0% | 0.3% | 0.0% | 0.0% | 0.0% | 0.3% | 0.0% |
| Qualified | # | 318 | 280 | 14 | 24 | 4 | | | 2 | | | 1 | | | | 1 | |
| | % | 100.0% | 88.1% | 4.4% | 7.5% | 1.3% | 0.0% | 0.0% | 0.6% | 0.0% | 0.0% | 0.3% | 0.0% | 0.0% | 0.0% | 0.3% | 0.0% |
| Selected | # | 81 | 71 | 1 | 9 | 1 | | | | | | 1 | | | | | |
| | % | 100.0% | 87.7% | 1.2% | 11.1% | 1.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Relevant Pool | # | 1,646 | 1,486 | 44 | 116 | 17 | | | 5 | | | 1 | 3 | | | 8 | |
| | % | 100.0% | 90.3% | 2.7% | 7.0% | 1.0% | 0.0% | 0.0% | 0.3% | 0.0% | 0.0% | 0.1% | 0.2% | 0.0% | 0.0% | 0.5% | 0.0% |
| Job Series of Applicant: Biological Science Technician (0404) | | | | | | | | | | | | | | | | | |
| Applied | # | 19 | 19 | | | | | | | | | | | | | | |
| | % | 100.0% | 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% | 0.0% | 0.0% |
| Qualified | # | 13 | 13 | | | | | | | | | | | | | | |
| | % | 100.0% | 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% | 0.0% | 0.0% |
| Selected | # | 1 | 1 | | | | | | | | | | | | | | |
| | % | 100.0% | 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% | 0.0% | 0.0% |
| Relevant Pool | # | 119 | 109 | 2 | 8 | | | | | | | | | | | | |
| | % | 100.0% | 91.6% | 1.7% | 6.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Job Series of Applicant: Fish and Wildlife Administration (0480) | | | | | | | | | | | | | | | | | |
| Applied | # | 16 | 14 | 1 | 1 | | | | | | | | | | | | |
| | % | 100.0% | 87.5% | 6.3% | 6.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 15 | 13 | 1 | 1 | | | | | | | | | | | | |
| | % | 100.0% | 86.7% | 6.7% | 6.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 4 | 4 | | | | | | | | | | | | | | |
| | % | 100.0% | 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% | 0.0% | 0.0% |
| Relevant Pool | # | 248 | 231 | 6 | 11 | 1 | | | | | | 1 | | | | | |
| | % | 100.0% | 93.1% | 2.4% | 4.4% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Job Series of Applicant: Fish Biology (0482) | | | | | | | | | | | | | | | | | |
| Applied | # | 125 | 117 | 2 | 6 | | | | | | | | | | | | |
| | % | 100.0% | 93.6% | 1.6% | 4.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 115 | 108 | 2 | 5 | | | | | | | | | | | | |
| | % | 100.0% | 93.9% | 1.7% | 4.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 34 | 31 | | 3 | | | | | | | | | | | | |
| | % | 100.0% | 91.2% | 0.0% | 8.8% | 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 | # | 552 | 511 | 17 | 24 | 2 | | | 1 | | | 1 | | | | | |
| | % | 100.0% | 92.6% | 3.1% | 4.3% | 0.4% | 0.0% | 0.0% | 0.2% | 0.0% | 0.0% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Job Series of Applicant: Wildlife Refuge Management (0485) | | | | | | | | | | | | | | | | | |
| Applied | # | 121 | 104 | 6 | 11 | 4 | | | 2 | | 1 | | 1 | | | | |
| | % | 100.0% | 85.9% | 5.0% | 9.1% | 3.3% | 0.0% | 0.0% | 1.6% | 0.0% | 0.8% | 0.0% | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% |

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Table B9SUPV: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS TO SUPERVISORY POSITIONS FOR MAJOR OCCUPATIONS

