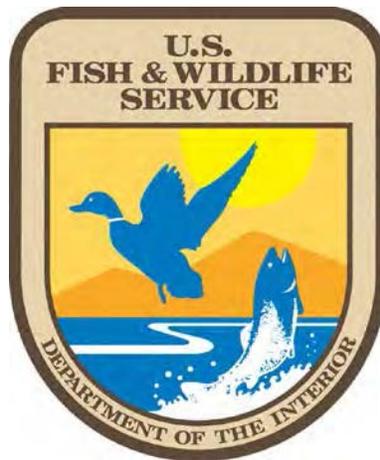


U. S. Fish and Wildlife Service

Servicewide

EEOC MD 715 Plans



FY 2014

**Federal Agency Annual EEO Program Status Updated Report
FY 2014**

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Parts A through C

For the period covering October 1, 2013 to September 30, 2014

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	
	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	5. FIPS Code	4. IN15	5. 1448
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 7856	
	2. Enter total number of temporary employees		2. 1058	
	3. Enter total number employees paid from non-appropriated funds		3. Not applicable	
	4. Total Employment [add lines B 1 through 3]		4. 8914	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Daniel M. Ashe, Director	
	2. Agency Head Designee		2. Rowan W. Gould, 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. Lula Cole, Public Civil Rights and Accessibility Coordinator	
	6. Complaint Processing Program Manager		6. William Morales, Complaints and Compliance Program Manager	
	7. Other Responsible Staff		7. Elena Gonzalez, Director, DOI, Office of Collaborative Action and Dispute Resolution	

Part D

List of Subordinate Components

PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
List of Subordinate Components Covered in this Report	Region 1, Portland, Oregon	IN1501	1448
	Region 2, Albuquerque, New Mexico	IN1502	1448
	Region 3, Twin Cities, 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:	X
Brief paragraph describing the agency's mission and mission-related functions	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X
Summary of EEO Plan action items implemented or accomplished	X
Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X
Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X
Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01 PART G]	X
EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01 PART H] for each programmatic essential element requiring improvement	X
EEO Plan To Eliminate Identified Barriers [FORM 715-01 PART I] for each identified barrier	X

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities [FORM 715-01 PART J] for agencies with 1,000 or more employees	X
Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	X
Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects.	N/A
Organizational Chart	X

Part E
Executive Summary



U. S. Fish and Wildlife Service Annual EEO Program Status Report

For the period covering October 1, 2013 to September 30, 2014

EXECUTIVE SUMMARY



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

“A critical part of my vision for the Service is to have a more diverse and inclusive organization. To remain relevant, it’s important that we develop and foster an organization where individual ideas and perspectives from diverse backgrounds are heard, and we empower our employees to deliver their best work. Our people are our most important resource and having a diverse and inclusive workplace will enable us to be more innovative, effective, engaged, and collaborative which results in connecting with the public we serve and increasing conservation. Given the significant challenges that are occurring in the environment and in our communities, we want future generations to value and care about wildlife and our mission. It is vital to our mission that we refine our approaches to address the complexity of these challenges. Our goal is to become a science-driven and inclusive organization with a workforce that respects the complexity of differences which will prepare us to better address challenges we will face—not just five years from now, but 100 years from now. ”

FWS is our nation’s premier conservation agency

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) 2014 Summary to the Annual Equal Employment Opportunity (EEO) Program Status Report outlines progress; identifies program deficiencies and barriers to achieving a model EEO program; delineates the planned actions necessary to address and/or eliminate the program deficiencies and barriers; and outlines FWS accomplishments toward addressing the program

deficiencies and barriers. An analysis of the FWS workforce for FY 2014 was conducted to complete this report.

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

1. Demonstrated Commitment from Agency Leadership
2. Integration of EEO into the Agency's Strategic Mission
3. Management and Program Accountability
4. Proactive Prevention of Unlawful Discrimination
5. Efficiency
6. 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 2014 are listed below.

Demonstrated Commitment from Agency Leadership

- **Policies:** The following statements were issued in FY 2014: Mandatory Equal Employment Opportunity and Diversity Training for Managers, Supervisors and Employees.
- **Executive Diversity Committee:** FWS leadership increased membership in the Executive Diversity Committee (EDC) from five members to nine. The EDC now consists of seven members of the Senior Executive Service, and two members who are deputies at the GS-15 level. The FWS Deputy Director personally provides direction and articulates his expectations to the Committee members.
- **Diversity Change Agent Program:** The Director supported the training of diversity change agents at all levels of the FWS to address diversity and inclusiveness in the workforce. The FWS is currently working to enhance and support the current and growing community of diversity change agents within the FWS. A Deputy Assistant Director serves as the lead for organization and Directorate support of the Program.
- **Directorate Meetings:** The Director and Deputy Directors emphasize the priority of issues related to diversity and inclusion at quarterly meetings. The Directorate discusses the objectives and the results in executing the provisions in the Diversity and Inclusion Implementation Plan.
- **Update of the Five-Year Diversity and Inclusion Implementation Plan (FY 2015-2019):** The plan provides clear strategic activities and action items to guide our efforts to increase the diversity of our workforce and to create a more inclusive work environment that values and empowers all employees to achieve their full potential. The plan was officially released by the FWS Director to all employees in a Town Hall meeting that was delivered via webcast on October 27, 2014.
- **Funding:** The Director continued to invest in the organization's 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 2014, funds were allocated to support numerous diversity initiatives to include the following:

- **Recruiters:** FWS ensured that each region continued to receive funds to retain a full-time permanent recruiter for a total of nine national recruiters to work with human resources specialists and hiring officials in executing strategies that reach out to targeted groups of women, minorities, and individuals with disabilities and interest them in pursuing fish and wildlife conservation careers.
- **Directorate Resource Assistant Fellows Program (DFP):** FWS sponsored the development of a new Directorate Resource Assistant Fellows Program (DFP) in compliance with the Direct Hiring Authority authorized under DOI Personnel Bulletin No. 12-15. The program provides consideration to 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. It allows greater flexibility in hiring, which supports the FWS's ability to achieve a more diverse workforce through targeted recruitment. Minorities comprised over 45% of the FWS DFP FY2014 cohort.
- **Pathways Students:** The Director supported up to nine internships per Region to increase diversity in the workforce, with the expectation that this would provide interns with an incentive and opportunity to pursue careers in natural resources management.
- **Summer Faculty Fellowship Program:** Nine faculty fellows completed summer 2014 projects and will be conducting campus conservation career awareness projects. This program expands recruitment partnerships with faculty members from primarily minority academic institutions and other institutions of higher education.
- **Student Ambassadors:** FWS funded 11 Student Ambassadors to assist with outreach efforts to diverse groups on campuses to increase interest in FWS careers and internships.
- **Student Conservation Careers Symposia:** FWS conducted symposia at targeted institutions of higher education (primarily minority academic institutions) for undergraduate and graduate college students interested in public service careers in natural resources and wildlife management. The Symposia have been attended by approximately 60-70% minority students.
- **Career Discovery Intern Program:** FWS leadership continued support of regional participation in the Student Conservation Association's Career Discovery Intern Program. Approximately 50% of the students who participated were minorities. The expectation is that these students will become a future source of recruitment.
- **Urban American Outdoors:** The FWS Director and Assistant Director spoke about diversity hiring and inclusion on an Urban American Outdoors television segment. Urban American Outdoors works to raise the visibility of diverse, primarily African American, stakeholders among outdoor recreational sports industries.
- **Steve Harvey Mentoring Program:** FWS coordinated and participated in the Steve Harvey Mentoring Weekend in Dallas, Texas, sponsoring the conservation training of over 100 urban youths. FWS supported six students in the Steve Harvey Detroit, Michigan, event to work in Youth Conservation Corps positions in the summer of FY 2014.

Integration of EEO into the Agency's Strategic Mission

- **Reporting Arrangements:** The Service's EEO Director reports to the Deputy Director for Operations. Subordinate-level EEO Managers' reporting structures are as follows: One EEO Manager reports to his Regional Director; three EEO Managers report to their Assistant Regional Director for Budget and Administration; one EEO Manager supports two Regions and reports to the Assistant Regional Director for Budget and Administration in each Region; and, one EEO Manager supports two Regions and reports to the Regional Director in one of the Regions and reports to the Assistant Regional Director for Budget and Administration in the other Region.
- **Refuge Workforce Diversity Team:** A cross-program team led by the National Wildlife Refuge System Program staff developed recommendations to implement recruitment, succession, and retention strategies that will help to ensure that the National Wildlife Refuge System in the future is inclusive and reflects the diversity of America. The team forwarded its recommendations and priorities to FWS leadership (the Leadership Development council of the National Wildlife Refuge System) in September 2014.
- **Nontraditional Stakeholders Engagement Platform:** FWS expanded its Nontraditional Stakeholders Engagement Platform which engages diverse communities as partners in civic and science-based initiatives associated with wildlife conservation. The FWS signed a five-year MOU in April 2014 with the Phi Beta Sigma Fraternity, a national African American group, to provide a framework for cooperation to promote conservation and natural resource management among African Americans and other diverse groups.

Management and Program Accountability

- There were no findings of discrimination for FY 2014. The agency did ensure full and prompt compliance with the terms of settlement agreements that were reached during FY 2014. 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 Agency's EEO and Diversity mission.
- The Agency required all supervisors and managers to take a minimum of four hours of EEO training and four hours of Diversity training. The FWS also provided additional Diversity training opportunities, which were open to all employees, including training on topics such as "*Championing Diversity*".

Proactive Prevention of Unlawful Discrimination

- FWS uses the Departmental Reasonable Accommodation manual chapter as the required guidance to respond to reasonable accommodation requests.
- EEO staff provided facilitated on-site and off-site training through webinars and teleconferencing to supervisors and managers. Training included Diversity Management, MD-715, EEO Laws and Regulations, Disability Awareness, Reasonable Accommodations, Prevention of Sexual Harassment, and Alternative Dispute Resolution, the EEO Complaint Process (both formal and informal), Reprisal, and Communicating across Generations.

- The 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 a prompt management inquiry and appropriate corrective and disciplinary action and other avenues of redress, not just the EEO complaint process; and, (3) prohibits acts of retaliation against employees and witnesses involved in an inquiry.

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.
 1. The ODIWM is kept separate from the Office of the Solicitor or other agency offices having conflicting or competing interests.
 2. FWS has an effective 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.
 3. FWS has an effective complaint tracking system (iComplaints). FWS also manually tracks complaints using a computerized complaint log to provide live updates of the status of complaints.
 4. FWS has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.
- FWS uses full-time permanent counselors and contract counselors, as needed. Work performed by the counselors is monitored for technical accuracy and to ensure timeframes are met. If the work by a contract counselor is not completed in the specified timeframes, the Agency negotiates costs to reflect a reduction due to the delay.
- FWS supports a full-time Public Civil Rights and Accessibility Coordinator to work with members of the public and FWS employees, Regions, and Program offices to assist disabled individuals and management officials with processing complaints and requests for disability accommodations.

Responsiveness and Legal Compliance

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

Summary of Analysis of Workforce and Program Improvements

FY 2014 was a year in which diversity outcomes for the FWS were mixed. The participations of minorities as a whole, American Indian/Alaska Natives, and of White men increased, while the participation of White women declined.

The backdrop for these changes was a permanent workforce which had 466 less permanent positions (-5.6%) in FY 2014 following the loss of 379 permanent positions (-4.4%) in FY2013. During FY2014 FWS hired 222 permanent employees -- the fewest number of permanent hires in at least 15 years. Managers had fewer opportunities to invest in interns and other entry level positions; consequently, there were fewer opportunities for targeted recruitment.

During FY2014 FWS hired 34 Pathways Interns with permanent appointments and 26 other "developmental" positions, constituting only 27% of permanent hires.

Despite limited opportunities, all RNO groups except Asians were hired in numbers which were at or above their participation in the Civilian Labor Force (CLF2010). In particular, minorities represented 21.6% of permanent hires. Hires of Native Hawaiian/Other Pacific Islanders and of American Indian/Alaska Natives were substantially above their participation in CLF2010, while hires of Asians were substantially below.

All RNO groups except White women and White men left the FWS in numbers which were consistent with their participation in the permanent workforce at the beginning of the fiscal year. More White women and fewer White men left than would have been expected based on an equal probability statistical model. The higher than expected separation rate largely accounts for the drop in participation of White women, while the lower than expected separation rate largely accounts for the increase in the participation of White men.

Professional Biology

Professional biologists constitute 47% of the FWS permanent workforce and 64% of its senior positions (GS-13 and above). Thus, the diversity of the professional biology workforce today is central to the diversity of FWS's leadership tomorrow and to the diversity of the organization as a whole.

The participations of Blacks, of Asians, and of women in the FWS professional biology workforce are low when compared to their participation in similar professional biology occupations in CLF2010. As was the case with FWS as a whole, FY 2014 outcomes were mixed. The participation of American Indians/Alaska Natives and of minorities increased, while the participation of Whites declined.

During FY 2014, FWS hired 53 professional biologists and 12 biology students, 26 of these hires were in low participation groups. In addition FWS selected 14 employees in other occupations to fill professional biology positions, five of whom were in low participation groups. Thus, 31 of the 79 additions to the permanent professional biology workforce were in low-participation groups (39%).

All RNO groups except Asians were hired from outside FWS in numbers which were at or above their participation in the CLF2010. Hires from outside FWS of White men and of Native Hawaiian/Other Pacific Islander women were substantially above their participation in CLF2010, while hires from outside FWS of Asians were substantially below.

All individual RNO groups except American Indian/Alaska Natives (AIAN) left FWS in numbers which were consistent with their participation in the professional biology workforce at the beginning of the fiscal year. Fewer AIANs (especially, AIAN men) left than would have been expected based on an equal probability statistical model. In addition, fewer minority women, and fewer minority men left FWS than would be expected by an equal probability statistical model.

Two factors contributed to increased participation of AIANs: their low separation rate and their success in internal selections. For White men, their success in hires from outside FWS was offset by a number of White men who left professional biology for other FWS occupations.

Although not a substitute for increasing Asian hires, there is a promise of increasing the number of Asian professional biologists in the permanent workforce in the near future. At year's end three of the six professional biologists with interim term appointments following completion of their education as Pathways Interns were Asian women whose appointments could be non-competitively converted to permanent appointments in the competitive service once suitable positions are located.

Law Enforcement Officers:

Currently, the Law Enforcement Officers participations of women and of Blacks are low in the FWS compared to their participations in similar occupations in CLF2010. There was little opportunity to ameliorate this shortfall during FY 2014; the law enforcement officer workforce declined and there were few hires. At the beginning of FY 2014 FWS employed 467 full-time law enforcement officers, now the number is 443 (-5.2%). During the Fiscal Year FWS added only four to its law enforcement officer rolls: two were hired from outside the FWS and two were employees in other occupations. Although one of the outside hires was a woman, three other women left, consequently the participation declined.

All groups were hired in numbers consistent with their participation in the CLF, and all groups left in numbers which were consistent with their participation in the workforce.

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

The Professional/Administrative occupations constitute 27% of the FWS permanent workforce and 28% of its senior positions (GS-13 and above). Thus, diversity in these occupations is crucial for diversity in FWS leadership and in FWS as a whole. Blacks, Asians, and men as a group have low participation in these occupations in FWS relative to their participation in similar occupations in CLF 2010.

Overall diversity outcomes in these occupations during FY 2014 were positive. The participations of men as a group and of White men substantially increased, while the participations of White women and of American Indian/Alaska Natives substantially declined. The participations of other RNO groups were essentially unchanged.

During FY 2014, the FWS hired 73 employees in these occupations from outside sources, 45 of the 73 were Black, Asian, or men. In addition, the FWS internally selected 29 employees in other occupations to fill occupations in this group, 16 of whom were Black, Asian, or men. Thus targeted groups constituted 60% of permanent additions to these occupations.

All RNO groups were hired from outside the FWS in numbers which were at or above their participations in CLF2010. Hires of Native Hawaiian/Other Pacific Islanders and of American Indian/Alaska Natives were substantially above their participation in CLF2010. Men constituted 58.9% of permanent hires, with men in all RNO groups well represented, except Asian men.

All RNO groups except White women and White men left the FWS in numbers which were consistent with their participation in the permanent workforce at the beginning of the fiscal year. More White women and fewer White men left than would have been expected based on an equal probability statistical model. The higher than expected separation rate accounts for the large drop in participation of White women, while the lower than expected separation rate accounts for the large increase in the participation of White men.

Technical Biology and Wage Grade Occupations:

There are 872 Biology technician and wage-grade employees in the FWS constituting 11% of the permanent workforce. At year's end the break out is 115 Biological Science Technicians, 151 Forest and Range Technicians, and 606 employees in wage-grade occupations. In the FWS these occupations have similar demographics: they are overwhelmingly men (94%) and White (85%). In contrast CLF2010 for this group of occupations is men (79%) and White (77%).

Although the participations of some RNO groups increased and the participations of other groups declined, during FY2014 the only participation change which was statistically noteworthy was an increase in the participation of American Indian/Alaska Native men.

During FY2014, the FWS hired 29 in technical biology and wage-grade positions from outside the FWS and selected one employee in another occupation to fill a wage grade position, including six women and minorities. Thus women and minorities constituted 20% of the 30 permanent additions to the technical biology and wage-grade workforce.

Overall, accessions of minority men were low, and accessions of White men were high relative to their participation in CLF2010. Notably, American Indian/Alaska Native men were the only minority group hired.

All groups left in numbers which were consistent with their participation in the workforce at the beginning of the fiscal year.

Senior Workforce:

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 that standard.

Overall, the participation of minorities substantially increased, while the participation of Whites declined. In particular, the participations of Hispanics, of Native Hawaiian/Other Pacific Islanders, and of American Indian/Alaska Natives increased, the participation of White men declined, and the participations of Blacks, of Asians, and of White women were essentially unchanged.

Historically, roughly two-thirds of entrants to the FWS's senior workforce gain entry through internal promotion; the other one-third are hired from outside. FY 2014 is consistent with that two to one ratio.

During FY2014, the FWS hired 27 employees at grades GS-13 and above and promoted 58 employees from GS-12 positions, with 45 (53%) of the 85 permanent additions to the senior workforce either women or minorities.

All RNO groups except Hispanic women 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. More Hispanic women were promoted than would have been expected based on an equal probability statistical model. This higher-than-expected promotion rate contributed to the large increase in Hispanic women in the senior workforce.

Although individual RNO groups left the FWS in numbers that were consistent with their participation in the senior workforce, overall fewer minority women left the FWS than would have been expected based on their participation in the senior workforce at the beginning of the fiscal year. This lower-than-expected separation rate contributed to the increase in the participation of minority women.