Distribution by Disability

| Applicants | Total | Total by Disability Status | | | | Detail for Targeted Disabilities | | | | | | | | | | | | |
|---|-------|----------------------------|------------------------|--|---------------------|----------------------------------|--------------------------------|---|---|--------------------------------|---|--|---|--|--|--|-----------------------------------|------|
| | | (04, 05) No Disability | (01) Not Identified | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement | |
| Job Series of Applicant: General Natural Resources Management and Biological Sciences (0401) | | | | | | | | | | | | | | | | | | |
| Applied | # | 226 | 205 | 9 | 12 | 2 | | | 1 | | | 1 | | | | | | |
| | % | 100.0% | 90.7% | 4.0% | 5.3% | 0.9% | 0.0% | 0.0% | 0.4% | 0.0% | 0.0% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 187 | 170 | 7 | 10 | 2 | | | 1 | | | 1 | | | | | | |
| | % | 100.0% | 90.9% | 3.7% | 5.3% | 1.1% | 0.0% | 0.0% | 0.5% | 0.0% | 0.0% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 35 | 32 | 1 | 2 | | | | | | | | | | | | | |
| | % | 100.0% | 91.4% | 2.9% | 5.7% | 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% |
| Relevant Pool | # | 1,646 | 1,486 | 44 | 116 | 17 | | | 5 | | | 1 | 3 | | | 8 | | |
| | % | 100.0% | 90.3% | 2.7% | 7.0% | 1.0% | 0.0% | 0.0% | 0.3% | 0.0% | 0.0% | 0.1% | 0.2% | 0.0% | 0.0% | 0.5% | 0.0% | 0.0% |
| Job Series of Applicant: Biological Science Technician (0404) | | | | | | | | | | | | | | | | | | |
| Applied | # | 3 | 3 | | | | | | | | | | | | | | | |
| | % | 100.0% | 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% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 2 | 2 | | | | | | | | | | | | | | | |
| | % | 100.0% | 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% | 0.0% | 0.0% | 0.0% |
| Selected | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Relevant Pool | # | 119 | 109 | 2 | 8 | | | | | | | | | | | | | |
| | % | 100.0% | 91.6% | 1.7% | 6.7% | 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% |
| Job Series of Applicant: Fish and Wildlife Administration (0480) | | | | | | | | | | | | | | | | | | |
| Applied | # | 13 | 11 | 1 | 1 | | | | | | | | | | | | | |
| | % | 100.0% | 84.6% | 7.7% | 7.7% | 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% |
| Qualified | # | 12 | 10 | 1 | 1 | | | | | | | | | | | | | |
| | % | 100.0% | 83.3% | 8.3% | 8.3% | 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% |
| Selected | # | 3 | 3 | | | | | | | | | | | | | | | |
| | % | 100.0% | 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% | 0.0% | 0.0% | 0.0% |
| Relevant Pool | # | 248 | 231 | 6 | 11 | 1 | | | | | | 1 | | | | | | |
| | % | 100.0% | 93.1% | 2.4% | 4.4% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Job Series of Applicant: Fish Biology (0482) | | | | | | | | | | | | | | | | | | |
| Applied | # | 88 | 84 | 1 | 3 | | | | | | | | | | | | | |
| | % | 100.0% | 95.5% | 1.1% | 3.4% | 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% |
| Qualified | # | 81 | 77 | 1 | 3 | | | | | | | | | | | | | |
| | % | 100.0% | 95.1% | 1.2% | 3.7% | 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% |
| Selected | # | 26 | 24 | | 2 | | | | | | | | | | | | | |
| | % | 100.0% | 92.3% | 0.0% | 7.7% | 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% |
| Relevant Pool | # | 552 | 511 | 17 | 24 | 2 | | | 1 | | | 1 | | | | | | |
| | % | 100.0% | 92.6% | 3.1% | 4.3% | 0.4% | 0.0% | 0.0% | 0.2% | 0.0% | 0.0% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Job Series of Applicant: Wildlife Refuge Management (0485) | | | | | | | | | | | | | | | | | | |
| Applied | # | 108 | 94 | 4 | 10 | 4 | | | 2 | | | 1 | | 1 | | | | |