Leadership Development

In FY 2014, FWS conducted the annual Stepping Up To Leadership (SUTL) program for GS 11-12 employees and the Advanced Leadership Development Program (ALDP) for GS 13-14 employees. While several demographic groups appear to apply to these competitive leadership programs at rates slightly below their participation rates, the application and selection rates are within the range of what is statistically expected based on the demographic composition of the GS 11-12 and GS 13-14 ranks.

The eligible pool for SUTL (GS 11-12) is largely reflective of the permanent workforce, whereas the eligible pool for ALDP (GS 13-14) has lower representation of women and racial or ethnic minority men than the permanent workforce overall. The eligible pools for both leadership programs have low participation of people with targeted disabilities. In FY2014, there were 24 employees with targeted disabilities eligible for SUTL versus 38 expected for the participation rate of individuals with targeted disabilities in the permanent workforce. The eligible pool for ALDP included 12 individuals with targeted disabilities which is well below the 21 statistically expected.

Employees with Reportable Disabilities

In FY 2014, the total workforce decreased by 469, including a net decrease of five employees with targeted disabilities and 28 employees with reportable disabilities. While the temporary workforce had a net gain of 17 employees with reportable disabilities in FY 2014, the permanent workforce bore the impact, closing out the year with a net loss of five employees with targeted disabilities and 45 employees with reportable disabilities.

Despite these losses, the participation rate of individuals with targeted disabilities in the total workforce held steady at 1.3%. This was largely due to the magnitude of the decline of the overall workforce. There were five accessions of individuals with targeted disabilities into the permanent workforce in FY2014, comprising 2.3% of permanent hires. There were 29 accessions of individuals with reportable disabilities into the permanent workforce, making up 13.1% of all permanent accessions. There were eight accessions of individuals with targeted disabilities into the temporary workforce and 66 accessions of individuals of individuals with reportable disabilities.

The excepted appointing authorities continued to be a valuable tool for hiring individuals with disabilities into the permanent workforce. Of the five accessions of individuals with targeted disabilities to the permanent workforce in FY 2014, 60% were made using the Schedule A hiring authority for persons with disabilities.

In total, Schedule A was used to hire nine individuals with reportable disabilities into the permanent workforce, including three individuals who were previously in temporary Schedule A appointments and were converted to the permanent workforce.

As in previous years, the rate of separations of individuals with disabilities is unfavorable. There were 72 separations of individuals with reportable disabilities from the permanent workforce versus the 61 separations expected based on their rate of participation.

Nine individuals with targeted disabilities separated, which is within the range expected based on their participation in the permanent workforce. Two of the nine separations were involuntary separations.

The participation of individuals with targeted disabilities is lower than expected in many of the higher grades, based on their participation in the permanent workforce. At GS-12 there are 21 employees with targeted disabilities expected and only nine participating. At GS-13, there are 15 expected and eight participating. At GS-15 there are no individuals with targeted disabilities participating, which is below what is statistically expected.

Trends in EEO Complaints

In FY 2014, there were 31 formal complaints filed within the U.S. Fish and Wildlife Service (FWS), which was a decrease of almost 25% compared to the 41 in the previous year. A comparison of the number of complaints filed in Fiscal Years (FY) 2012, 2013 and 2014 indicates that FY 2013 experienced an unusually high number of complaints but that number was reduced to prior year levels in FY 2014. Of the 31 formal complaints filed, Reprisal remains the number one basis alleged in complaints. Of the eight bases that were alleged in FY 2014, Reprisal was reported 26% of the time. Race and Disability were virtually tied for the next most reported bases at 20% and 19% respectively. In addition to the reduced number of complaints, the actual number of times that a basis was alleged also was reduced across the board. The percent of people proceeding from a pre-complaint to a formal complaint increased sharply in FY 2014 after having been steady since FY 2011. For example, of all pre-complaints filed in FY 2011 through 2013, the complainant proceeded to formal processing on average 64% of the time. However, in FY 2014, a person who filed a pre-complaint, ended up filing a formal complaint almost 80% of the time. It is unclear why this trend rose sharply. This could indicate a greater need for Alternate Dispute Resolution (ADR). However, it could also be due to the type of discrimination alleged and the surrounding circumstances in which settlement in the pre-complaint phase is unlikely. (See table below for trends in FWS complaints and basis for discrimination complaints).

TRENDS IN FWS COMPLAINTS FISCAL YEARS 2008-2014							
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
PRE-COMPLAINTS	49	34	36	45	61	65	39
FORMAL COMPLAINTS	22	19	14	30	38	41	31
% of Pre-Complaints becoming Formal	45%	55%	38%	67%	62%	63%	79%

TRENDS IN BASIS FOR DISCRIMINATION COMPLAINTS (Referenced from Part IV (Subparts 1 and 2) from FY 2014 EEOC 462)							
BASIS	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Race	4	2	1	7	9	18	14
Sex	3	9	2	15	9	14	9
Age	8	5	4	11	12	10	8
Color	2	1	0	4	4	5	4
National Origin	3	1	0	2	5	4	4
Religion	3	1	0	0	0	2	0
Disability	7	2	13	15	15	13	13
Reprisal	14	10	6	17	18	23	18

Employees who enter the EEO process are given the choice of traditional EEO counseling or Alternative Dispute Resolution (ADR) when appropriate. However, there are rare circumstances in which it is deemed that mediation is not appropriate; in those instances, mediation is not offered. FWS continues to bring awareness to its managers and supervisors and employees regarding the benefits of the ADR process. Of the 39 pre-complaints filed in FY 2014, ADR was offered 37 times. However, ADR was elected only 10 times or 27% of the time. This is consistent with FY 2013 in which ADR was elected 28.6% of the time. Although ADR is offered again in the formal process, the participation rate remains drastically low at 3.4%. Although, ADR elections in the formal process remain low, complainants are reminded that ADR is available to them during all phases of the EEO process to include the hearing phase of their complaint.

Program Deficiencies Revealed by Self-assessment:

- Information for reporting and monitoring accessibility improvements for programs and facilities is not currently collected nationally, thereby making it difficult to ensure that major renovation projects are funded to ensure timely compliance with the Uniform Federal Accessibility Standards. (See Part H, page 35).
- Although FWS statisticians gained access to OPM’s applicant flow data in FY 2014, the data do not include certain necessary information about category ratings used by FWS in hiring, nor is there a reliable way to deal with multiple applications from the same applicant. When a method for accurately determining the size and demographic composition of the applicant pool becomes available, FWS will be able prepare the applicant flow tables in accordance with the MD-715 requirements and evaluate targeted recruitment efforts. (See Part H, page 37).
- FWS determined that the current DOI Exit Survey tool has not been an effective tool in its current form for evaluating potential barriers to retention. (See Part H, page 39).
- Subordinate-level EEO reporting components are not all under the immediate supervision of the lower level component's head official One EEO Manager reports to his Regional Director; three EEO Managers report to their Assistant Regional Director for Budget and Administration; one EEO Manager supports two Regions and reports to the Assistant Regional Director for Budget and Administration in each Region; and, one EEO Manager supports two Regions and reports to the Regional Director in one of the Regions and reports to the Assistant Regional Director for Budget and Administration in the other Region.

Action Items and Plans for FY 2015

The FWS will analyze the current Section 504 Program and draft Manual Chapter on 504 compliance prior to providing guidance to the Regions on their responsibilities in accordance with DOI regulations and FWS policy. FWS will form a working group that includes representation from all appropriate programs to conduct planned activities. The compliance tracking system will be updated to include at least one or more Regions.

Toward evaluating the effectiveness of recruitment activities, FWS will participate in applicant-flow-data working group meetings and webinars to stay aware of new developments in reporting. Once usable applicant flow data become available, FWS will analyze and evaluate the data and prepare the applicant flow tables per requirements of MD-715.

FWS will work with contractors to determine the accuracy of the exit interview and survey reports, and develop survey questions tailored to the Service in order to improve the quality of information gathered about barriers. FWS will ensure that managers encourage employees to complete the exit interview and survey process with reminders and database monitoring. FWS will analyze the data to determine if the modified survey is providing information on barriers, and develop appropriate remedies based on our findings.

FWS will expand existing and develop new partnerships, outreach sources, and recruitment tools to increase the applicant pool of individuals from groups with low participation rates in the workforce. Hiring officials will start with the recruiters and human resources specialists when planning to fill vacancies for all positions to develop job-specific recruitment plans to reach those groups. FWS will engage with communities, associations, and minority academic institutions by conducting activities such as conducting Conservation Career Symposia to promote careers in conservation and natural resources management. FWS will continue the use of the Directorate Resource Assistant Fellows Program to target and recruit individuals who are enrolled in minority academic institutions.

The FWS will continue to implement its Director's hiring goals for individuals with targeted disabilities. FWS will also continue to develop strategic recruitment initiatives to reach individuals with targeted disabilities through national recruitment programs, college career fairs, and partnerships with internal and external sources. FWS will use quarterly workforce briefings, monthly staff meetings, and other meetings with managers and supervisors to develop strategies for using various hiring authorities to reach individuals with targeted disabilities, and to engage and mentor those individuals to increase retention. FWS will contact managers and supervisors of separated employees to identify whether there are additional barriers which may have impacted the retention of individuals with targeted disabilities and develop corrective actions in consultation with rehabilitative services counselors

Part F
Certification of Establishment of
Continuing EEOC Programs

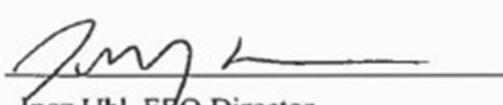
**Certification of Establishment of Continuing
Equal Employment Opportunity Programs**

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

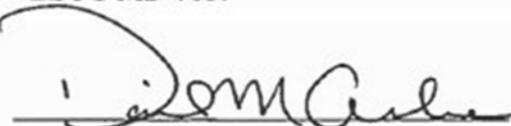
FWS has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEOC MD-715. If an essential element was not fully compliant with the standards of EEOC MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining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

FWS has also analyzed its work force 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	<u>12/19/2014</u> Date
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Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEOC MD-715.

 Daniel M. Ashe, Director	<u>12.19.2014</u> Date
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Part G
EEO Program Status Report—
Agency Self-Assessment Checklist Measuring Essential Elements

**EEOC FORM
715-01 PART G**

U.S. Equal Employment Opportunity Commission

**Federal Agency Annual EEO Program Status Report
Agency Self-Assessment Checklist Measuring Essential Elements**

Essential Element A: Demonstrated Commitment from Agency Leadership

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

 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
1-2. The Agency Head was installed on June 30, 2011. Was the EEO policy statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		X		
3. During the current Agency Head's tenure, has the EEO Policy Statement been re-issued annually? If no, provide an explanation.		X		The Director re-issues EEO Policy Statements annually.
4. Are new employees provided a copy of the EEO Policy Statement during orientation?		X		In addition, it is posted on FWS's web site and in prominent work areas for all employees to access.
5. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		The EEO Policy Statement is distributed to managers and supervisors when they take the mandatory new supervisor and EEO training sessions. It is also posted on FWS's website.
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
6. Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		

7. Has the Agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		Information on EEO programs and administrative and judicial remedial procedures are made available to employees on FWS's intranet and are distributed periodically by email, e-bulletins and fact sheets.
8. 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		
Compliance → Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
9. Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
a. resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
b. address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		
c. 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		
d. ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X		
e. ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
f. ensure that 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		
g. ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
h. ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		
10. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X		All employees are sent FWS Policy on

11. Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			Harassment and Zero Tolerance annually via email. Penalties for unacceptable behavior are referenced in the FWS Director's Policy memorandum. Employees access the DOI Disciplinary Action Guide through the DOI website.
12. Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X		A link to the DOI Procedures for Reasonable Accommodation is provided in the FWS Manual.
13. 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.

Compliance → Indicator	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.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
14. Is the EEO Director/Officer under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)]		X		The EEO Director is under the direct supervision of the agency head and reports to the Deputy Director for Operations.
For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official?			X	One EEO Manager reports to his Regional Director; three EEO Managers report to their Assistant Regional Director for Budget and Administration; one EEO Manager supports two Regions and reports to the Assistant Regional Director for Budget and Administration in each Region; and, one EEO Manager supports two Regions and reports to the Regional Director in one of the Regions and reports to the Assistant Regional Director for Budget and Administration in the other Region.
15. Are the duties and responsibilities of EEO officials clearly defined?		X		
16. Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		

17. If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
18. If the agency has 2 nd level reporting components, does the agency-wide EEO Director/Officer have authority for the EEO programs within the subordinate reporting components?		X		The EEO Director has complete technical oversight of the formal EEO process and delegates the pre-complaint process to the Regions except in the case of conflicts of interest.
If not, please describe how EEO program authority is delegated to subordinate reporting components.				The Office of Diversity and Inclusive Workforce Management (ODWIM) located at the National Headquarters develops policies and procedures and provides general oversight and technical guidance to Regional EEO officials.
Compliance → Indicator	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.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
19. 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 routinely to provide briefings on the EEO Program. The EEO Director also provides updates for the Executive Diversity Committee and the Directorate meetings.
20. 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. ODIWM staff meets with Assistant Directors and Regional DCR Chiefs meet with Regional Directors, or their designated representative, to discuss workforce statistics and recruitment needs and review the quarterly Diversity Workforce Briefings.
21. 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		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.
22. 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		

23. 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		
24. Is the EEO Director/Officer 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.
Compliance  Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
25. Does the EEO Director/Officer 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.
26. Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEOC MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
27. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		The FWS Diversity Manager serves as the Special Emphasis Program Manager and oversees all of FWS Special Emphasis Programs. Additionally, FWS has a Disability Program Manager who manages the Disability and Veterans Employment Programs. FWS actively participates on the DOI Special Emphasis Committee. Recruiters for each DCR Regional Office support the Special Emphasis Programs.
a. 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. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		In collaboration with the DOI.
c. People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		The Diversity Program Manager manages the Disability and Veterans Programs.
28. 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		

29. Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?	X	The FWS Headquarters and Regional EEO staffs retrieve workforce employment data and conduct queries through the DOI, EEO data and tracking system - Datamart (Hyperion Software). The Datamart system is used to develop quarterly workforce statistics to report workforce trends and participation rates. Headquarters has two full-time permanent statisticians who assist all Regions with reports and analysis.
30. Is there sufficient budget allocated to all employees to utilize, when desired, for all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X	
31. Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X	
32. Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X	FWS provides reasonable accommodations to persons with a disability, in accordance with DOI Policy. Regions and Headquarters Programs fund supplies, equipment, and necessary services, as necessary.
33. Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X	See Part H, page 35.
34. Has the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X	
a. 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. Is there sufficient funding to ensure that all employees have access to this training and information?	X	
35. 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.
a. for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X	
b. to provide religious accommodations?	X	
c. to provide disability accommodations in accordance with the agency's written procedures?	X	
d. in the EEO discrimination complaint process?	X	
e. 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.

Compliance → Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each managers or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
	36. 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.
	37. 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		
Compliance → Indicator	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. [see 29 CFR § 1614.102(b)(3)].	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
	38. 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.
	39. Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	X		Statistical analysis is conducted during the preparation of the MD-715 Barrier Analysis.
	40. Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	X		Statistical analysis was conducted during the preparation of the MD-715 Barrier Analysis.

 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
41. Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		FWS refers to the DOI Table of Penalties to determine what appropriate disciplinary action should be taken if discrimination is committed. Policy guidance is provided by the Headquarters Human Resources Officer who makes recommendations to the Regional Directors regarding appropriate disciplinary actions to be taken when an employee has been found to have committed a discriminatory act.
42. 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		
43. Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.		N/A		In FY 2013 and FY 2014 there were no findings of discrimination.
44. 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		
45. 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

 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
46. Do senior managers meet with and assist the EEO Director/Officer 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 and works with the Executive Diversity Committee— comprised of SES members (Regional and Assistant Directors) and selected Deputies—to identify barriers. The Director and Executive Diversity Committee issued an updated 5-Year, DIIP Plan on October 27, 2014 to the Directorate, managers, supervisors and all employees.

47. 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		FWS Directorate, Executive Diversity Committee, and EEO Director partnered to revise the 5-Year DIIP Plan to develop strategies to address the barriers. FWS managers and supervisors are actively engaged in minimizing barriers to employment when they are brought to their attention.
48. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
49. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
50. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
51. Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
52. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
53. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		
Compliance → Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
54. Are all employees encouraged to use ADR?		X		
55. 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.

Compliance → Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
56. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
57. Has the agency implemented an adequate data collection and analysis system that permits tracking of the information required by MD-715 and these instructions?			X	See Part H, page 37.
58. 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		

59. 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		
60. Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
61. 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		
62. 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		
63. Does the agency hold contractors accountable for delay in counseling and investigation processing times? If yes, briefly describe how: FWS uses iComplaints to track contractors accountable to the specific time frames listed in the contract. FWS conducted an analysis of the time frames that contractors take for counseling and investigations and found that contractors rarely exceeded timeframes set by the agency. If the work is not completed in the specified timeframes, the agency renegotiates cost to reflect a reduction due to the delay.		X		
64. 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		
65. 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		
 Compliance Indicator	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.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
66. Are benchmarks in place that compares the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
a. 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		
b. 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		
c. Does the agency complete the investigations within the applicable prescribed time frame?		X		

d. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		N/A		DOI has responsibility to issue the decision.
e. 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		
f. When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
g. Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
Compliance  Indicator	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 program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
67. 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		
68. 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 DCR staff.
69. After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		
70. Does the responsible management official directly involved in the dispute have settlement authority?		X		The responsible management official directly involved in the dispute has settlement authority when there is no material benefit or monetary value. FWS Regional Directors and Assistant Directors have settlement authority when a settlement involves material benefits or monetary value.
Compliance  Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
71. 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		
72. 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		

73. 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		
74. Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
75. 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		
76. Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
77. 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		
Compliance Indicator →	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.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures ↓		Yes	No	
78. 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.
79. Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
80. 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

Compliance Indicator →	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures ↓		Yes	No	
81. 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		
Compliance Indicator →	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.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures ↓		Yes	No	
82. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		

a. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
b. Are procedures in place to promptly process other forms of ordered relief?		X		
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
83. Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
<p>If so, please identify the employees by title in the comments section, and state how performance is measured.</p> <p>All supervisors and managers have a critical element regarding EEO and Diversity in their performance standards. Supervisors and managers are evaluated on compliance with these standards. Diversity advocacy performance statement is included in all SES performance plans.</p>				
84. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO Office?		X		
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.				
85. Have the involved employees received any formal training in EEO compliance?		X		
86. Does the agency promptly provide to the EEOC the following documentation for completing compliance:		X		
a. 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		
b. Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		X		
c. Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, and narrative statement by an appropriate agency official of total monies paid?		X		
d. Compensatory Damages: The final agency decision and evidence of payment, if made?		X		
e. 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. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s.		X		
g. 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		

h. 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		
i. Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
j. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
k. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in the compliance matter.	X		
l. 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.

Part H
EEO Plan to Attain the Essential Elements of a
Model EEO Program

**EEOC FORM 715-01
PART H**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife Service's Annual EEO Program Status Report
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2014 U. S. Fish and Wildlife Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Essential Element B: Integration of EEO into the Agencies Strategic Mission</p> <p>Information for reporting and monitoring accessibility improvements for programs and facilities is not currently collected nationally, thereby making it difficult to ensure that major renovation projects are funded to ensure timely compliance with the Uniform Federal Accessibility Standards.</p>
OBJECTIVE:	Establish a process to collect information annually on the Regional progress of meeting 504 compliance reviews of field facilities to ensure that FWS program s, facilities and activities are accessible to individuals with disabilities.
RESPONSIBLE OFFICIALS:	<p>FWS Director Regional Directors Assistant Director - National Wildlife Refuge System Assistant Director - Business Management and Operations</p>
DATE OBJECTIVE INITIATED:	December 15, 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<p>September 30, 2013 Extended: December 31, 2016</p>
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Analyze the draft FWS Manual Chapter 063 FWS 3 http://www.fws.gov/policy/063fw3.html prior to providing guidance to the Regions on their responsibility for 504 compliance reviews in accordance with DOI regulations and FWS policy.	<p>September 30, 2013 EXTENDED: September 30, 2016</p>
2. Analyze the current Section 504 Program and make recommendations, as necessary.	<p>February 28, 2013 EXTENDED: September 30, 2015</p>
3. Form a working group that includes representation from all appropriate programs.	<p>September 30, 2013 EXTENDED: September 30, 2015</p>
4. Assign the working group planned activities with completion dates.	<p>September 30, 2013 EXTENDED: December 31, 2015</p>

5. Implement expansion of the tracking system to include at least one or more Regions.

September 30, 2013
EXTENDED:
December 31, 2016

Report of accomplishments and modifications to objective:

Region 1 (Pacific Region) provided training on how to conduct onsite reviews. Headquarters Refuges staff provided an overview of their facilities tracking system. Region 5 (Northeast Region) participated in a training session on the system.

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FY 2014 - U. S. Fish and Wildlife Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element E: Efficiency FWS has not implemented adequate data collection and analysis systems that permits tracking of information required by EEOC MD-715 and these instructions.
OBJECTIVE (1):	Collect appropriate information on applicants through access of the OPM USA Staffing tool to track, coordinate and evaluate the effectiveness of recruitment activities within the FWS.
RESPONSIBLE OFFICIALS:	Division of Human Resources Office of Diversity and Inclusive Workforce Management
DATE OBJECTIVE INITIATED:	December 15, 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 31, 2012 Extended: December 31, 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Review OPM - USA Staffing data to ensure the completion of the applicant flow tables.	December 31, 2012 COMPLETED: September 30, 2014
2. Modified: Once usable applicant flow data become available analyze and evaluate the data and prepare the applicant flow tables per requirements of MD-715.	December 31, 2012 EXTENDED: December 31, 2014
3. Continue to participate in applicant flow data working group meetings and webinars as available to stay aware of new developments in reporting.	December 31, 2016
Report of accomplishments and modification to objective: Modification planned FY 2014 activity #2 to include planned activity FY 2013 #3. FWS statisticians gained access to OPM's applicant flow data in FY2014 and reviewed it. They found that an accurate analysis of the application data is currently not possible due to limitations in the available data.	

At this time the applicant flow data do not include certain necessary information about category ratings used by FWS in hiring. Qualified applicants to FWS vacancies are determined to possess the minimum qualifications required for the position, superior qualifications, or something in between. Access to this information is crucial in understanding the quality of applicants to FWS vacancies and in determining where members of low participation groups are being eliminated from the applicant pool during the hiring process.

At this time these data also do not include any reliable way to deal with duplication, that is, multiple applications from the same applicant. Job seekers are typically not prohibited from applying to multiple open positions within FWS and may apply for a number of similar positions or reapply to a position that has been reposted. Furthermore, applicants for many FWS jobs can submit multiple applications for a single open position, either under different vacancy announcements, grades, or through a non-competitive process.

Whether analyzing hiring for a single position, a single series, or the Service as a whole, it is impossible to know if applicants from low participation groups are being eliminated at the qualification stage, the selection stage, or indeed not applying in the expected numbers in the first place when there is no way to distinguish between five applicants and one applicant who submitted five applications. These two scenarios have very different implications for barrier analysis and therefore the currently available *application* data cannot be treated as a one-to-one substitute for *applicant* data.

FWS will continue to work with OPM as part of the applicant flow data working groups to stay abreast of changes to the data reporting process and to provide feedback about what additional information is required for a meaningful barrier analysis. When a method for accurately determining the size and demographic composition of the applicant pool becomes available, FWS will be able prepare the applicant flow tables in accordance with the MD-715 requirements and evaluate targeted recruitment efforts. Conducting such an analysis of the data in its present form would only serve to further obscure specific problems in the recruitment, application, and selection process.

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U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife Service's Annual EEO Program Status Report
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2014 - U.S. Fish and Wildlife Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element E: Efficiency FWS determined that the current exit survey process has not been effective in evaluating potential barriers to retention.
OBJECTIVE(2): State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Implement a standard exit interview and surveying process where data can be collected by region and evaluated to identify barriers to retention.
RESPONSIBLE OFFICIAL:	Division of Human Resources Office of Diversity and Inclusive Workforce Management
DATE OBJECTIVE INITIATED:	December 15, 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013 Extended: September 30, 2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Modified Activity: Work with "Metrics that Matter," the contractor who provides the exit survey distribution and data collection technology, to determine the accuracy of the data reports.	September 30, 2012 MODIFIED: November 26, 2015
2. Modified Activity: Develop survey questions tailored to the Service in order to improve the quality of information gathered about barriers. Work together with HR to ensure that managers inform employees and encourage them to complete the exit interview and survey process with reminders and database monitoring.	September 30, 2012 MODIFIED: June 30, 2015
3. Analyze the data to determine if the modified survey is providing information on barriers. Develop appropriate remedies based on our findings.	September 30, 2012 MODIFIED: September 30, 2015
Report of accomplishments and modification to objective:	
1. Accomplishments on 2014 Planned Activity: <i>Develop a process to mine and analyze the data by Region:</i> FWS Human Resources (HR) and the Office of Diversity and Inclusive Workforce Management (ODIWM) reviewed the DOI exit survey and the data collected but were unable to determine the quality of the data, i.e., whether there were	

duplications in the data collected; whether all the responses were included; and whether the responses were related to the same person. In addition, the data collected could not be separated by region. Therefore, planned activity number 1, 2, and 3 were changed based on the data we reviewed to provide a step-by-step plan to achieve the ultimate objective.

2. Accomplishments on 2014 Planned Activity: *Develop appropriate remedies to address the barriers to retention based on the findings:* To retain employees, the FWS made a concerted effort to revitalize the Change Agent Program as one way to encourage retention. Under the supervision of a Service Directorate member who was assigned the lead for this initiative, a shared google site was developed so that change agents had access to not only information on meetings and other resources but could share their best practices with colleagues. A Change Agent Support Team was established to assist the lead for the change agent initiative to work with one representative from each Region, and to help facilitate the work of change agents. A fact sheet was prepared to explain the roles and responsibilities of change agents and regularly scheduled meetings are held to share ideas and concerns. Another initiative that FWS has undertaken is integrating the diversity and inclusion principles into all leadership training to ensure that current and future leaders are culturally competent to manage and retain a diverse workforce. Training is being provided by the Department for three FWS Change Agents to attend a train-the-trainer workshop on how to launch and implement the Department's "Dignity and Respect" campaign in the Service.

The Service again provided a mentoring program in Headquarters, which included formal training for mentors and mentees at the FWS National Conservation Training Center.

The FWS procured a climate survey (administered in October 2014) to gather information from employees to better understand employee attitudes and understandings of EEO issues and responsibilities and to identify barriers to retention.

3. Accomplishments on 2014 Planned Activity: *FWS will develop a new survey tool:* Numerous inquiries were made to determine the agency's authority to develop a FWS-specific survey. FWS understanding is that the standard DOI exit survey should be used with questions added to address FWS interests.

Part I
EEO Plan to Eliminate Identified Barriers

**EEOC FORM
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U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife Service's Annual EEO Program Status Report
EEO Plan to Eliminate Identified Barrier**

FY 2014 - U.S. Fish and Wildlife Service	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>There is a low participation rate of Asians in the total FWS permanent workforce.</p> <p>This condition was recognized after conducting a review of FWS FY 2014 permanent workforce data for the MD 715. Analysis revealed a low participation rate of Asians (2.3%) in FWS' permanent workforce in comparison to the civilian labor force (5.6%).</p> <p>FPPS data was analyzed by comparing participation rates of <u>all</u> racial and ethnic groups in FWS workforce. This determined initial cause of the condition.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The participation rate of Asians in the permanent workforce in FY 2014 remained relatively the same compared to FY 2013. Two or 0.9% Asians were hired. FWS experienced the least number of new hires (222) in the total permanent workforce in at least 15 years.</p> <p>A review of separations on Table A14 indicated that there were 15 separations of Asians from the permanent workforce. The rate of separations 2.2% for Asians in the permanent workforce is below their availability of 5.6% CLF.</p> <p>A statistical analysis of promotions, awards, and developmental opportunities was conducted but it did not uncover any issues of significance related to Asians.</p> <p>A review of internal selections for Senior Level Positions (GS 13/14, GS 15, and SES positions) was conducted. No Asians were selected for 24 of the positions filled at the GS 13 level. Asian employees were 2.2% of the relevant pool of 1,882 employees. Of the 24 positions that were filled at the GS 14 level, no Asians were selected. Asians were 2.4% of the relevant pool of 1,405 employees. At the GS 15 level, nine positions were filled. No Asians were selected. They were 1.5% of the 556 employees in the relevant pool. At the SES level, Asians were 1.3% of the relevant pool. Only one vacancy was filled but not with an Asian.</p> <p>Asians are below their CLF availability in all the major occupational series, with the exception of the law enforcement related series, 1811, 0025 LE and 1801 LE.</p> <p>Of the 178 Asian employees in the permanent workforce at the end of FY 2014, 65% are found in grades 11-13 and only 5% are in grade 14 and 15. Twenty-seven percent of the Asians are found in grades five through nine and 3% in Wage Grades two through 10. This suggests that the Service should focus on increasing the number of Asians in the workforce overall and in the lower and higher grades.</p> <p>Seventy-six or 42.7% of the Asian employees are found in the professional categories</p>

	<p>although they only constitute 2.3% of all the members in this category. Sixty-four or 35.9% of the Asians are in the Officials and Managers category although they constitute only 2.4% of the all the members in this category.</p> <p>At the end of FY 2013, there were nine Asian Student Career Experience Program (SCEP)/Pathways Interns with permanent appointments. These nine Asian students constituted 5.8% of all interns. During FY 2014, three of the nine Asian permanent intern appointments were converted to term appointments upon graduation. Two of the Asians interns were converted to career positions, two separated from FWS and the remaining two are still completing their SCEP appointment.</p> <p>The temporary workforce consists of 1,058 employees, including 23 Asians who are 2.2% of the workforce. There was a 0.3% increase in their participation in FY 2014 compared to FY 2013 (1.9%). Of the total number of accessions (700) in to the temporary workforce, 1.7% or 12 were Asians. Eleven or 1.7% Asians separated from the temporary workforce.</p> <p>In FY 2013, three or 1.8% of the STEP/Pathways Interns with temporary appointments were Asians. In FY 2014, four or 3.9% of the 103 student interns with temporary appointments were Asians, which was a +2.1 participation change compared to FY 2013. Of the 44 accessions, three or 6.8% were Asians which is above their availability in the CLF. Of the 78 separations of student interns two or 2.6% were Asians.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>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>Modification for 2015: Low opportunities for conversion of students that were placed in term appointments upon graduation, to permanent appointments in the competitive service.</p> <p>Inconsistent coordination of recruiters, human resources specialists and hiring officials in developing and executing strategies to reach Asian applicants for vacancies.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Modification for 2015: Increase conversions of Asians in term appointments to permanent appointments in the competitive service as vacancies occur.</p> <p>Have more engaged managers and supervisors working with the recruiters and human resources specialists in executing their responsibilities to recruit an inclusive applicant pool for vacancies to reach Asian applicants.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Recruiters</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>December 15, 2009</p>

TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2011 Extended: September 30, 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Modified Activity: Establish a specific partnership with the Director of the Gates Millennium Scholars Program at the Asian and Pacific Islander American Scholarship Fund to help locate Asian candidates for recruitment.	September 30, 2014 MODIFIED: September 30, 2016
2. Modified Activity: Hiring officials will start with the recruiters and human resources specialists when planning to fill vacancies for all positions to develop job-specific recruitment plans to reach Asian candidates through the list of targeted schools.	MODIFIED: September 30, 2016
3. Expand existing and develop new targeted partnerships, outreach sources, and recruitment tools with Asian communities, organizations, and associations such as CAPAL.	COMPLETED: September 30, 2014
4. Modified Activity: The FWS will also continue to work with students from AAPI universities to provide information sessions on careers, and workshops on resume building, job searches, Federal hiring authorities, and networking.	MODIFIED: September 30, 2016
Report of accomplishments and modifications to objective:	
We made modifications to the Planned Activities to focus more on manager and supervisor engagement with HR and the recruiters.	
1. The FWS continued their partnership with the Gates Millennium Scholars Program (GMS) to develop new methods of engaging Asian students and alumni.	
2. The FWS developed a list of all the schools attended by Pathways Interns in permanent and temporary positions to assist with the selection of schools for targeted recruitment of Asian candidates.	
3. The FWS met with the Conference on Asian Pacific American Leadership (CAPAL) and was told they are re-evaluating their mission and services which currently do not focus on targeted recruitment for agencies. The FWS will continue to provide recruitment information to CAPAL.	
4. The FWS conducted several Conservation Career Symposia for diverse graduate and undergraduate students interested in public service careers in natural resource and wildlife management, providing tools to help students with building resumes, job searches, Federal hiring authorities, networking, and competing for FWS Pathways summer internships. FWS Region 6 hosted two Conservation Career Symposia, at which they recruited diverse students, including Asians. Region 8 held one at the University of California-Berkeley to reach out to Asian students, and another at the University of Hawai'i at Hilo (an AANAPISI) at which the focus for recruitment was on Native Hawaiians and Asians. Region 8 hosted a trip to the Sacramento National Wildlife Refuge for 36 Wildlife, Fish and Conservation Biology students from UC Davis.	
The FWS also participates in other career fairs and information sessions at universities, for example, FWS Region 8 hosted 14 career fairs and student information sessions at colleges and universities where the Asian student body ranges from (.25% to 14%).	
FY 2014 was the third year for the Summer Faculty Fellowship Program pilot which expands the network of the MSI faculty members who are familiar with FWS programs, activities, and careers and who serve as additional sources for recruitment. In FY 2014, nine fellows participated nationally with one of them representing the University of Hawaii at Manoa.	

FWS Region 6 provided a total of \$55K through a grant agreement to the Corporate Work Study Program; over a 5-year period, R6 has educated, trained and employed 12 disadvantaged Hispanic and Asian youth providing invaluable learning and work experience in conservation and natural resources.

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U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife Service's Annual EEO Program Status Report
EEO Plan to Eliminate Identified Barrier**

FY 2014 - U.S. Fish and Wildlife Service	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>There is a low participation rate of Black employees in FWS total permanent workforce.</p> <p>This is an ongoing condition as reflected in a review of FWS FY 2014 permanent workforce data. The participation rate of Blacks in FY 2014 is 4.7% compared to their availability in the CLF 6.7%.</p> <p>FPPS data was analyzed by comparing participation rates of <u>all</u> racial and ethnic groups in FWS's workforce. This determined initial cause of the condition.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review of accessions and separations of Black employees was conducted. Blacks constituted 6.8 % of accessions, a rate higher than their availability of 6.7% in the CLF. Of the 672 separations, Blacks were 31 or 4.6% of those who separated. The number of Blacks in the workforce declined by 17 but there was no change in the participation rate of Blacks (4.7%) in the workforce in FY 2014 compared to FY 2013. Of the 136 competitive promotions seven or 5.1% of those selected were Blacks and of the 408 non-competitive promotions 33 or 8.1% of the promotions went to Black employees.</p> <p>A review of Black participation in the Service's three Leadership Development Programs was conducted. There were 123 Black employees who were 4.1% of the relevant pool of 2,987 employees eligible to apply for the Stepping Up to Leadership Program (SUTL) for GS 11 and 12's. Seven Black employees applied for the program and of the 48 employees selected, Blacks were 2.1% of the successful candidates. Of the GS 13 and GS 14 employees eligible for the Advanced Leadership Development Program, 61 Blacks were 3.6% of the 1,677 relevant pool. One Black employee applied for one of the 24 slots but was not selected. There are 15 Black employees eligible at the GS 15 level for the SES Candidate Development Program. They constitute 2.3% of the relevant pool.</p> <p>A review of internal selections for Senior Level Positions (GS 13/14, GS 15, and SES positions) was conducted. No Blacks were selected for 24 of the positions filled at the GS 13 level. Black employees (79) were 4.2% of the relevant pool of 1,882 employees eligible. Of the 24 positions that were filled at the GS 14 level, one Black was 4.2% of those selected. Blacks were 3.9 of the relevant pool of 1,405 employees eligible. At the GS 15 level, 9 positions were filled. No Blacks were selected. Fifteen Blacks were 2.7% of the 556 employees eligible at this level. At the SES level, Blacks were 3.2% of the 159 eligible employees. None of the five eligible Black employees was selected for the one position that was filled. Blacks currently comprise 13% of the 23 SES positions.</p> <p>Of the 373 Blacks in the permanent workforce, 58 are in the professional biology series and eight are in the other major occupational series. The remaining 307 Black employees are in positions in various occupational series. A review of the professional and administrative workforce, excluding the major occupational series, indicates that</p>