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

| | | Total by Disability Status | | | | Detail for Targeted Disabilities | | | | | | | | | | | | |
|--|---|----------------------------|------------------------|--|---------------------|----------------------------------|--------------------------------|---|---|--------------------------------|---|--|---|--|--|--|-----------------------------------|------|
| | | (04, 05) No Disability | (01) Not Identified | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement | |
| Total Employees Eligible for Career Ladder Promotions | # | 102 | 78 | 3 | 21 | 7 | | | | 2 | | | 1 | 1 | | 3 | | |
| | % | 100.0% | 76.5% | 2.9% | 20.6% | 6.9% | 0.0% | 0.0% | 0.0% | 2.0% | 0.0% | 0.0% | 1.0% | 1.0% | 0.0% | 2.9% | 0.0% | 0.0% |
| Time in grade in excess of minimum | | | | | | | | | | | | | | | | | | |
| 1 - 12 months | # | 52 | 40 | 2 | 10 | 3 | | | | 1 | | | | | | 2 | | |
| | % | 100.0% | 76.9% | 3.8% | 19.2% | 5.8% | 0.0% | 0.0% | 0.0% | 1.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 3.8% | 0.0% | 0.0% |
| 13 - 24 months | # | 21 | 15 | | 6 | 2 | | | | 1 | | | | | | 1 | | |
| | % | 100.0% | 71.4% | 0.0% | 28.6% | 9.5% | 0.0% | 0.0% | 0.0% | 4.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4.8% | 0.0% | 0.0% |
| 25+ months | # | 29 | 23 | 1 | 5 | 2 | | | | | | 1 | 1 | | | | | |
| | % | 100.0% | 79.3% | 3.4% | 17.2% | 6.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 3.4% | 3.4% | 0.0% | 0.0% | 0.0% | 0.0% |

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Table B11: INTERNAL COMPETITIVE PROMOTIONS TO SENIOR LEVEL POSITIONS (GS 13 - 15 AND SES) - Distribution by Disability Permanent Workforce

| Applicants | Total | Total by Disability Status | | | | Detail for Targeted Disabilities | | | | | | | | | | | |
|---|-------|----------------------------|------------------------|--|---------------------|----------------------------------|--------------------------------|---|---|--------------------------------|---|--|---|--|--|--|-----------------------------------|
| | | (04, 05) No Disability | (01) Not Identified | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement |
| GS-13 Vacancies | | | | | | | | | | | | | | | | | |
| Applied | # | 269 | 237 | 11 | 21 | 4 | | | 1 | | 1 | | 2 | | | | |
| | % | 100.0% | 88.1% | 4.1% | 7.8% | 1.5% | 0.0% | 0.0% | 0.4% | 0.0% | 0.4% | 0.0% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 236 | 206 | 10 | 20 | 4 | | | 1 | | 1 | | 2 | | | | |
| | % | 100.0% | 87.3% | 4.2% | 8.5% | 1.7% | 0.0% | 0.0% | 0.4% | 0.0% | 0.4% | 0.0% | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 64 | 59 | 2 | 3 | | | | | | | | | | | | |
| | % | 100.0% | 92.2% | 3.1% | 4.7% | 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 | # | 1,733 | 1,562 | 47 | 124 | 28 | | | 8 | 1 | 1 | 3 | 5 | 1 | | 8 | 1 |
| | % | 100.0% | 90.1% | 2.7% | 7.2% | 1.6% | 0.0% | 0.0% | 0.5% | 0.1% | 0.1% | 0.2% | 0.3% | 0.1% | 0.0% | 0.5% | 0.0% |
| GS-14 Vacancies | | | | | | | | | | | | | | | | | |
| Applied | # | 203 | 190 | 5 | 8 | 2 | | | 2 | | | | | | | | |
| | % | 100.0% | 93.6% | 2.5% | 3.9%** | 1.0% | 0.0% | 0.0% | 1.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 181 | 171 | 4 | 6 | 2 | | | 2 | | | | | | | | |
| | % | 100.0% | 94.5% | 2.2% | 3.3% | 1.1% | 0.0% | 0.0% | 1.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 48 | 46 | | 2 | | | | | | | | | | | | |
| | % | 100.0% | 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% | 0.0% | 0.0% |
| Relevant Pool | # | 1,375 | 1,225 | 39 | 111 | 22 | | 1 | 8 | | | 1 | 6 | 1 | | 5 | |
| | % | 100.0% | 89.1% | 2.8% | 8.1% | 1.6% | 0.0% | 0.1% | 0.6% | 0.0% | 0.0% | 0.1% | 0.4% | 0.1% | 0.0% | 0.4% | 0.0% |
| GS-15 Vacancies | | | | | | | | | | | | | | | | | |
| Applied | # | 25 | 21 | 1 | 3 | 1 | | | | | | | 1 | | | | |
| | % | 100.0% | 84.0% | 4.0% | 12.0% | 4.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 23 | 19 | 1 | 3 | 1 | | | | | | | 1 | | | | |
| | % | 100.0% | 82.6% | 4.3% | 13.0% | 4.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4.3% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 8 | 8 | | | | | | | | | | | | | | |
| | % | 100.0% | 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% | 0.0% | 0.0% |
| Relevant Pool | # | 553 | 498 | 17 | 38 | 8 | | | | 3 | | | 2 | 1 | | 1 | 1 |
| | % | 100.0% | 90.1% | 3.1% | 6.9% | 1.4% | 0.0% | 0.0% | 0.0% | 0.5% | 0.0% | 0.0% | 0.4% | 0.2% | 0.0% | 0.2% | 0.0% |
| Senior Executive Service Vacancies | | | | | | | | | | | | | | | | | |
| Applied | # | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Qualified | # | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Selected | # | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Relevant Pool | # | 141 | 124 | 8 | 9 | 1 | | | | | | | | | | 1 | |
| | % | 100.0% | 87.9% | 5.7% | 6.4% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.7% | 0.0% |