	<p>191 or 9.1% of the 2,106 employees who are in these positions are Black. Seventeen Black employees separated from the FWS in this group and were 8.0% of the total separations of 212 employees compared to the CLF of 9.7% for this group.</p> <p>In FY 2014, the temporary workforce of 1,058 employees consisted of 1.7% or 18 Blacks compared to the 22 or 2.1% Black representation in FY 2013. Of the 700 accessions in the temporary workforce, 9 or 1.3% were Black employees. Of the 651 who separated in the temporary workforce, 11 or 1.7% were Black employees.</p> <p>At the beginning of the FY 2014, 11 or 7.1% of the 155 SCEP/Pathways interns with permanent appointments were Black. At the end of FY 2014, there were 108 interns with permanent appointments with 6 or 5.6% of the interns who were Black. Of the 34 accessions of interns with permanent appointments, one or 2.9% of these interns were Black. Three of the 41 or 7.3% of the interns who were converted to career appointments were Black. One of 11 interns who were converted to term appointments was Black. Two Black interns with permanent appointments were 7.4% of the 27 who separated.</p> <p>With respect to the Student Employment (STEP)/Pathways Interns with temporary appointments, five or 4.9 of the 103 interns with temporary appointments were Black compared to FY 2013 when eight or 4.7% of the interns were Black. There were 44 accessions of interns with temporary appointments but none were Black. One of the ten interns with a temporary appointment was converted to a career position. Two Black interns with temporary appointments were 2.6% of the 78 interns who separated.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>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>Modification for 2015:</p> <p>Inconsistent coordination of recruiters, human resources specialists and hiring officials in developing and executing strategies to reach Black applicants for vacancies.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Modification for 2015:</p> <p>Have more engaged managers and supervisors working with the recruiters and human resources specialists in executing their responsibilities to recruit an inclusive applicant pool for vacancies to reach Black applicants.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>FWS Directorate Division of Human Resources Project Leaders and Hiring Officials Office of Diversity and Inclusive Workforce Management Recruiters</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>December 15, 2009</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2011 Extended: September 30, 2016</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Modified Activity: Strengthen FWS engagement with communities and educational institutions that are able to reach Black candidates by conducting activities, such as, Conservation Career Symposia.	September 30, 2014 MODIFIED September 30, 2016
2. Modified Activity: Develop non-traditional partnerships, such as, with the Phi Beta Sigma Fraternity to reach Black students and alumni at targeted colleges and universities to promote a greater understanding and appreciation of natural resource management and wildlife conservation in anticipation they will consider careers in the FWS.	MODIFIED September 30, 2016
3. The FWS/NCTC will engage professors and students from Historically Black Colleges and Universities to work on a research projects at local field stations to develop collaborative efforts and to interest them in conservation and natural resource management.	September 30,2016
Report of accomplishments and modifications to objective:	
<p>1. The FWS has continued their partnership with the Gates Millennium Scholars Program (GMS) to develop new methods of engaging the subcomponents of the United Negro College Funds and other organizations to reach Black students and alumni.</p> <p>The FWS conducted several Conservation Career Symposia for diverse graduate and undergraduate students interested in public service careers in natural resource and wildlife management, providing tools to help students with building resumes, job searches, Federal hiring authorities, networking, and competing for FWS Pathways summer internships. FWS Region 6 hosted two Conservation Career Symposia, at which they recruited diverse students, including Blacks. FWS also participates in other career fairs and information sessions at universities; for example, FWS Region 8 hosted 14 career fairs and student information sessions at colleges and universities. These efforts generate applications for internships in Pathways and the Directorate Resource Assistant Fellows Program.</p> <p>Outreach and recruitment activities were sponsored at HBCUs, such as: Arkansas-Pine Bluff, Langston and Delaware State Universities, through campus visits to natural resources departments and participation in career fairs. FWS sponsored and supported many Directorate Resource Assistant Fellows Program interns and Pathways interns which allows for targeted outreach to minorities in natural resources fields.</p> <p>FY 2014 was the third year for the Summer Faculty Fellowship Program pilot which expands the network of the MSI faculty members who are familiar with FWS programs, activities, and careers and who serve as additional sources for recruitment. In FY 2014, nine fellows participated nationally, four of which represented Black MSI's (Langston, Delaware, Alabama A&M and Lincoln University).</p> <p>FWS participated in MANNRS Conferences, at Blacks in Government (BIG) Regional Conferences, and at the BIG National Conference in Las Vegas, NV. FWS Region 4 supported the SEAFWA/MINRC 2014 Conference and helped sponsor the attendance of 14 women and minority students interested in natural resources opportunities.</p> <p>2. Signed a Memorandum of Understanding with the Phi Beta Sigma Fraternity to reach Black students and alumni at targeted colleges and universities to promote a greater understanding and appreciation of natural resource management and wildlife conservation.</p>	

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<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>There is a low participation rate of Blacks in the professional biology series.</p> <p>This condition was recognized after further examining the participation rate of Black employees in the professional biology workforce series. The participation rate was 1.6% in FY 2014 compared to the civilian labor force (CLF) of 3.0%, a difference of 1.4%.</p> <p>Their participation rate (1.6%) in the professional biology series in FY 2014 remained the same compared to FY 2012 and FY 2013.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review was conducted of accessions and separations of Black employees in the FWS mission-critical permanent professional biology occupations. There were 87 accessions in FY 2013 and 65 accessions in FY 2014 in the professional biology series, none of which were of Black biologists despite their availability in the CLF of 3.0%.</p> <p>Of the 258 separations in FY 2014 from this series, four or 1.6% were Black professional biologists.</p> <p>A review of Black participation in the major biology occupational series indicated that 82.7% or 48 of the Black professional biologists were in the General Biology (20), Fish Biology (13), and Wildlife Refuge Management series (15) with five or less Black biologists in each of the remaining professional biological series.</p> <p>Of the 67 SCEP/Pathways interns with permanent appointments in biology in FY 2014, two or 3.0% of the interns were Black compared to FY 2013 when three or 3.2% of the 95 interns were Black. One or 5% of the 20 conversions to career positions was a Black intern.</p> <p>A review of Black participation in the professional biology series in the temporary workforce revealed that in FY 2014, there was a participation change of -1.2% with the loss of five Black professionals compared to FY 2013. Of the 320 professional biologists in the temporary workforce, only 1.6% or 5 were Black employees. In the temporary professional biology workforce Blacks are only found in the general biology 401 series. Of the 90 accessions in the temporary workforce in FY 2014, none were Black.</p> <p>In the temporary professional biology workforce in FY 2014 three or 3.9% of the 76 STEP/Pathways interns were Blacks compared to 5 or 4.3% of 115 interns in FY 2013. Of the 37 accessions of interns into the temporary workforce in the biology series, none were Black. No Black interns were converted to career positions, to interns with permanent appointments or to term positions. Of the 56 separations, one or 1.8% was Black.</p>

STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Modification for 2015: Inconsistent coordination of recruiters, human resources specialists and hiring officials in developing and executing strategies to reach Black applicants for vacancies.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Modification for 2015: Have more engaged managers and supervisors working with the recruiters and human resources specialists in executing their responsibilities to recruit an inclusive applicant pool for vacancies to reach Black applicants.
RESPONSIBLE OFFICIAL:	FWS Directorate Managers and Supervisors Division of Human Resources Office of Diversity and Inclusive Workforce Management Recruiters and Project Leaders
DATE OBJECTIVE INITIATED:	December 15, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2012 Extended: September 30, 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Modified Activity: Engage Black communities, organizations, and associations to promote careers in conservation and natural resources management to their members.	September 30, 2014 MODIFIED September 30, 2016
2. Modified Activity: Increase the number and quality of partnerships and activities with Historically Black Colleges and Universities. Host a Student Conservation Symposium at selected Historically Black Colleges and Universities, such as, Langston, Delaware State, Arkansas-Pine Bluff Universities to reach students who qualify to apply for internships, Pathways positions, and other entry level positions.	September 30, 2014 MODIFIED September 30, 2016
3. Continue the use of the Directorate Resource Assistant Fellows Program (DFP) to target and recruit individuals who are enrolled in Historically Black Colleges and Universities.	September 30, 2016
4. Recruiters, human resources specialists, and hiring officials will work together to develop targeted recruitment strategies to reach organizations and/or colleges and universities with a high Black population or constituency who qualify for FWS careers in the biological series.	September 30, 2016

Report of accomplishments and modifications to objective:

We made modifications to the Planned Activities to focus more on manager and supervisor engagement with HR and the recruiters.

1. The FWS strengthened its partnership with GMS to develop a process of notifying students and alumni through the internet of job vacancies and internship opportunities. Established a MOU with the Phi Beta Sigma Fraternity to reach Black students and alumni at targeted colleges and universities and promote a greater understanding and appreciation of natural resource management and wildlife conservation in anticipation they will consider careers in the FWS. FWS participated in MANNRS Conferences, at Blacks in Government (BIG) Regional Conferences, and at the BIG National Conference in Las Vegas, NV. FWS Region 4 supported the SEAFWA/MINRC 2014 Conference and helped sponsor the attendance of 14 women and minority students interested in natural resources opportunities.

2. Outreach and recruitment activities were sponsored at HBCUs, such as: Arkansas-Pine Bluff, Langston and Delaware State Universities, through campus visits to natural resources departments and participation in career fairs. The FWS hires Student Ambassadors who have worked for the Service and are selected to serve as the agency's representatives on campus to build awareness about the FWS's mission and opportunities for internships and careers among students and also faculty members. In FY 2014, the FWS selected 12 Student Ambassadors establishing new relationships with Florida Atlantic University, Florida A&M, University of Georgia, Louisiana Tech University, North Carolina State University, Colorado State University, University of Arkansas-Pine Bluff.

3. The FWS developed a new Directorate Resource Assistant Fellows Program (DFP) designed to target individuals who are enrolled in Minority Academic Institutions. Upon successful completion of an 11 week intern assignment and graduation from their university, the students had an opportunity for a permanent appointment in the FWS. Representation of Blacks in the first cohort was 6.5% which is above the 3.0% CLF.

4. FWS sponsored and supported many activities for targeted outreach to minorities in natural resource fields. Conservation Career Symposia for diverse graduate and undergraduate students interested in public service careers in natural resource and wildlife management, provided tools to help students with building resumes, job searches, Federal hiring authorities, networking, and competing for FWS Pathways summer internships. FWS Region 6 hosted two Conservation Career Symposia, at which they recruited diverse students, including Blacks. FWS also participated in other career fairs and information sessions at universities; for example, FWS Region 8 hosted 14 career fairs and student information sessions at colleges and universities. These efforts generated applications for internships in Pathways and the Directorate Resource Assistants Fellows Program.

FY 2014 was the third year for the Summer Faculty Fellowship Program pilot which expanded the network of the MSI faculty members who are familiar with FWS programs, activities, and careers and who served as additional sources for recruitment. In FY 2014, nine fellows participated nationally, four of which represented Black MSI schools.

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<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>There is a low participation rate of Hispanic women in the professional biology series.</p> <p>This condition was recognized when examining the participation rate of Hispanic women in the professional biology workforce series in FY 2014. The participation rate of Hispanic women in FY 2014 was 1.5% although their availability in the CLF is 2.1%. The participation of Hispanic women in the professional biology series in FY 2014 remained unchanged from FY 2013.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review of accessions and separations of Hispanic women in the professional biologists and biology students series was conducted. The data indicated that the one Hispanic woman hire in the professional biology series constituted 1.5% of all the accessions (65) in these series. There were no accessions of Hispanic women to these series from either the temporary workforce or from Pathways.</p> <p>Of the 258 separations, three or 1.2% of the separations were Hispanic women. Based on a review of internal competitive promotions in these series, there is no evidence that there is a barrier for Hispanic women in being selected for competitive promotions despite their low participation rate.</p> <p>Eighty-five percent of Hispanic women in the professional biology series, excluding students, are found in three major occupation series: General Biology (0401); Wildlife Refuge Management (0485); and Wildlife Biology (0486).</p> <p>A review of the Permanent SCEP/Pathways Programs revealed that in FY 2014 only one or 1.5% of the 67 interns with permanent appointments was an Hispanic woman. Of the 12 accessions of interns with permanent appointments, none were Hispanic women.</p> <p>In the temporary workforce, four Hispanics comprised 1.3% of the workforce in these series. The participation change from FY 2013 to 2014 was -0.4. Of the 90 accessions of temporary employees in these series, there was one accession of an Hispanic woman. This accession represented 1.1% of all accessions to the temporary workforce in these series.</p> <p>In FY 2014 one Hispanic woman was 1.3% of the Temporary STEP/Pathways Programs of the 76 interns compared to two or 1.7% of the interns with temporary appointments in FY 2013. Of the 37 accessions of interns with temporary appointments, none were Hispanic women.</p>

<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>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>Modified for 2015: Inconsistent coordination of recruiters, human resources specialists and hiring officials in developing and executing strategies to reach Hispanic women to apply for vacancies.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Modification for 2015: Have more engaged managers and supervisors working with the recruiters and human resources specialists in executing their responsibilities to recruit an inclusive applicant pool for vacancies to reach Hispanic applicants at Hispanic Serving Institutions with high populations of Hispanics in fish and wildlife programs to reach qualified Hispanic women at the entry level.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>FWS Directorate Managers and Supervisors Division of Human Resources Office of Diversity and Inclusive Workforce Management Recruiters and Project Leaders</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>December 15, 2009</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2011 Extended: September 30, 2016</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE</p>
<p>1. Interview Hispanic women who currently work for FWS to assist with identifying recruitment sources.</p>	<p>September 30, 2013 COMPLETED</p>
<p>2. Modified Activity: Establish a relationship with at least one organization at a Hispanic Serving Institutions (HSI) that can assist in the recruitment of Hispanic women for a career as a biologist in FWS.</p>	<p>September 30, 2013 MODIFIED: September 30, 2016</p>
<p>3. Modified Activity: Establish at least one new relationship with a group or organization to assist in the recruitment of Hispanic women in the biological field. Actively engage non-traditional partners in assisting the Service in reaching Hispanics majoring in natural resources.</p>	<p>September 30, 2013 MODIFIED: September 30, 2016</p>
<p>4. Execute the Directorate Resource Assistant Fellows Program (DRAFP) that prioritizes recruitment at Minority Academic Institutions (which includes Hispanic Serving Institutions) and other in institutions of higher education to reach Hispanic student populations.</p>	<p>September 30, 2016</p>

Report of accomplishments and modifications to objective:

We made modifications to the Planned Activities to focus more on manager and supervisor engagement with HR and the recruiters.

1. Interviewed Hispanic employees and student interns who worked for DOI to discuss barriers to employment and the need to develop additional recruitment sources to reach Hispanics. The interviewees indicated that their universities did not provide them with information on careers in government and did not make them aware of internship opportunities with FWS/DOI.

2. The FWS partnered with the Doris Duke Foundation to provide information on FWS career opportunities to the scholarship recipients, which included Hispanics women majoring in natural resources. FWS conducted student information sessions at the University of New Mexico to provide information about FWS careers and workshops on how to compete for Pathways internships, resume building, and navigating the Federal hiring process.

The FWS piloted the third year of its Summer Faculty Fellowship Program to reach out to faculty at Minority Academic Institutions, including Hispanic-Serving Institutions such as Colorado Mesa University. This Program provides stipends and opportunities for professors at select universities to work at FWS facilities in exchange for completing and submitting campus conservation career awareness project plans. This year one fellow represented the University of Puerto Rico.

3. Launched the FWS Nontraditional Stakeholders Platform initiative housed out of External Affairs. The initiative introduces a new model of engagement focused on transitioning nontraditional stakeholders in the Hispanic Community into a role of civic participation and stewardship based on a scientific foundation.

The FWS developed a new Directorate Resource Assistant Fellows Program (DFP) designed to target individuals who are enrolled in Minority Academic Institutions. Upon successful completion of an 11 week intern assignment and graduation from their university, the students have an opportunity for a permanent appointment in the FWS. Representation of Hispanics in the first cohort was 33.3%.

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<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>There is a low participation rate of Asians in the professional biology series within FWS workforce.</p> <p>This condition was recognized after examining the participation rate of Asians professional biologists. The participation rate of Asian professional biologists (1.8%) was compared to Asian professional biologists in the CLF (7.2%).</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Even though one or 1.5% Asian was hired in the 0401 General Biology series, Asian representation in the professional biology series declined by -0.1% in FY 2014 compared to FY 2013.</p> <p>A review of accessions revealed that of the 65 accessions, one Asian comprised 1.5% of the hires in the biological series in FY 2014. This rate of accessions is lower than expected given the participation of Asians in the CLF. Four or 1.6% of the 258 separations from this series were Asians.</p> <p>One of the 28 employees hired into a developmental position was an Asian.</p> <p>In the temporary professional biological series, consisting of 320 employees, there were 11 Asians or 3.4% in FY 2014 compared to eight or 2.2% in FY 2013, a participation change of +1.2%. Of the 90 accessions in the temporary professional series, 1.1% or one Asian was hired.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>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>Modification for 2015: Low opportunities for conversion of biology students that were placed in term appointments upon graduation, to permanent appointments in the competitive service.</p> <p>Inconsistent coordination of recruiters, human resources specialists and hiring officials in developing and executing strategies to reach Asian applicants for vacancies.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Modification for 2015: Increase conversions of Asian biologists with term appointments to permanent appointments in the competitive service as vacancies occur.</p> <p>Have more engaged managers and supervisors with recruiters and human resources specialists in executing their responsibilities to recruit an inclusive applicant pool for vacancies to reach Asian applicants.</p>

RESPONSIBLE OFFICIAL:	FWS Directorate Division of Human Resources Office of Diversity and Inclusive Workforce Management Hiring Officials and Project Leaders Recruiters
DATE OBJECTIVE INITIATED:	December 15, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2012 Extended: September 30, 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Interview FWS Asian biologists to assist with identifying recruitment sources.	September 30, 2013 COMPLETED: September 30, 2014
2. Conduct Conservation Career Symposia at universities with a high Asian population to inform students about FWS careers, developing resumes for Federal jobs, how to search for vacancies, and apply for positions.	September 30, 2016
3. Engage Gates Millennium Scholars Program, Asian American Government Executives Network, and National Council of Asian Pacific Americans to assist FWS in reaching Asian professional biologists for the pipeline.	September 30, 2016
4. Identify and meet with key contacts and establish partnerships that will benefit the Service in locating and reaching individuals from targeted groups. Coordinate a course of action with the partner(s) to evaluate the outcomes.	September 30, 2016
5. Work with managers and human resources to consider advertising vacancies in multiple series to reach a broader pool of candidates for biology positions.	September 30, 2016
Report of accomplishments and modifications to objective:	
<p>1. FWS Asian biologists were interviewed to identify recruitment sources. The interviewees expressed the possibility that Asians from their community and universities do not appear to be aware of FWS careers and often prefer to work in urban settings.</p> <p>2. The FWS conducted several Conservation Career Symposia for diverse graduate and undergraduate students interested in public service careers in natural resource and wildlife management, providing tools to help students with building resumes, job searches, Federal hiring authorities, networking, and competing for FWS Pathways summer internships. FWS Region 6 hosted two Conservation Career Symposia, at which they recruited diverse students, including Asians. Region 8 held one at the University of California-Berkeley to reach out to Asian students, and another at the University of Hawai'i at Hilo (an AANAPISI) at which the focus for recruitment was on Native Hawaiians and Asians. Region 8 hosted a trip to the Sacramento National Wildlife Refuge for 36 Wildlife, Fish and Conservation Biology students from UC Davis.</p> <p>The FWS also participates in other career fairs and information sessions at universities, for example, FWS Region 8 located in California hosted 14 career fairs and student information sessions at colleges and universities where the Asian student body ranges from (.25% to 14%).</p> <p>3. The FWS continued their partnership with the Gates Millennium Scholars Program (GMS) to develop new methods of engaging Asian students and alumni.</p> <p>The FWS developed a list of all the schools attended by Pathways Interns in permanent and temporary positions to assist with the selection of schools for targeted recruitment of Asian candidates. The FWS met with the Conference on Asian Pacific American Leadership (CAPAL) and was told they are re-evaluating their mission and services which currently do not focus on targeted recruitment for agencies. The FWS will continue to provide recruitment</p>	

information to CAPAL.

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STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The participation rate of woman Criminal Investigators (CI) is lower than expected in the FWS workforce. The participation rate of women Criminal Investigators continues to be a barrier with a participation rate of 12.9% compared to their availability in the Civilian Labor Force (CLF) of 23.7%.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The CI workforce decreased from 212 in FY 2013 compared to 202 in FY 2014 with a loss of nine men and 1 woman. There was a slight difference in the participation rate of women (12.7% in FY 2013 compared to 12.9% in FY 2014). In FY 2014 two CIs from the outside were hired, with one being a woman. Competitive promotions were within the statistically expected range based on the gender composition of the CI series. The FWS did not use Pathways as a recruitment tool in this series.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Managers are not personally involved in the development of strategic targeted recruitment initiatives to reach women candidates eligible to apply for 1811 vacancies. Little opportunity for vacancies to execute strategies to reach women applicants because the workforce was contracting and there were few hires.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Partner with other Law Enforcement agencies comprised of experienced CIs to increase the pool of candidates. Develop recruitment strategies which encourage women to compete for CI positions.
RESPONSIBLE OFFICIAL:	Chief, Office of Law Enforcement Division of Human Resources Office of Diversity and Inclusive Workforce Management Recruiters
DATE OBJECTIVE INITIATED:	December 15, 2009

TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30,2012 Extended: September 30, 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. FWS will work with Law Enforcement to identify at least one Law Enforcement organization to conduct outreach for the purpose of increasing women participation in CI.	September 30, 2012 EXTENDED: September 30, 2015
2. ODIWM and HR will work with Law Enforcement to develop a survey for employees currently in the Criminal Investigator (GS-1811) series to identify best recruitment strategies/sources to increase the participation rate for women CI.	September 30, 2011 EXTENDED: September 30, 2015
3. Develop strategies such as partnering with other Federal Law Enforcement agencies and organizations such as Women in Federal Law Enforcement to develop targeted recruitment plans	September 30, 2011 EXTENDED: September 30, 2015
4. ODIWM and HR will work with Law Enforcement to develop recruitment strategies to increase the participation of women CI. As vacancies occur, conduct targeted recruitment focusing on organizations and other Federal, State and municipal agencies to reach women who qualify for the Criminal Investigator series.	September 30, 2012 EXTENDED: September 30, 2016
5. Modified Activity: ODIWM will have discussions with the Chief of LE and SACs to develop recruitment strategies to increase diversity in the C I series.	September 30, 2013 MODIFIED: September 30, 2014
Report of accomplishments and modifications to objective:	
<p>Planned Activity 4: The Planned Activity #4 above was modified from the FY 2013 activity to add a clarifying sentence. We modified this activity due to little opportunity to address the shortfall of few women in CI positions with the workforce contracting and limited number of hires in FY 2014.</p> <p>Planned Activity 5: The Planned Activity #5 above was modified from FY 2013 Planned Activity #5 to allow discussion of recruitment strategies beyond one conference.</p>	

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<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>There is a low participation rate of individuals with targeted disabilities in FWS.</p> <p>This condition was recognized after examining the participation rate of employees with targeted disabilities which is 1.3% compared with the Federal workforce benchmark which is 2.0%.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>An analysis of the permanent workforce data for individuals with targeted disabilities in FWS compared with the Federal benchmark determined the initial cause of the condition.</p> <p>Employees with targeted disabilities in FWS are 1.3% of the workforce which is 0.7% below the benchmark.</p> <p>Although, this is a slight increase from FY 2013, FWS will continue to assess the hiring of individuals with targeted disabilities in comparison to the Director's goal of 27 hires.</p> <p>In FY 2014, FWS hired 13 individuals with targeted disabilities (five permanent and 8 temporary), compared to 20 hires (14 permanent and six temporary) in FY 2013.</p> <p>There were 17 (nine permanent and eight temporary) separations of individuals with targeted disabilities from the total workforce.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>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>Modification for 2015:</p> <p>Inconsistent coordination of recruiters, human resources specialists and hiring officials in developing and executing strategies to reach individuals with targeted disabilities for vacancies.</p>

OBJECTIVE:	Have more engaged managers and supervisors working with recruiters and human resources specialists to use the special hiring authorities for qualified individuals with targeted disabilities.	
State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		
RESPONSIBLE OFFICIALS:	FWS Directorate Managers and Supervisors Division of Human Capital Office of Diversity and Inclusive Workforce Management	
DATE OBJECTIVE INITIATED:	December 15, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010 Extended: September 30, 2016	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE	
1. Implement the Director’s hiring goals for individuals with targeted disabilities. Continue to work towards the Director’s annual goal of hiring three individuals with disabilities per Region (a total of 27) in an effort to increase the number of individuals with targeted disabilities hired.	September 30, 2015	
2. Modified: Continue to develop strategic recruitment initiatives to reach individuals with targeted disabilities through partnerships, national recruitment programs, and college career fairs.	September 30, 2015 EXTENDED: September 30, 2016	
3. Modified: Monitor statistics on hires of individuals with targeted disabilities and provide reports to managers and supervisors quarterly. Use quarterly workforce briefings, monthly staff meetings, and other meetings with managers and supervisors to develop recruitment sources and strategies for using various hiring authorities to reach individuals with targeted disabilities.	September 30, 2015	
4. Continue to provide training, advice, and guidance on the legal and regulatory requirements associated with special employment programs that can be used to recruit and hire individuals with targeted disabilities and disabled veterans (i.e., Schedule A – Appointment of Individuals with Disabilities; Appointment of 30% or More Disabled Veterans.	September 30, 2015	
5. Issue an annual all-employee message to ask employees to update their race, national origin, and disability status in employee express to improve the quality of data for all regions.	September 30, 2015	
6. Continue to use quarterly workforce briefings, monthly staff meetings, and other meetings with managers and supervisors to develop recruitment sources and strategies for using various hiring authorities to reach individuals with targeted disabilities.	September 30, 2015 COMPLETED September 30, 2014	
7. Continue partnering with External Affairs and managers and supervisors to develop and share more articles on partnerships and employees with disabilities for InsideFWS and public web pages.	September 30, 2015 COMPLETED September 30, 2014	
8. Participate in college career fairs and conduct on-campus visits with partners and colleges such as Gallaudet University to recruit students with targeted disabilities.	September 30, 2015 COMPLETED: September 30, 2014	
Report of accomplishments and modifications to objective:		
Planned Activity #3 was modified to combine the goals from FY 2013 Planned Activities #3 and #6 and #8 into one general FY 2014 Planned Activity #3.		

The Service Directorate set an annual goal of hiring at least two, but preferably three, individuals with targeted disabilities in each of its nine regions. FWS conducted targeted recruitment that resulted in numerous Schedule A applications. FWS hired 13 individuals with targeted disabilities (5 permanent and 8 temporary). The FWS also non-competitively promoted individuals with targeted disabilities to higher graded positions during FY14.

Targeted recruitment initiatives were developed to reach individuals with targeted disabilities through partnerships with the State Department Rehabilitative Services and other sources, and through career fairs at universities such as Gallaudet University. Selecting officials are provided information regarding applicants from the Workforce Recruitment Program. The FWS received the "Champions for Disability Employment" award from the Virginia Department for Aging and Rehabilitative Services (DARS).

FWS Diversity Chiefs and Recruiters routinely assisted managers and supervisors with targeted recruitment and outreach efforts to increase the participation of individuals with targeted disabilities by working with representatives of advocacy groups and organizations that promote the recruitment, hiring, and advancement of people with targeted disabilities and veterans. Workforce statistics were monitored quarterly through the preparation and review of Regional and Headquarters Diversity Workforce Briefings.

Continued partnering with External Affairs and managers and supervisors to develop and share more articles on partnerships and employees with disabilities for InsideFWS and public web pages.

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FY 2014 - U. S. Fish and Wildlife Service	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>There is a high rate of separations for individuals with targeted disabilities in FWS.</p> <p>In FY 2013, there were 28 (18 permanent and 10 temporary) separations for individuals with targeted disabilities. At the start of FY 2014, there were a total of 104 employees with a targeted disability in the permanent workforce.</p> <p>During FY 2014 there were nine separations of employees with targeted disabilities from the permanent workforce, representing 1.3% of all separations from the permanent workforce. Of these separations, seven were voluntary, making up 1.1% of all voluntary separations from the permanent workforce and two separations were involuntary comprising 14.3% of all involuntary separations from the permanent workforce.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A statistical analysis of separations for individuals with disabilities in the permanent workforce is consistent with a decrease in overall separations from FY 2013.</p> <p>During FY 2013, there were a total of 18 individuals with a targeted disability separated from the permanent workforce; whereas, only nine individuals with a targeted disability were separated in FY 2014.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>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>A barrier has not been identified because we lack information on the reasons for the separations, in particular involuntary separations.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify issues that may be affecting the retention of individuals with targeted disabilities, with help from responses retrieved through interviews. Develop and implement corrective actions.</p>
<p>RESPONSIBLE OFFICIALS:</p>	<p>FWS Directorate Managers and Supervisors Division of Human Resources Office of Diversity and Inclusive Workforce Management</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>December 31, 2013</p>
<p>TARGET DATE FOR</p>	<p>December 31, 2016</p>

COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Provide training to managers and supervisors on how to effectively engage and mentor individuals with disabilities for career growth and development to increase retention.	September 30, 2016
2. Contact managers and supervisors of separated employees to identify additional barriers which may have impacted retention of individuals with targeted disabilities and develop corrective actions.	September 30, 2015
3. Implement corrective actions developed in consultation with rehabilitative services counselors to address issues identified through the interviews to assist in retention of individuals with targeted disabilities.	September 30, 2016
Report of accomplishments and modifications to objective: N/A	

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

**EEOC FORM
715-01 PART J**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife Service's Annual EEO Program Status Report
Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities**

PART I Department or Agency Information	1. Agency		1. Department of the Interior (DOI)							
	1.a. 2 nd Level Component		1.a. U. S. Fish and Wildlife Service							
	1.b. 3 rd Level or lower		1.b.							
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number	October 1, 2013**		September 30, 2014		Net Change				
		Number	%	Number	%	Number	Percentage Change			
	Total Work Force	8,322	100.0%	7,856	100.0%	-466	-5.6%			
	Reportable Disability	756	9.1%	711	9.1%	-45	-6.0%			
	Targeted Disability*	104	1.2%	99	1.3%	-5	-4.8%			
	* If the rate of change for individuals with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below). **Numbers for FY 2013 were corrected to show permanent workforce instead of total workforce.									
	1. Total Number of Applications Received From Individuals with targeted disabilities during the reporting period.						Data not available.			
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						Data not available.				
PART III Participation Rates In Agency Employment Programs										
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability		
		#	%	#	%	#	%	#	%	
3. Competitive Promotions	136	7	5.1%	1	0.7%	5	3.7%	124	91.2%	
4. Non-Competitive Promotions	408	50	12.3%	15	3.7%	14	3.4%	344	84.3%	
5. Employee Career Development Programs	72	2	2.8%	1	1.4%	-	0%	70	97.2%	

5.a. Grades 5 to12	48	2	4.2%	1	2.1%	-	0%	46	95.8%
5.b. Grades 13 – 14	24	-	0%	-	0%	-	0%	24	100%
5.c. Grade 15/SES	-	-	-	-	-	-	-	-	-
6. Employee Recognition and Awards	10,201	900	8.8%	126	1.2%	239	2.3%	9,062	88.8%
6.a. Time-Off Awards (Total hours awarded)	127,733	11,671	9.1%	1,685	1.3%	3,007	2.4%	113,055	88.5%
6.b. Cash Awards (Total \$ awarded)	5,446,615	429,454	7.9%	54,490	1.0%	137,950	2.5%	4,879,211	89.6%
6.c. Quality-Step Increase	317	28	8.8%	2	0.6%	8	2.5%	281	88.6%

<p>PART IV</p> <p>Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
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PART V: Objectives for Individuals with Targeted Disabilities

At the end of FY 2014, there were a total of 99 individuals with targeted disabilities in the permanent workforce, a decrease of five from the previous year. The participation rate was 1.3%.

Accessions:

There were a total of five individuals with targeted disabilities hired into the permanent workforce during FY 2014, constituting 2.3% of permanent hires. Twenty-nine (29) permanent hires of individuals with reportable disabilities were made in FY 2014, representing 13.1% of all permanent hires.

The Schedule A excepted hiring authority for persons with disabilities (Schedule A, 5 CFR 213.3102(u) for hiring people with severe physical disabilities, psychiatric disabilities, and mental retardation) was used in 11 of those 29 permanent hires of individuals with reportable disabilities, including for three of the five hires of individuals with targeted disabilities.

Temporary appointments have historically provided a pathway to permanent appointments for employees with and without disabilities. Schedule A for individuals with disabilities and the hiring authority for 30% or more disabled veterans allow eligible individuals with disabilities to be hired into temporary appointments, which may then be converted to permanent.

In FY 2014, there were 22 employees in temporary or term Schedule A appointments. Of these three (13.6%) were converted to permanent positions. Previous years had similarly low numbers of employees converted to permanent appointments.

In FY 2014, there were 140 employees with disabilities in term and temporary positions, seven of whom were converted to permanent appointments during the fiscal year. Of these 7 conversions, 4 (57.1%)

were made using provisions for the hiring of 30% or more disabled veterans and the remaining 3 (42.9%) were Schedule A conversions. In the previous fiscal year, FY 2013, there were 4 conversions using veterans' authorities and only one conversion of an employee with a disability using schedule A. Of the remaining two employees with disabilities converted from temporary to permanent appointments, one was converted via the Pathways program and the other was converted via a competitive process.

These numbers suggest that in recent years the special hiring authorities, particularly Schedule A for individuals with disabilities and the veterans' hiring authorities, have provided important vehicles for individuals with disabilities to move from the temporary workforce into permanent appointments.

Separations:

There were a total of nine individuals with targeted disabilities separated from the permanent workforce during FY 2014, constituting 1.3% of separations.

There were a total of 14 involuntary separations from the permanent workforce in FY2014, of which two were individuals with targeted disabilities. This is a higher than expected rate of involuntary separation of persons with targeted disabilities.

Currently there is not enough information available about either the separations or the implementation of retention strategies in order to determine what may be driving the high rate of involuntary separations.

Collecting additional information about involuntary separations and access to professional development opportunities in all grades is needed.

Promotions:

There were a total of 544 promotions (competitive and non-competitive) in the permanent workforce during FY 2014. Of these, 16 promotions were of individuals with targeted disabilities. These promotions comprised 2.9% of all promotions.

There were 686 individuals with reportable disabilities eligible for competitive promotion in FY 2014 of whom 6 (0.87%), were competitively promoted during the fiscal year. One hundred and twenty (120) employees without disabilities were competitively promoted in FY 2014 out of 7,343 eligible employees. While the non-disabled pool had a higher rate of competitive promotions in FY 2014, there was no statistically significant finding at this time.

Leadership Development:

In FY 2014, FWS ran two leadership development programs, one for the GS 11-12 level employees and an advanced program available to GS 13-14 level employees. Two individuals with targeted disabilities applied for the GS 11-12 program and one was selected. One individual applied for the advanced development program and was not selected. There were no statistically significant disparities between individuals with and without disabilities observed in the rates of selection or application for these two leadership programs.

The number of individuals with targeted disabilities eligible to apply for these programs is lower than expected based on this group's participation in the permanent workforce. That is, employees with targeted disabilities continue to be underrepresented in higher graded positions as compared to their

representation in the Service as a whole. These trends indicate the potential presence of barriers and require further analysis to be identified.

Objective:

FWS has two objectives, listed in Part I of this Plan, one is to continue the Director's goal of hiring 27 individuals with targeted disabilities (3 per Region) and two is to analyze separations.

Summary of Recruitment Guide for Individuals with Targeted Disabilities

Recruitment Strategies:

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

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

Recruitment Sources:

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

- State/local Vocational Rehabilitation Agencies (SVRAs)
- U.S. Department of Veterans Affairs (VA)

- Department of Defense, Operation Warfighter Program (OWP)
- Job Accommodation Network (JAN)
- Workforce Recruitment Program for College Students with Disabilities (WRP)
- Paralyzed Veterans of America (PVA)
- Easter Seals
- Employer Assistance Referral Network (EARN)
- Rehabilitation Service Administration (RSA)
- Disability Service Offices at Colleges and Universities
- Career Opportunities for Students with Disabilities (COSD)
- National Employment Team (NET)
- Talent Ability Acquisition Portal (TAAP)
- The American Association of People with Disabilities (AAPD)
- Professional organizations and publications serving the interests of individuals with targeted disabilities
- National and local community organizations and disability advocacy groups.

Hiring Strategies:

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

- *Schedule A, 5 CFR 213.3102(u) for hiring people with severe physical disabilities, psychiatric disabilities, and mental retardation.* This excepted authority is used to appoint persons with severe physical disabilities, psychiatric disabilities, and intellectual disabilities. Such individuals may qualify for conversion to permanent status after two years of satisfactory FWS. Severe physical disabilities include but are not limited to blindness, deafness, paralysis, missing limbs, epilepsy, dwarfism, and more.
- *Schedule A, 5 CFR 213.3102(11) for hiring readers, interpreters, and personal assistants.* This excepted authority is used to appoint readers, interpreters, and personal assistants for employees with severe disabilities as reasonable accommodations.
- *5 CFR 315.604 for hiring disabled veterans enrolled in a Department of Veterans Affairs (VA) training program.* This authority is used to hire veterans with disabilities who are eligible for training under the VA vocational rehabilitation program (38 U.S.C. Chapter 31). The veterans may enroll for training or work experience at an agency under the terms of an agreement between the agency and VA. Veterans in this program are beneficiaries of the VA, thus for most purposes are not Federal employees. Upon successful completion of the program, the Region may appoint the veterans non-competitively under a status quo appointment that may be converted to permanent status at any time.