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Table B11SUPV: INTERNAL COMPETITIVE PROMOTIONS TO SENIOR LEVEL SUPERVISORY POSITIONS (GS 13 - 15 AND SES)

Distribution by Disability Permanent Workforce

| Applicants | Total | Total by Disability Status | | | | Detail for Targeted Disabilities | | | | | | | | | | | |
|---|-------|----------------------------|------------------------|--|---------------------|----------------------------------|--------------------------------|---|---|--------------------------------|---|--|---|--|--|--|-----------------------------------|
| | | (04, 05) No Disability | (01) Not Identified | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement |
| GS-13 Vacancies | | | | | | | | | | | | | | | | | |
| Applied | # | 216 | 191 | 9 | 16 | 3 | | | 1 | | 1 | | 1 | | | | |
| | % | 100.0% | 88.4% | 4.2% | 7.4% | 1.4% | 0.0% | 0.0% | 0.5% | 0.0% | 0.5% | 0.0% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 188 | 165 | 8 | 15 | 3 | | | 1 | | 1 | | 1 | | | | |
| | % | 100.0% | 87.8% | 4.3% | 8.0% | 1.6% | 0.0% | 0.0% | 0.5% | 0.0% | 0.5% | 0.0% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 49 | 45 | 2 | 2 | | | | | | | | | | | | |
| | % | 100.0% | 91.8% | 4.1% | 4.1% | 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 | # | 1,733 | 1,562 | 47 | 124 | 28 | | | 8 | 1 | 1 | 3 | 5 | 1 | | 8 | 1 |
| | % | 100.0% | 90.1% | 2.7% | 7.2% | 1.6% | 0.0% | 0.0% | 0.5% | 0.1% | 0.1% | 0.2% | 0.3% | 0.1% | 0.0% | 0.5% | 0.0% |
| GS-14 Vacancies | | | | | | | | | | | | | | | | | |
| Applied | # | 172 | 160 | 4 | 8 | 2 | | | 2 | | | | | | | | |
| | % | 100.0% | 93.0% | 2.3% | 4.7%* | 1.2% | 0.0% | 0.0% | 1.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 155 | 145 | 4 | 6 | 2 | | | 2 | | | | | | | | |
| | % | 100.0% | 93.5% | 2.6% | 3.9% | 1.3% | 0.0% | 0.0% | 1.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 41 | 39 | | 2 | | | | | | | | | | | | |
| | % | 100.0% | 95.1% | 0.0% | 4.9% | 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 | # | 1,375 | 1,225 | 39 | 111 | 22 | | 1 | 8 | | | 1 | 6 | 1 | | 5 | |
| | % | 100.0% | 89.1% | 2.8% | 8.1% | 1.6% | 0.0% | 0.1% | 0.6% | 0.0% | 0.0% | 0.1% | 0.4% | 0.1% | 0.0% | 0.4% | 0.0% |
| GS-15 Vacancies | | | | | | | | | | | | | | | | | |
| Applied | # | 25 | 21 | 1 | 3 | 1 | | | | | | | 1 | | | | |
| | % | 100.0% | 84.0% | 4.0% | 12.0% | 4.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Qualified | # | 23 | 19 | 1 | 3 | 1 | | | | | | | 1 | | | | |
| | % | 100.0% | 82.6% | 4.3% | 13.0% | 4.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4.3% | 0.0% | 0.0% | 0.0% | 0.0% |
| Selected | # | 8 | 8 | | | | | | | | | | | | | | |
| | % | 100.0% | 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% | 0.0% | 0.0% |
| Relevant Pool | # | 553 | 498 | 17 | 38 | 8 | | | 3 | | | | 2 | 1 | | 1 | 1 |
| | % | 100.0% | 90.1% | 3.1% | 6.9% | 1.4% | 0.0% | 0.0% | 0.5% | 0.0% | 0.0% | 0.0% | 0.4% | 0.2% | 0.0% | 0.2% | 0.0% |
| Senior Executive Service Vacancies | | | | | | | | | | | | | | | | | |
| Applied | # | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Qualified | # | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Selected | # | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Relevant Pool | # | 141 | 124 | 8 | 9 | 1 | | | | | | | | | | 1 | |
| | % | 100.0% | 87.9% | 5.7% | 6.4% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.7% | 0.0% |