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

Retention Strategies

- Monitor the participation of individuals with targeted disabilities in career development and formal leadership training programs.
- Sponsor activities and training through the Special Emphasis Program to provide awareness and education to management and employees on issues relating to employees with targeted disabilities, especially during the observance for Disability Employment Awareness Month (October).
- Educate managers on how to make the workplace accessible for individuals with targeted disabilities and how to assess the ability of a potential employee with targeted disabilities to perform the essential functions of the job.
- Provide managers information on the Department of the Interior's Reasonable Accommodation Policy in Diversity Training and staff meetings.
- Provide managers and supervisors information on obtaining electronic equipment through the Department of Defense, Computer/Electronics Accommodations Program.
- Continue the Director's hiring goals for individuals with targeted disabilities and monitor and track progress and retention quarterly.
- Educate Change Agents on Reasonable Accommodation policy and process and collect any feedback relating to barriers for individuals with targeted disabilities.

Workforce Data Tables

Fish & Wildlife Service - Servicewide FY2013
Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Workforce																		
Prior FY	#	10091	6028	4063	340	267	5160	3277	183	253	104	129	13	16	212	109	16	12
	%	100%	59.7%	40.3%	3.4%	2.6%	51.1%	32.5%	1.8%	2.5%	1.0%	1.3%	0.1%	0.2%	2.1%	1.1%	0.2%	0.1%
Current FY	#	9425	5636	3789	311	255	4823	3053	170	243	103	112	14	14	200	100	15	12
	%	100%	59.8%	40.2%	3.3%	2.7%	51.2%	32.4%	1.8%	2.6%	1.1%	1.2%	0.1%	0.1%	2.1%	1.1%	0.2%	0.1%
All Occupations CLF	%	100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.6%	2.0%	2.0%	0.1%	0.1%	0.3%	0.3%	0.4%	0.4%
Organizational CLF	%	100%	53.6%	46.4%	3.6%	3.2%	43.2%	35.7%	3.2%	3.6%	2.7%	3.1%	0.1%	0.1%	0.6%	0.4%	0.2%	0.2%
Difference	#	-666	-392	-274	-29	-12	-337	-224	-13	-10	-1	-17	1	-2	-12	-9	-1	0
Ratio Change	%	-	0.1%	-0.1%	-0.1%	0.1%	0.0%	-0.1%	0.0%	0.1%	0.1%	-0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Net Change	%	-6.6%	-6.5%	-6.7%	-8.5%	-4.5%	-6.5%	-6.8%	-7.1%	-4.0%	-1.0%	-13.2%	7.7%	-12.5%	-5.7%	-8.3%	-6.3%	0.0%
Permanent Workforce																		
Prior FY	#	8702	5152	3550	297	245	4376	2823	168	244	90	116	10	15	198	98	13	9
	%	100%	59.2%	40.8%	3.4%	2.8%	50.3%	32.4%	1.9%	2.8%	1.0%	1.3%	0.1%	0.2%	2.3%	1.1%	0.1%	0.1%
Current FY	#	8335	4925	3410	287	235	4184	2717	155	236	89	105	11	14	186	93	13	10
	%	100%	59.1%	40.9%	3.4%	2.8%	50.2%	32.6%	1.9%	2.8%	1.1%	1.3%	0.1%	0.2%	2.2%	1.1%	0.2%	0.1%
Difference	#	-367	-227	-140	-10	-10	-192	-106	-13	-8	-1	-11	1	-1	-12	-5	0	1
Ratio Change	%	-	-0.1%	0.1%	0.0%	0.0%	-0.1%	0.2%	-0.1%	0.0%	0.0%	-0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Net Change	%	-4.2%	-4.4%	-3.9%	-3.4%	-4.1%	-4.4%	-3.8%	-7.7%	-3.3%	-1.1%	-9.5%	10.0%	-6.7%	-6.1%	-5.1%	0.0%	11.1%
Temporary Workforce																		
Prior FY	#	1389	876	513	43	22	784	454	15	9	14	13	3	1	14	11	3	3
	%	100%	63.1%	36.9%	3.1%	1.6%	56.4%	32.7%	1.1%	0.6%	1.0%	0.9%	0.2%	0.1%	1.0%	0.8%	0.2%	0.2%
Current FY	#	1090	711	379	24	20	639	336	15	7	14	7	3		14	7	2	2
	%	100%	65.2%	34.8%	2.2%	1.8%	58.6%	30.8%	1.4%	0.6%	1.3%	0.6%	0.3%	0.0%	1.3%	0.6%	0.2%	0.2%
Difference	#	-299	-165	-134	-19	-2	-145	-118	0	-2	0	-6	0	-1	0	-4	-1	-1
Ratio Change	%	-	2.2%	-2.2%	-0.9%	0.3%	2.2%	-1.9%	0.3%	0.0%	0.3%	-0.3%	0.1%	-0.1%	0.3%	-0.1%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2013

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Net Change	%	-21.5%	-18.8%	-26.1%	-44.2%	-9.1%	-18.5%	-26.0%	0.0%	-22.2%	0.0%	-46.2%	0.0%	-100.0%	0.0%	-36.4%	-33.3%	-33.3%

Fish & Wildlife Service - Servicewide FY2013
Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

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

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

Fish & Wildlife Service - Servicewide as of September 30, 2014

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Organizational Component	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Total	#	8335	4925	3410	287	235	4184	2717	155	236	89	105	11	14	186	93	13	10
	%	100%	59.1%	40.9%	3.4%	2.8%	50.2%	32.6%	1.9%	2.8%	1.1%	1.3%	0.1%	0.2%	2.2%	1.1%	0.2%	0.1%
All Occupations CLF	%	100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.6%	2.0%	2.0%	0.1%	0.1%	0.3%	0.3%	0.4%	0.4%
Organizational CLF	%	100%	53.7%	46.3%	3.6%	3.1%	43.6%	35.8%	3.1%	3.7%	2.6%	3.0%	0.1%	0.1%	0.6%	0.4%	0.2%	0.2%
Region 1	#	950	555	395	22	14	483	334	6	8	18	25	3	8	22	5	1	1
	%	100%	58.4%	41.6%	2.3%	1.5%	50.8%	35.2%	0.6%	0.8%	1.9%	2.6%	0.3%	0.8%	2.3%	0.5%	0.1%	0.1%
Region 2	#	818	529	289	99	69	375	199	7	4	11	2	1		35	15	1	
	%	100%	64.7%	35.3%	12.1%	8.4%	45.8%	24.3%	0.9%	0.5%	1.3%	0.2%	0.1%	0.0%	4.3%	1.8%	0.1%	0.0%
Region 3	#	922	578	344	11	2	540	313	8	16	2	6			17	6		1
	%	100%	62.7%	37.3%	1.2%	0.2%	58.6%	33.9%	0.9%	1.7%	0.2%	0.7%	0.0%	0.0%	1.8%	0.7%	0.0%	0.1%
Region 4	#	1287	825	462	49	26	697	360	51	64	10	2	1		15	10	2	
	%	100%	64.1%	35.9%	3.8%	2.0%	54.2%	28.0%	4.0%	5.0%	0.8%	0.2%	0.1%	0.0%	1.2%	0.8%	0.2%	0.0%
Region 5	#	747	419	328	12	9	368	289	15	19	10	7	1		10	4	3	
	%	100%	56.1%	43.9%	1.6%	1.2%	49.3%	38.7%	2.0%	2.5%	1.3%	0.9%	0.1%	0.0%	1.3%	0.5%	0.4%	0.0%
Region 6	#	849	535	314	20	20	481	275	5	2	2	4			25	12	2	1
	%	100%	63.0%	37.0%	2.4%	2.4%	56.7%	32.4%	0.6%	0.2%	0.2%	0.5%	0.0%	0.0%	2.9%	1.4%	0.2%	0.1%
Region 7	#	536	300	236	4	11	250	191	5	6	8	10		1	32	17	1	
	%	100%	56.0%	44.0%	0.7%	2.1%	46.6%	35.6%	0.9%	1.1%	1.5%	1.9%	0.0%	0.2%	6.0%	3.2%	0.2%	0.0%
Region 8	#	796	465	331	27	23	406	269	4	6	12	19	2	2	11	10	3	2
	%	100%	58.4%	41.6%	3.4%	2.9%	51.0%	33.8%	0.5%	0.8%	1.5%	2.4%	0.3%	0.3%	1.4%	1.3%	0.4%	0.3%
Headquarters	#	1430	719	711	43	61	584	487	54	111	16	30	3	3	19	14		5
	%	100%	50.3%	49.7%	3.0%	4.3%	40.8%	34.1%	3.8%	7.8%	1.1%	2.1%	0.2%	0.2%	1.3%	1.0%	0.0%	0.3%

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.

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Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	148	103	45	9	3	83	39	3	2	2				6	1		
	%	100%	69.6%	30.4%	6.1%	2.0%	56.1%	26.4%	2.0%	1.4%	1.4%	0.0%	0.0%	0.0%	4.1%	0.7%	0.0%	0.0%
Mid-level (Grades 13-14)	#	981	676	305	32	19	605	259	14	12	8	10			15	5	2	
	%	100%	68.9%	31.1%	3.3%	1.9%	61.7%	26.4%	1.4%	1.2%	0.8%	1.0%	0.0%	0.0%	1.5%	0.5%	0.2%	0.0%
First-Level (Grades 12 and Below)	#	505	365	140	27	10	312	119	6	4	5	1	1	3	13	3	1	
	%	100%	72.3%	27.7%	5.3%	2.0%	61.8%	23.6%	1.2%	0.8%	1.0%	0.2%	0.2%	0.6%	2.6%	0.6%	0.2%	0.0%
- Other	#	1181	497	684	30	61	380	484	43	86	19	20	2	6	23	24		3
	%	100%	42.1%	57.9%	2.5%	5.2%	32.2%	41.0%	3.6%	7.3%	1.6%	1.7%	0.2%	0.5%	1.9%	2.0%	0.0%	0.3%
Officials and Managers - TOTAL	#	2815	1641	1174	98	93	1380	901	66	104	34	31	3	9	57	33	3	3
	%	100%	58.3%	41.7%	3.5%	3.3%	49.0%	32.0%	2.3%	3.7%	1.2%	1.1%	0.1%	0.3%	2.0%	1.2%	0.1%	0.1%
2. Professionals	#	3459	2036	1423	103	76	1767	1216	41	51	42	44	4	2	71	31	8	3
	%	100%	58.9%	41.1%	3.0%	2.2%	51.1%	35.2%	1.2%	1.5%	1.2%	1.3%	0.1%	0.1%	2.1%	0.9%	0.2%	0.1%
3. Technicians	#	287	244	43	20	4	207	36	5	1	3	1	1		8	1		
	%	100%	85.0%	15.0%	7.0%	1.4%	72.1%	12.5%	1.7%	0.3%	1.0%	0.3%	0.3%	0.0%	2.8%	0.3%	0.0%	0.0%
4. Sales Workers	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	685	115	570	11	53	75	403	21	71	3	18	1	1	4	20		4
	%	100%	16.8%	83.2%	1.6%	7.7%	10.9%	58.8%	3.1%	10.4%	0.4%	2.6%	0.1%	0.1%	0.6%	2.9%	0.0%	0.6%
6. Craft Workers	#	544	537	7	36	1	458	6	12		5				24		2	
	%	100%	98.7%	1.3%	6.6%	0.2%	84.2%	1.1%	2.2%	0.0%	0.9%	0.0%	0.0%	0.0%	4.4%	0.0%	0.4%	0.0%
7. Operatives	#	16	16		1		8		2						5			
	%	100%	100.0%	0.0%	6.3%	0.0%	50.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	31.3%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	58	44	14	2		36	13							6	1		
	%	100%	75.9%	24.1%	3.4%	0.0%	62.1%	22.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.3%	1.7%	0.0%	0.0%
9. Service Workers	#	459	285	174	16	7	246	139	8	8	2	11	2	2	11	7		
	%	100%	62.1%	37.9%	3.5%	1.5%	53.6%	30.3%	1.7%	1.7%	0.4%	2.4%	0.4%	0.4%	2.4%	1.5%	0.0%	0.0%

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Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female

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Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Temporary Workforce

GS/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
%	100%	100.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2014

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

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#	1	1			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%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-02	#	3		3		1		2										
	%	0.0%	0.0%	0.1%	0.0%	0.4%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	12	4	8	1		2	4		3		1			1			
	%	0.2%	0.1%	0.2%	0.4%	0.0%	0.1%	0.1%	0.0%	1.3%	0.0%	1.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%
GS-04	#	96	49	47	11	2	24	34	7	3		3	1		6	4		1
	%	1.2%	1.1%	1.4%	4.4%	0.9%	0.7%	1.3%	5.0%	1.3%	0.0%	2.9%	9.1%	0.0%	4.0%	4.3%	0.0%	10.0%
GS-05	#	244	106	138	10	12	77	96	6	14	3	6	1	2	7	8	2	
	%	3.2%	2.5%	4.1%	4.0%	5.1%	2.1%	3.6%	4.3%	5.9%	3.6%	5.7%	9.1%	14.3%	4.6%	8.7%	18.2%	0.0%
GS-06	#	222	85	137	7	10	69	106	5	12		3	1		3	4		2
	%	2.9%	2.0%	4.0%	2.8%	4.3%	1.9%	3.9%	3.5%	5.1%	0.0%	2.9%	9.1%	0.0%	2.0%	4.3%	0.0%	20.0%
GS-07	#	577	212	365	14	33	168	262	8	35	5	17		1	15	15	2	2
	%	7.5%	4.9%	10.8%	5.6%	14.1%	4.6%	9.7%	5.7%	14.8%	6.0%	16.2%	0.0%	7.1%	9.9%	16.3%	18.2%	20.0%
GS-08	#	123	51	72	1	10	41	46	7	13	1				1	3		
	%	1.6%	1.2%	2.1%	0.4%	4.3%	1.1%	1.7%	5.0%	5.5%	1.2%	0.0%	0.0%	0.0%	0.7%	3.3%	0.0%	0.0%
GS-09	#	921	498	423	26	35	422	329	20	34	12	7	1	6	17	10		2
	%	12.0%	11.6%	12.5%	10.5%	15.0%	11.5%	12.2%	14.2%	14.4%	14.5%	6.7%	9.1%	42.9%	11.3%	10.9%	0.0%	20.0%
GS-10	#	12	1	11			1	7		2						2		
	%	0.2%	0.0%	0.3%	0.0%	0.0%	0.0%	0.3%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%
GS-11	#	1467	800	667	55	42	670	546	23	31	21	23	3	2	25	22	3	1
	%	19.1%	18.6%	19.7%	22.2%	17.9%	18.3%	20.2%	16.3%	13.1%	25.3%	21.9%	27.3%	14.3%	16.6%	23.9%	27.3%	10.0%
GS-12	#	1889	1131	758	56	39	977	635	33	46	19	23	2	2	42	11	2	2
	%	24.6%	26.3%	22.4%	22.6%	16.7%	26.7%	23.5%	23.4%	19.5%	22.9%	21.9%	18.2%	14.3%	27.8%	12.0%	18.2%	20.0%
GS-13	#	1405	899	506	44	37	794	412	23	32	18	15	1	1	18	9	1	
	%	18.3%	20.9%	14.9%	17.7%	15.8%	21.7%	15.3%	16.3%	13.6%	21.7%	14.3%	9.1%	7.1%	11.9%	9.8%	9.1%	0.0%
GS-14	#	556	350	206	14	10	318	177	6	9	2	7			9	3	1	
	%	7.2%	8.1%	6.1%	5.6%	4.3%	8.7%	6.6%	4.3%	3.8%	2.4%	6.7%	0.0%	0.0%	6.0%	3.3%	9.1%	0.0%
GS-15	#	138	99	39	7	2	82	34		2	2		1		7	1		
	%	1.8%	2.3%	1.2%	2.8%	0.9%	2.2%	1.3%	0.0%	0.8%	2.4%	0.0%	9.1%	0.0%	4.6%	1.1%	0.0%	0.0%
All other (unspecified GS)	#	2		2				2										
	%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	21	15	6	2	1	10	5	3									
	%	0.3%	0.3%	0.2%	0.8%	0.4%	0.3%	0.2%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	7689	4301	3388	248	234	3656	2697	141	236	83	105	11	14	151	92	11	10
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

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

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
GS-01	#	8	5	3			3	3	2									
	%	0.8%	0.8%	0.8%	0.0%	0.0%	0.6%	0.9%	15.4%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	0.0%
GS-02	#	25	18	7	1	1	15	6						2				
	%	2.6%	3.0%	1.9%	4.5%	5.0%	2.8%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	-	22.2%	0.0%	-	0.0%
GS-03	#	104	69	35			63	32	4	2	1	1		1				
	%	10.8%	11.5%	9.7%	0.0%	0.0%	11.6%	10.1%	30.8%	28.6%	7.7%	16.7%	0.0%	-	11.1%	0.0%	-	0.0%
GS-04	#	185	104	81	5	7	95	70	2	1	1	2	1				1	
	%	19.2%	17.3%	22.5%	22.7%	35.0%	17.5%	22.0%	15.4%	14.3%	7.7%	33.3%	50.0%	-	0.0%	0.0%	-	50.0%
GS-05	#	270	176	94	7	5	160	82	1	1	5	2	1	2	4			
	%	28.1%	29.2%	26.1%	31.8%	25.0%	29.5%	25.8%	7.7%	14.3%	38.5%	33.3%	50.0%	-	22.2%	57.1%	-	0.0%
GS-06	#	37	20	17		3	20	14										
	%	3.8%	3.3%	4.7%	0.0%	15.0%	3.7%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	0.0%
GS-07	#	112	71	41	1	1	66	38	1		2			1	2			
	%	11.6%	11.8%	11.4%	4.5%	5.0%	12.2%	11.9%	7.7%	0.0%	15.4%	0.0%	0.0%	-	11.1%	28.6%	-	0.0%
GS-08	#	5	4	1			2					1		2				
	%	0.5%	0.7%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	-	22.2%	0.0%	-	0.0%
GS-09	#	114	73	41	5	1	65	37		2	3				1			
	%	11.9%	12.1%	11.4%	22.7%	5.0%	12.0%	11.6%	0.0%	28.6%	23.1%	0.0%	0.0%	-	0.0%	14.3%	-	0.0%
GS-10	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	0.0%
GS-11	#	67	41	26	2	1	38	24		1				1				
	%	7.0%	6.8%	7.2%	9.1%	5.0%	7.0%	7.5%	0.0%	14.3%	0.0%	0.0%	0.0%	-	11.1%	0.0%	-	0.0%
GS-12	#	24	13	11			10	10	2		1						1	
	%	2.5%	2.2%	3.1%	0.0%	0.0%	1.8%	3.1%	15.4%	0.0%	7.7%	0.0%	0.0%	-	0.0%	0.0%	-	50.0%
GS-13	#	9	6	3		1	5	2	1									
	%	0.9%	1.0%	0.8%	0.0%	5.0%	0.9%	0.6%	7.7%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	0.0%
GS-14	#																	
	%	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-15	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	0.0%
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%
Senior Executive Service	#	2	2		1		1											
	%	0.2%	0.3%	0.0%	4.5%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	0.0%
TOTAL	#	962	602	360	22	20	543	318	13	7	13	6	2		9	7		2
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	-	100%

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

GS/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female

NOTE: Percentages computed down columns and NOT across rows.

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Table A5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#	23	12	11			12	11										
	%	100%	52.2%	47.8%	0.0%	0.0%	52.2%	47.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-02	#	2	2				1				1							
	%	100%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-03	#	2	2				2											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-04	#	3	2	1				1							2			
	%	100%	66.7%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%
Grade-05	#	40	38	2	3		27	1	2						6	1		
	%	100%	95.0%	5.0%	7.5%	0.0%	67.5%	2.5%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.0%	2.5%	0.0%	0.0%
Grade-06	#	30	29	1	3		19	1	1		1				4		1	
	%	100%	96.7%	3.3%	10.0%	0.0%	63.3%	3.3%	3.3%	0.0%	3.3%	0.0%	0.0%	0.0%	13.3%	0.0%	3.3%	0.0%
Grade-07	#	48	47	1	4		34	1	2		1				5		1	
	%	100%	97.9%	2.1%	8.3%	0.0%	70.8%	2.1%	4.2%	0.0%	2.1%	0.0%	0.0%	0.0%	10.4%	0.0%	2.1%	0.0%
Grade-08	#	212	209	3	17	1	179	2	2		1				10			
	%	100%	98.6%	1.4%	8.0%	0.5%	84.4%	0.9%	0.9%	0.0%	0.5%	0.0%	0.0%	0.0%	4.7%	0.0%	0.0%	0.0%
Grade-09	#	103	101	2	6		89	2	2						4			
	%	100%	98.1%	1.9%	5.8%	0.0%	86.4%	1.9%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	3.9%	0.0%	0.0%	0.0%
Grade-10	#	162	162		5		148		4		2				3			
	%	100%	100.0%	0.0%	3.1%	0.0%	91.4%	0.0%	2.5%	0.0%	1.2%	0.0%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%
Grade-11	#	7	7		1		4		1						1			
	%	100%	100.0%	0.0%	14.3%	0.0%	57.1%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%
Grade-12	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Non-supervisory Wage Grades	#	4	4				4											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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Table A5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	15	6	9			6	9									
	%	100%	40.0%	60.0%	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-02	#	11	7	4			6	4			1						
	%	100%	63.6%	36.4%	0.0%	0.0%	54.5%	36.4%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-03	#	12	12				12										
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-04	#	7	5	2			5	1			1						
	%	100%	71.4%	28.6%	0.0%	0.0%	71.4%	14.3%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-05	#	35	33	2	1		26	2	1			1		2		2	
	%	100%	94.3%	5.7%	2.9%	0.0%	74.3%	5.7%	2.9%	0.0%	0.0%	0.0%	2.9%	0.0%	5.7%	0.0%	5.7%
Grade-06	#	12	11	1			10	1						1			
	%	100%	91.7%	8.3%	0.0%	0.0%	83.3%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%
Grade-07	#	12	11	1			9	1						2			
	%	100%	91.7%	8.3%	0.0%	0.0%	75.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%
Grade-08	#	13	13		1		12										
	%	100%	100.0%	0.0%	7.7%	0.0%	92.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-09	#	5	5				4		1								
	%	100%	100.0%	0.0%	0.0%	0.0%	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-10	#	6	6				6										
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-11	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-12	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Non-supervisory Wage Grades	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	23	12	11			12	11									
	%	3.6%	2.0%	52.4%	0.0%	0.0%	2.3%	57.9%	0.0%	-	0.0%	-	-	-	0.0%	0.0%	0.0%
Grade-02	#	2	2				1				1						
	%	0.3%	0.3%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	-	16.7%	-	-	-	0.0%	0.0%	0.0%
Grade-03	#	2	2				2										
	%	0.3%	0.3%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	0.0%	0.0%
Grade-04	#	3	2	1			1							2			
	%	0.5%	0.3%	4.8%	0.0%	0.0%	0.0%	5.3%	0.0%	-	0.0%	-	-	-	5.7%	0.0%	0.0%
Grade-05	#	40	38	2	3		27	1	2					6	1		
	%	6.3%	6.2%	9.5%	7.7%	0.0%	5.2%	5.3%	14.3%	-	0.0%	-	-	-	17.1%	100.0%	0.0%
Grade-06	#	30	29	1	3		19	1	1		1			4		1	
	%	4.7%	4.7%	4.8%	7.7%	0.0%	3.7%	5.3%	7.1%	-	16.7%	-	-	-	11.4%	0.0%	50.0%
Grade-07	#	48	47	1	4		34	1	2		1			5		1	
	%	7.5%	7.6%	4.8%	10.3%	0.0%	6.6%	5.3%	14.3%	-	16.7%	-	-	-	14.3%	0.0%	50.0%
Grade-08	#	212	209	3	17	1	179	2	2		1			10			
	%	33.3%	34.0%	14.3%	43.6%	100.0%	34.5%	10.5%	14.3%	-	16.7%	-	-	-	28.6%	0.0%	0.0%
Grade-09	#	103	101	2	6		89	2	2					4			
	%	16.2%	16.4%	9.5%	15.4%	0.0%	17.1%	10.5%	14.3%	-	0.0%	-	-	-	11.4%	0.0%	0.0%
Grade-10	#	162	162		5		148		4		2			3			
	%	25.5%	26.3%	0.0%	12.8%	0.0%	28.5%	0.0%	28.6%	-	33.3%	-	-	-	8.6%	0.0%	0.0%
Grade-11	#	7	7		1		4		1					1			
	%	1.1%	1.1%	0.0%	2.6%	0.0%	0.8%	0.0%	7.1%	-	0.0%	-	-	-	2.9%	0.0%	0.0%
Grade-12	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	0.0%	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%	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%	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%	0.0%
All Other Non-supervisory Wage Grades	#	4	4				4										
	%	0.6%	0.7%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	0.0%	0.0%
Total Non-supervisory Wage Grades	#	636	615	21	39	1	519	19	14		6			35	1	2	
	%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	-	-	-	100%	100%	100%

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

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	

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

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	15	6	9			6	9									
	%	11.7%	5.5%	47.4%	0.0%	-	6.3%	50.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	-	0.0%
Grade-02	#	11	7	4			6	4			1						
	%	8.6%	6.4%	21.1%	0.0%	-	6.3%	22.2%	0.0%	-	100.0%	0.0%	0.0%	-	0.0%	-	0.0%
Grade-03	#	12	12				12										
	%	9.4%	11.0%	0.0%	0.0%	-	12.5%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	-	0.0%
Grade-04	#	7	5	2			5	1				1					
	%	5.5%	4.6%	10.5%	0.0%	-	5.2%	5.6%	0.0%	-	0.0%	100.0%	0.0%	-	0.0%	-	0.0%
Grade-05	#	35	33	2	1		26	2	1			1		2		2	
	%	27.3%	30.3%	10.5%	50.0%	-	27.1%	11.1%	50.0%	-	0.0%	0.0%	100.0%	-	40.0%	-	100.0%
Grade-06	#	12	11	1			10	1						1			
	%	9.4%	10.1%	5.3%	0.0%	-	10.4%	5.6%	0.0%	-	0.0%	0.0%	0.0%	-	20.0%	-	0.0%
Grade-07	#	12	11	1			9	1						2			
	%	9.4%	10.1%	5.3%	0.0%	-	9.4%	5.6%	0.0%	-	0.0%	0.0%	0.0%	-	40.0%	-	0.0%
Grade-08	#	13	13		1		12										
	%	10.2%	11.9%	0.0%	50.0%	-	12.5%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	-	0.0%
Grade-09	#	5	5				4		1								
	%	3.9%	4.6%	0.0%	0.0%	-	4.2%	0.0%	50.0%	-	0.0%	0.0%	0.0%	-	0.0%	-	0.0%
Grade-10	#	6	6				6										
	%	4.7%	5.5%	0.0%	0.0%	-	6.3%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	-	0.0%
Grade-11	#																
	%	0.0%	0.0%	0.0%	0.0%	-	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%	-	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%	-	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%	-	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%	-	0.0%
All Other Non-supervisory Wage Grades	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	-	0.0%
Total Non-supervisory Wage Grades	#	128	109	19	2		96	18	2		1	1	1		5		2
	%	100%	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	-	100%	-	100%

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

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	

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Table A5S-1: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

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

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Table A5S-1: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

WS & XS		RACE/ETHNICITY															
		TOTAL EMPLOYEES			Non- Hispanic or Latino												
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
Grade-01	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-03	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-04	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-05	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-06	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-07	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-08	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-09	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-10	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-11	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-12	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Supervisory Wage Grades	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

WS & XS	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-
Grade-02	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-
Grade-03	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-
Grade-04	#	1	1				1										
	%	10.0%	11.1%	0.0%	-	-	11.1%	0.0%	-	-	-	-	-	-	-	-	-
Grade-05	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-
Grade-06	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-
Grade-07	#	1	1				1										
	%	10.0%	11.1%	0.0%	-	-	11.1%	0.0%	-	-	-	-	-	-	-	-	-
Grade-08	#	1		1			1										
	%	10.0%	0.0%	100.0%	-	-	0.0%	100.0%	-	-	-	-	-	-	-	-	-
Grade-09	#	1	1				1										
	%	10.0%	11.1%	0.0%	-	-	11.1%	0.0%	-	-	-	-	-	-	-	-	-
Grade-10	#	5	5				5										
	%	50.0%	55.6%	0.0%	-	-	55.6%	0.0%	-	-	-	-	-	-	-	-	-
Grade-11	#	1	1				1										
	%	10.0%	11.1%	0.0%	-	-	11.1%	0.0%	-	-	-	-	-	-	-	-	-
Grade-12	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-
Grade-13	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-
Grade-14	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-
Grade-15	#																
	%	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%	-	-	-	-	-	-	-	-	-
Total Supervisory Wage Grades	#	10	9	1			9	1									
	%	100%	100%	100%	-	-	100%	100%	-	-	-	-	-	-	-	-	-

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

WS & XS	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-03	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-04	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-05	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-06	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-07	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-08	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-09	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-10	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-11	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-12	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Supervisory Wage Grades	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Supervisory Wage Grades	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES		RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	1686	978	708	49	34	876	626	10	14	13	24	2	1	24	8	4	1
	%	100%	58.0%	42.0%	2.9%	2.0%	52.0%	37.1%	0.6%	0.8%	0.8%	1.4%	0.1%	0.1%	1.4%	0.5%	0.2%	0.1%
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)	#	126	100	26	5	3	92	21			1	1			2	1		
	%	100%	79.4%	20.6%	4.0%	2.4%	73.0%	16.7%	0.0%	0.0%	0.8%	0.8%	0.0%	0.0%	1.6%	0.8%	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)	#	252	168	84	7	3	152	78	2	1	1	1			5	1	1	
	%	100%	66.7%	33.3%	2.8%	1.2%	60.3%	31.0%	0.8%	0.4%	0.4%	0.4%	0.0%	0.0%	2.0%	0.4%	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)	#	539	425	114	21	5	373	101	10	5	9				12	3		
	%	100%	78.8%	21.2%	3.9%	0.9%	69.2%	18.7%	1.9%	0.9%	1.7%	0.0%	0.0%	0.0%	2.2%	0.6%	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)	#	631	456	175	20	12	398	146	8	6	6	3		1	22	7	2	
	%	100%	72.3%	27.7%	3.2%	1.9%	63.1%	23.1%	1.3%	1.0%	1.0%	0.5%	0.0%	0.2%	3.5%	1.1%	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)	#	569	361	208	17	12	330	184	2	2	4	6			7	4	1	
	%	100%	63.4%	36.6%	3.0%	2.1%	58.0%	32.3%	0.4%	0.4%	0.7%	1.1%	0.0%	0.0%	1.2%	0.7%	0.2%	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)	#	212	185	27	16	1	158	21	4	1	1	3	2		4	1		
	%	100%	87.3%	12.7%	7.5%	0.5%	74.5%	9.9%	1.9%	0.5%	0.5%	1.4%	0.9%	0.0%	1.9%	0.5%	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)	#	251	229	22	16	3	197	17	3		5		2		6	2		
	%	100%	91.2%	8.8%	6.4%	1.2%	78.5%	6.8%	1.2%	0.0%	2.0%	0.0%	0.8%	0.0%	2.4%	0.8%	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%

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

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	123	64	59	1	1	58	53	2	3	2	1			1		1		
	%	100%	52.0%	48.0%	0.8%	0.8%	47.2%	43.1%	1.6%	2.4%	1.6%	0.8%	0.0%	0.0%	0.8%	0.0%	0.0%	0.8%	
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)	#	346	236	110	4	5	226	102			2		1		3	3			
	%	100%	68.2%	31.8%	1.2%	1.4%	65.3%	29.5%	0.0%	0.0%	0.6%	0.0%	0.3%	0.0%	0.9%	0.9%	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%	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)	#	84	63	21	2	1	59	19			2				1				
	%	100%	75.0%	25.0%	2.4%	1.2%	70.2%	22.6%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	1.2%	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)	#	4	4				4												
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
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)	#	26	17	9		2	16	7			1								
	%	100%	65.4%	34.6%	0.0%	7.7%	61.5%	26.9%	0.0%	0.0%	3.8%	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%	

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

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Criminal Investigating (1811)																			
Accessions	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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%	
From SCEP or Pathways Intern (Perm)	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Park Ranger (LE/Refuge) (0025LE & 1801LE)																			
Accessions	#	10	10		1		9												
	%	100%	100.0%	0.0%	10.0%	0.0%	90.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#	10	10		1		9												
	%	100%	100.0%	0.0%	10.0%	0.0%	90.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
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%	
From SCEP or Pathways Intern (Perm)	#	2	1	1			1									1			
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%

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

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
General Natural Resources Management and Biological Sciences (0401)																		
Accessions	#	31	14	17			12	17	1		1							
	%	100%	45.2%	54.8%	0.0%	0.0%	38.7%	54.8%	3.2%	0.0%	3.2%	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	#	259	180	79	2	5	170	72	1		1		3		3	2		
	%	100%	69.5%	30.5%	0.8%	1.9%	65.6%	27.8%	0.4%	0.0%	0.4%	0.0%	1.2%	0.0%	1.2%	0.8%	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)																		
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%
Fish Biology (0482)																		
Accessions	#	10	8	2			8	2										
	%	100%	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 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	#	4	3	1			2	1			1							
	%	100%	75.0%	25.0%	0.0%	0.0%	50.0%	25.0%	0.0%	0.0%	25.0%	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)																		
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 FY2013

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

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Park Ranger (LE/Refuge) (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 FY2013

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

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent Workforce																		
Accessions	#	200	104	96	3	7	92	71	1	13	3	1	1		4	2		2
	%	100%	52.0%	48.0%	1.5%	3.5%	46.0%	35.5%	0.5%	6.5%	1.5%	0.5%	0.5%	0.0%	2.0%	1.0%	0.0%	1.0%
From Temporary	#	82	45	37	4		36	34	1	3	1		1		1		1	
	%	100%	54.9%	45.1%	4.9%	0.0%	43.9%	41.5%	1.2%	3.7%	1.2%	0.0%	1.2%	0.0%	1.2%	0.0%	1.2%	0.0%
Total Hires	#	282	149	133	7	7	128	105	2	16	4	1	2		5	2	1	2
	%	100%	52.8%	47.2%	2.5%	2.5%	45.4%	37.2%	0.7%	5.7%	1.4%	0.4%	0.7%	0.0%	1.8%	0.7%	0.4%	0.7%
Temporary Workforce																		
Accessions	#	553	372	181	8	8	341	163	8	4	4	2	4		7	4		
	%	100%	67.3%	32.7%	1.4%	1.4%	61.7%	29.5%	1.4%	0.7%	0.7%	0.4%	0.7%	0.0%	1.3%	0.7%	0.0%	0.0%
Non-Appropriated Workforce																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Occupations CLF	%	100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.6%	2.0%	2.0%	0.1%	0.1%	0.3%	0.3%	0.4%	0.4%
Organizational CLF	%	100%	53.6%	46.4%	3.6%	3.2%	43.2%	35.7%	3.2%	3.6%	2.7%	3.1%	0.1%	0.1%	0.6%	0.4%	0.2%	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.