Fish & Wildlife Service - Servicewide FY2017
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 | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Developmental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement | |
| Time-Off awards: 1-9 hours | | | | | | | | | | | | | | | | | | |
| Total Time-Off Awards Given | # | 457 | 383 | 20 | 54 | 13 | | | | 1 | | 1 | 1 | 3 | | 7 | | |
| | % | 100.0% | 83.8% | 4.4% | 11.8% | 2.8% | 0.0% | 0.0% | 0.0% | 0.2% | 0.0% | 0.2% | 0.2% | 0.7% | 0.0% | 1.5% | 0.0% | 0.0% |
| Total Hours | # | 3,317 | 2,780 | 140 | 397 | 92 | | | 8 | | 8 | 8 | 20 | | 48 | | | |
| Average Hours | # | 7 | 7 | 7 | 7 | 7 | - | - | - | 8 | - | 8 | 8 | 7 | - | 7 | - | - |
| Time-Off awards: 9+ hours | | | | | | | | | | | | | | | | | | |
| Total Time-Off Awards Given | # | 2,583 | 2,236 | 80 | 267 | 56 | | | 12 | 5 | 1 | 3 | 7 | 6 | 1 | 20 | | 1 |
| | % | 100.0% | 86.6% | 3.1% | 10.3% | 2.2% | 0.0% | 0.0% | 0.5% | 0.2% | 0.0% | 0.1% | 0.3% | 0.2% | 0.0% | 0.8% | 0.0% | 0.0% |
| Total Hours | # | 76,773 | 66,246 | 2,403 | 8,124 | 1,686 | | | 372 | 171 | 21 | 72 | 209 | 184 | 32 | 595 | | 30 |
| Average Hours | # | 30 | 30 | 30 | 30 | 30 | - | - | 31 | 34 | 21 | 24 | 30 | 31 | 32 | 30 | - | 30 |
| Cash Awards: \$100 - \$500 | | | | | | | | | | | | | | | | | | |
| Total Cash Awards Given | # | 1,186 | 1,020 | 32 | 134 | 22 | | | 4 | 1 | 1 | 2 | 4 | 2 | 1 | 7 | | |
| | % | 100.0% | 86.0% | 2.7% | 11.3% | 1.9% | 0.0% | 0.0% | 0.3% | 0.1% | 0.1% | 0.2% | 0.3% | 0.2% | 0.1% | 0.6% | 0.0% | 0.0% |
| Total Amount | \$ | \$467,385 | \$401,142 | \$12,736 | \$53,507 | \$9,344 | | | \$1,700 | \$78 | \$300 | \$1,000 | \$1,800 | \$1,000 | \$174 | \$3,292 | | |
| Average Amount | \$ | \$394 | \$393 | \$398 | \$399 | \$425 | - | - | \$425 | \$78 | \$300 | \$500 | \$450 | \$500 | \$174 | \$470 | - | - |
| Cash Awards: \$501+ | | | | | | | | | | | | | | | | | | |
| Total Cash Awards Given | # | 6,296 | 5,505 | 215 | 576 | 112 | | | 24 | 5 | 5 | 9 | 28 | 7 | | 33 | | 1 |
| | % | 100.0% | 87.4% | 3.4% | 9.1% | 1.8% | 0.0% | 0.0% | 0.4% | 0.1% | 0.1% | 0.1% | 0.4% | 0.1% | 0.0% | 0.5% | 0.0% | 0.0% |
| Total Amount | \$ | ##### | \$9,355,971 | \$357,808 | \$942,011 | \$187,961 | | | \$30,590 | \$15,869 | \$5,860 | \$18,250 | \$42,953 | \$16,000 | | \$55,939 | | \$2,500 |
| Average Amount | \$ | \$1,692 | \$1,700 | \$1,664 | \$1,635 | \$1,678 | - | - | \$1,275 | \$3,174 | \$1,172 | \$2,028 | \$1,534 | \$2,286 | - | \$1,695 | - | \$2,500 |
| Senior Executive Service Performance Awards | | | | | | | | | | | | | | | | | | |
| Total Cash Awards Given | # | 20 | 18 | | 2 | | | | | | | | | | | | | |
| | % | 100.0% | 90.0% | 0.0% | 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% |
| Total Amount | \$ | \$350,864 | \$321,699 | | \$29,165 | | | | | | | | | | | | | |
| Average Amount | \$ | \$17,543 | \$17,872 | - | \$14,583 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Quality Step Increases (QSIs) | | | | | | | | | | | | | | | | | | |
| Total QSIs Awarded | # | 302 | 270 | 7 | 25 | 3 | | | 2 | | | | | | | 1 | | |
| | % | 100.0% | 89.4% | 2.3% | 8.3% | 1.0% | 0.0% | 0.0% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.3% | 0.0% | 0.0% |
| Total Benefit | \$ | \$830,338 | \$752,793 | \$17,681 | \$59,864 | \$5,847 | | | \$4,883 | | | | | | | \$964 | | |
| Average Benefit | \$ | \$2,749 | \$2,788 | \$2,526 | \$2,395 | \$1,949 | - | - | \$2,442 | - | - | - | - | - | - | \$964 | - | - |

Fish & Wildlife Service - Servicewide FY2017
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 | (02,03,06-99) Reportable Disability | Targeted Disability | (02) Develop-mental Disability | (03) Traumatic Brain Injury | (16-19) Deaf or Serious Difficulty Hearing | (20,21,23,25) Blind or Serious Difficulty Seeing | (26-38) Missing Extremities | (40) Significant Mobility Impairment | (60-79) Partial or Complete Paralysis | (82) Epilepsy or other Seizure Disorders | (90) Severe Intellectual Disability | (91) Significant Psychiatric Disability | (92) Distortion of Limb/Spine, Dwarfism | (93) Significant Disfigurement | |
| Voluntary | # | 536 | 431 | 24 | 81 | 18 | | 1 | 2 | 1 | 1 | 1 | 7 | 2 | | 3 | | |
| | % | 100.0% | 80.4% | 4.5% | 15.1% | 3.4% | 0.0% | 0.2% | 0.4% | 0.2% | 0.2% | 0.2% | 1.3% | 0.4% | 0.0% | 0.6% | 0.0% | 0.0% |
| Involuntary | # | 17 | 13 | | 4 | 1 | | | | | | | 1 | | | | | |
| | % | 100.0% | 76.5% | 0.0% | 23.5% | 5.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 5.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| RIF | # | | | | | | | | | | | | | | | | | |
| | % | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total Separations | # | 553 | 444 | 24 | 85 | 19 | | 1 | 2 | 1 | 1 | 1 | 8 | 2 | | 3 | | |
| | % | 100.0% | 80.3% | 4.3% | 15.4% | 3.4% | 0.0% | 0.2% | 0.4% | 0.2% | 0.2% | 0.2% | 1.4% | 0.4% | 0.0% | 0.5% | 0.0% | 0.0% |
| Total Permanent Workforce (09/30/2016) | # | 7,907 | 6,823 | 277 | 807 | 165 | | 1 | 35 | 10 | 7 | 11 | 35 | 11 | 1 | 52 | | 2 |
| | % | 100.0% | 86.3% | 3.5% | 10.2% | 2.1% | 0.0% | 0.0% | 0.4% | 0.1% | 0.1% | 0.1% | 0.4% | 0.1% | 0.0% | 0.7% | 0.0% | 0.0% |