Fish & Wildlife Service - Servicewide FY2013

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

Action	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino										American Indian or Alaska Native		Two or more races
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		male	female	male	female	
General Natural Resources Management and Biological Sciences (0401)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	31	20	11	1	1	18	10							1			
	%	100%	64.5%	35.5%	3.2%	3.2%	58.1%	32.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%
Relevant Pool	#	1733	1012	721	47	34	909	635	10	14	13	28	3		26	9	4	1
	%	100%	58.4%	41.6%	2.7%	2.0%	52.5%	36.6%	0.6%	0.8%	0.8%	1.6%	0.2%	0.0%	1.5%	0.5%	0.2%	0.1%
Biological Science Technician (0404)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	1	1		1													
	%	100%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	130	100	30	5	3	92	25			1	1			2	1		
	%	100%	76.9%	23.1%	3.8%	2.3%	70.8%	19.2%	0.0%	0.0%	0.8%	0.8%	0.0%	0.0%	1.5%	0.8%	0.0%	0.0%
Fish and Wildlife Administration (0480)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	17	11	6	1		7	5				1			2		1	
	%	100%	64.7%	35.3%	5.9%	0.0%	41.2%	29.4%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	11.8%	0.0%	5.9%	0.0%
Relevant Pool	#	245	160	85	8	3	146	80	2	1	1				3	1		
	%	100%	65.3%	34.7%	3.3%	1.2%	59.6%	32.7%	0.8%	0.4%	0.4%	0.0%	0.0%	0.0%	1.2%	0.4%	0.0%	0.0%
Fish Biology (0482)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	10	8	2			8	1		1								
	%	100%	80.0%	20.0%	0.0%	0.0%	80.0%	10.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	571	451	120	25	5	393	107	10	5	10				13	3		
	%	100%	79.0%	21.0%	4.4%	0.9%	68.8%	18.7%	1.8%	0.9%	1.8%	0.0%	0.0%	0.0%	2.3%	0.5%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2013

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

Action	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Wildlife Refuge Management (0485)																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	25	17	8	1		16	7				1							
	%	100%	68.0%	32.0%	4.0%	0.0%	64.0%	28.0%	0.0%	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	653	482	171	23	13	421	141	8	6	6	5		1	22	5	2		
	%	100%	73.8%	26.2%	3.5%	2.0%	64.5%	21.6%	1.2%	0.9%	0.9%	0.8%	0.0%	0.2%	3.4%	0.8%	0.3%	0.0%	0.0%
Wildlife Biology (0486)																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	10	6	4			6	3				1							
	%	100%	60.0%	40.0%	0.0%	0.0%	60.0%	30.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	576	372	204	17	12	340	179	2	2	4	6		1	8	4	1		
	%	100%	64.6%	35.4%	3.0%	2.1%	59.0%	31.1%	0.3%	0.3%	0.7%	1.0%	0.0%	0.2%	1.4%	0.7%	0.2%	0.0%	0.0%
Criminal Investigating (1811)																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	11	10	1	1		7	1					1		1				
	%	100%	90.9%	9.1%	9.1%	0.0%	63.6%	9.1%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	222	193	29	17	1	165	23	4	1	1	3	2		4	1			
	%	100%	86.9%	13.1%	7.7%	0.5%	74.3%	10.4%	1.8%	0.5%	0.5%	1.4%	0.9%	0.0%	1.8%	0.5%	0.0%	0.0%	0.0%
Park Ranger (LE/Refuge), Land Mgmt LE & Conservation LE (0025LE & 1801LE)																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	6	5	1			5	1											
	%	100%	83.3%	16.7%	0.0%	0.0%	83.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	243	221	22	15	3	191	18	3		4		2		6	1			
	%	100%	90.9%	9.1%	6.2%	1.2%	78.6%	7.4%	1.2%	0.0%	1.6%	0.0%	0.8%	0.0%	2.5%	0.4%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2013

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

Action	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
General Natural Resources Management and Biological Sciences (0401)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	32	17	15	1	1	14	13			1			1		1		
	%	100%	53.1%	46.9%	3.1%	3.1%	43.8%	40.6%	0.0%	0.0%	0.0%	3.1%	0.0%	0.0%	3.1%	0.0%	3.1%	0.0%
Relevant Pool	#	1733	1012	721	47	34	909	635	10	14	13	28	3		26	9	4	1
	%	100%	58.4%	41.6%	2.7%	2.0%	52.5%	36.6%	0.6%	0.8%	0.8%	1.6%	0.2%	0.0%	1.5%	0.5%	0.2%	0.1%
Biological Science Technician (0404)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	2	2		1		1											
	%	100%	100.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	130	100	30	5	3	92	25			1	1			2	1		
	%	100%	76.9%	23.1%	3.8%	2.3%	70.8%	19.2%	0.0%	0.0%	0.8%	0.8%	0.0%	0.0%	1.5%	0.8%	0.0%	0.0%
Fish and Wildlife Administration (0480)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	4	3	1	1		2	1										
	%	100%	75.0%	25.0%	25.0%	0.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	245	160	85	8	3	146	80	2	1	1				3	1		
	%	100%	65.3%	34.7%	3.3%	1.2%	59.6%	32.7%	0.8%	0.4%	0.4%	0.0%	0.0%	0.0%	1.2%	0.4%	0.0%	0.0%
Fish Biology (0482)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	12	9	3			8	2		1					1			
	%	100%	75.0%	25.0%	0.0%	0.0%	66.7%	16.7%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%
Relevant Pool	#	571	451	120	25	5	393	107	10	5	10				13	3		
	%	100%	79.0%	21.0%	4.4%	0.9%	68.8%	18.7%	1.8%	0.9%	1.8%	0.0%	0.0%	0.0%	2.3%	0.5%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2013

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

Action	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Wildlife Refuge Management (0485)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	26	20	6	1		18	5				1			1			
	%	100%	76.9%	23.1%	3.8%	0.0%	69.2%	19.2%	0.0%	0.0%	0.0%	3.8%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%
Relevant Pool	#	653	482	171	23	13	421	141	8	6	6	5		1	22	5	2	
	%	100%	73.8%	26.2%	3.5%	2.0%	64.5%	21.6%	1.2%	0.9%	0.9%	0.8%	0.0%	0.2%	3.4%	0.8%	0.3%	0.0%
Wildlife Biology (0486)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	13	7	6			7	5				1						
	%	100%	53.8%	46.2%	0.0%	0.0%	53.8%	38.5%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	576	372	204	17	12	340	179	2	2	4	6		1	8	4	1	
	%	100%	64.6%	35.4%	3.0%	2.1%	59.0%	31.1%	0.3%	0.3%	0.7%	1.0%	0.0%	0.2%	1.4%	0.7%	0.2%	0.0%
Criminal Investigating (1811)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	11	10	1	1		7	1					1		1			
	%	100%	90.9%	9.1%	9.1%	0.0%	63.6%	9.1%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	0.0%
Relevant Pool	#	222	193	29	17	1	165	23	4	1	1	3	2		4	1		
	%	100%	86.9%	13.1%	7.7%	0.5%	74.3%	10.4%	1.8%	0.5%	0.5%	1.4%	0.9%	0.0%	1.8%	0.5%	0.0%	0.0%
Park Ranger (LE/Refuge), Land Mgmt LE & Conservation LE (0025LE & 1801LE)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	6	5	1			5	1										
	%	100%	83.3%	16.7%	0.0%	0.0%	83.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	243	221	22	15	3	191	18	3		4		2		6	1		
	%	100%	90.9%	9.1%	6.2%	1.2%	78.6%	7.4%	1.2%	0.0%	1.6%	0.0%	0.8%	0.0%	2.5%	0.4%	0.0%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2014

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

Permanent Workforce	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Total Employees Eligible for Career Ladder Promotions	#	469	240	229	14	21	202	162	8	24	3	8		2	11	10	2	2
	%	100%	51.2%	48.8%	3.0%	4.5%	43.1%	34.5%	1.7%	5.1%	0.6%	1.7%	0.0%	0.4%	2.3%	2.1%	0.4%	0.4%
Time in grade in excess of minimum																		
1 - 12 months	#	42	21	21		3	18	11		3		2		1	2	1	1	
	%	100%	50.0%	50.0%	0.0%	7.1%	42.9%	26.2%	0.0%	7.1%	0.0%	4.8%	0.0%	2.4%	4.8%	2.4%	2.4%	0.0%
13 - 24 months	#	5	3	2			1	1	1						1	1		
	%	100%	60.0%	40.0%	0.0%	0.0%	20.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	0.0%	0.0%
25+ months	#	6	3	3			1	2	1						1	1		
	%	100%	50.0%	50.0%	0.0%	0.0%	16.7%	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2013

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

Action	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-13 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	37	26	11	2		23	10				1	1					
	%	100%	70.3%	29.7%	5.4%	0.0%	62.2%	27.0%	0.0%	0.0%	0.0%	2.7%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1938	1177	761	52	33	1025	639	34	47	22	25	3	3	39	12	2	2
	%	100%	60.7%	39.3%	2.7%	1.7%	52.9%	33.0%	1.8%	2.4%	1.1%	1.3%	0.2%	0.2%	2.0%	0.6%	0.1%	0.1%
GS-14 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	29	19	10			16	8	1			2			1		1	
	%	100%	65.5%	34.5%	0.0%	0.0%	55.2%	27.6%	3.4%	0.0%	0.0%	6.9%	0.0%	0.0%	3.4%	0.0%	3.4%	0.0%
Relevant Pool	#	1449	926	523	44	40	817	422	25	33	16	18	1		21	10	2	
	%	100%	63.9%	36.1%	3.0%	2.8%	56.4%	29.1%	1.7%	2.3%	1.1%	1.2%	0.1%	0.0%	1.4%	0.7%	0.1%	0.0%
GS-15 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	10	7	3	1		4	3							2			
	%	100%	70.0%	30.0%	10.0%	0.0%	40.0%	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%
Relevant Pool	#	568	368	200	17	9	336	172	4	8	2	7			9	4		
	%	100%	64.8%	35.2%	3.0%	1.6%	59.2%	30.3%	0.7%	1.4%	0.4%	1.2%	0.0%	0.0%	1.6%	0.7%	0.0%	0.0%
Senior Executive Service Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	2	1	1			1	1										
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	162	114	48	10	3	93	42	3	3	2		1		5			
	%	100%	70.4%	29.6%	6.2%	1.9%	57.4%	25.9%	1.9%	1.9%	1.2%	0.0%	0.6%	0.0%	3.1%	0.0%	0.0%	0.0%

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

Type of Program	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Career Development Programs for GS 11 - 12: Stepping Up to Leadership cohorts 27 & 28																		
Slots	#	48																
Relevant Pool	#	3110	1808	1302	102	74	1538	1079	56	73	39	39	5	5	63	29	5	3
	%	100%	58.1%	41.9%	3.3%	2.4%	49.5%	34.7%	1.8%	2.3%	1.3%	1.3%	0.2%	0.2%	2.0%	0.9%	0.2%	0.1%
Applied	#	155	80	75	3	10	68	56	3	3	2	4			4	2		
	%	100%	51.6%	48.4%	1.9%	6.5%	43.9%	36.1%	1.9%	1.9%	1.3%	2.6%	0.0%	0.0%	2.6%	1.3%	0.0%	0.0%
Selected	#	48	23	25		1	22	22			1	2						
	%	100%	47.9%	52.1%	0.0%	2.1%	45.8%	45.8%	0.0%	0.0%	2.1%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for GS 13 - 14: Advanced Leadership Development Program cohort XIII																		
Slots	#	24																
Relevant Pool	#	1781	1154	627	54	45	1024	513	28	37	18	21	1		28	11	1	
	%	100%	64.8%	35.2%	3.0%	2.5%	57.5%	28.8%	1.6%	2.1%	1.0%	1.2%	0.1%	0.0%	1.6%	0.6%	0.1%	0.0%
Applied	#	70	45	25	3	2	37	21	3	1	1	1			1			
	%	100%	64.3%	35.7%	4.3%	2.9%	52.9%	30.0%	4.3%	1.4%	1.4%	1.4%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%
Selected	#	24	12	12	2	2	9	8	1	1		1						
	%	100%	50.0%	50.0%	8.3%	8.3%	37.5%	33.3%	4.2%	4.2%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for GS 15 and SES: Department of the Interior SES Candidate Development Program Class 17																		
Slots	#																	
Relevant Pool	#	141	99	42	8	2	83	38		2	2		1		5			
	%	100%	70.2%	29.8%	5.7%	1.4%	58.9%	27.0%	0.0%	1.4%	1.4%	0.0%	0.7%	0.0%	3.5%	0.0%	0.0%	0.0%
Applied	#	6	5	1			5	1										
	%	100%	83.3%	16.7%	0.0%	0.0%	83.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Participants	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

Type of Award	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	319	176	143	7	11	147	102	7	24	5	2	3		7	2		2
	%	100%	55.2%	44.8%	2.2%	3.4%	46.1%	32.0%	2.2%	7.5%	1.6%	0.6%	0.9%	0.0%	2.2%	0.6%	0.0%	0.6%
Total Hours		2416	1348	1068	54	84	1127	742	55	194	40	16	24		48	16		16
Average Hours		8	8	7	8	8	8	7	8	8	8	8	8	-	7	8	-	8
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	2053	1067	986	53	51	943	818	22	56	22	32	1	2	25	24	1	3
	%	100%	52.0%	48.0%	2.6%	2.5%	45.9%	39.8%	1.1%	2.7%	1.1%	1.6%	0.0%	0.1%	1.2%	1.2%	0.0%	0.1%
Total Hours		60475	31200	29275	1464	1470	27839	24503	559	1604	576	821	40	61	686	704	36	112
Average Hours		29	29	30	28	29	30	30	25	29	26	26	40	31	27	29	36	37
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	734	423	311	13	24	366	235	10	30	13	13	2		17	9	2	
	%	100%	57.6%	42.4%	1.8%	3.3%	49.9%	32.0%	1.4%	4.1%	1.8%	1.8%	0.3%	0.0%	2.3%	1.2%	0.3%	0.0%
Total Amount		\$293,416	\$171,824	\$121,592	\$5,659	\$9,273	\$148,324	\$92,777	\$4,376	\$11,087	\$5,146	\$4,794	\$587		\$6,957	\$3,661	\$775	
Average Amount		\$400	\$406	\$391	\$435	\$386	\$405	\$395	\$438	\$370	\$396	\$369	\$294	-	\$409	\$407	\$388	-
Cash Awards \$501+																		
Total Cash Awards Given	#	4884	2866	2018	172	147	2455	1611	92	146	40	62	7	4	95	45	5	3
	%	100%	58.7%	41.3%	3.5%	3.0%	50.3%	33.0%	1.9%	3.0%	0.8%	1.3%	0.1%	0.1%	1.9%	0.9%	0.1%	0.1%
Total Amount		\$7,115,081	\$4,134,102	\$2,980,979	\$245,723	\$203,445	\$3,544,441	\$2,394,337	\$133,661	\$242,045	\$60,096	\$66,792	\$7,604	\$3,714	\$136,848	\$68,380	\$5,729	\$2,266
Average Amount		\$1,457	\$1,442	\$1,477	\$1,429	\$1,384	\$1,444	\$1,486	\$1,453	\$1,658	\$1,502	\$1,077	\$1,086	\$929	\$1,441	\$1,520	\$1,146	\$755
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	17	13	4	2	1	8	3	3									
	%	100%	76.5%	23.5%	11.8%	5.9%	47.1%	17.6%	17.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		\$167,990	\$130,073	\$37,917	\$16,716	\$8,985	\$85,543	\$28,932	\$27,814									
Average Amount		\$9,882	\$10,006	\$9,479	\$8,358	\$8,985	\$10,693	\$9,644	\$9,271	-	-	-	-	-	-	-	-	-
Quality Step Increases (QSI)																		
Total QSIs Awarded	#	475	228	247	6	21	204	196	9	13	5	11			4	6		
	%	100%	48.0%	52.0%	1.3%	4.4%	42.9%	41.3%	1.9%	2.7%	1.1%	2.3%	0.0%	0.0%	0.8%	1.3%	0.0%	0.0%
Total Benefit		\$1,241,798	\$624,119	\$617,679	\$14,349	\$49,640	\$566,464	\$490,427	\$21,707	\$33,369	\$11,972	\$30,645			\$9,627	\$13,598		
Average Benefit		\$2,614	\$2,737	\$2,501	\$2,392	\$2,364	\$2,777	\$2,502	\$2,412	\$2,567	\$2,394	\$2,786	-	-	\$2,407	\$2,266	110	-

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

Type of Separation	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Voluntary	#	602	350	252	17	16	299	196	12	21	5	10	1	1	15	7	1	1
	%	100%	58.1%	41.9%	2.8%	2.7%	49.7%	32.6%	2.0%	3.5%	0.8%	1.7%	0.2%	0.2%	2.5%	1.2%	0.2%	0.2%
Involuntary	#	29	17	12			13	10	2	1		1			2			
	%	100%	58.6%	41.4%	0.0%	0.0%	44.8%	34.5%	6.9%	3.4%	0.0%	3.4%	0.0%	0.0%	6.9%	0.0%	0.0%	0.0%
RIF	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	631	367	264	17	16	312	206	14	22	5	11	1	1	17	7	1	1
	%	100%	58.2%	41.8%	2.7%	2.5%	49.4%	32.6%	2.2%	3.5%	0.8%	1.7%	0.2%	0.2%	2.7%	1.1%	0.2%	0.2%
Permanent Workforce (09/30/2012)	#	8702	5152	3550	297	245	4376	2823	168	244	90	116	10	15	198	98	13	9
	%	100%	59.2%	40.8%	3.4%	2.8%	50.3%	32.4%	1.9%	2.8%	1.0%	1.3%	0.1%	0.2%	2.3%	1.1%	0.1%	0.1%

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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	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism
Total	#	8335	7405	194	736	102	14	7	3	26	4	11	1	36	
	%	100%	88.8%	2.3%	8.8%	1.2%	0.2%	0.1%	0.0%	0.3%	0.0%	0.1%	0.0%	0.4%	0.0%
Federal Goal		%				2.0%									
Region 1	#	950	840	18	92	13	1		3	4		2		3	
	%	100%	88.4%	1.9%	9.7%	1.4%	0.1%	0.0%	0.3%	0.4%	0.0%	0.2%	0.0%	0.3%	0.0%
Region 2	#	818	724	8	86	11	1	3		2		1		4	
	%	100%	88.5%	1.0%	10.5%	1.3%	0.1%	0.4%	0.0%	0.2%	0.0%	0.1%	0.0%	0.5%	0.0%
Region 3	#	922	820	24	78	13	2	2		5	1	1		2	
	%	100%	88.9%	2.6%	8.5%	1.4%	0.2%	0.2%	0.0%	0.5%	0.1%	0.1%	0.0%	0.2%	0.0%
Region 4	#	1287	1154	39	94	9				1	2			6	
	%	100%	89.7%	3.0%	7.3%	0.7%	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.5%	0.0%
Region 5	#	747	672	15	60	9	3			4		2			
	%	100%	90.0%	2.0%	8.0%	1.2%	0.4%	0.0%	0.0%	0.5%	0.0%	0.3%	0.0%	0.0%	0.0%
Region 6	#	849	771	14	64	8		1		2			1	4	
	%	100%	90.8%	1.6%	7.5%	0.9%	0.0%	0.1%	0.0%	0.2%	0.0%	0.0%	0.1%	0.5%	0.0%
Region 7	#	536	453	26	57	7	1			1		1		4	
	%	100%	84.5%	4.9%	10.6%	1.3%	0.2%	0.0%	0.0%	0.2%	0.0%	0.2%	0.0%	0.7%	0.0%
Region 8	#	796	718	16	62	7	1			4				2	
	%	100%	90.2%	2.0%	7.8%	0.9%	0.1%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.3%	0.0%
Headquarters	#	1430	1253	34	143	25	5	1		3	1	4		11	
	%	100%	87.6%	2.4%	10.0%	1.7%	0.3%	0.1%	0.0%	0.2%	0.1%	0.3%	0.0%	0.8%	0.0%

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

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
1. Officials and Managers															
Executive/Senior Level (Grades 15 and Above)	#	148	133	4	11										
	%	100%	89.9%	2.7%	7.4%	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)	#	981	903	24	54	6	1	2		1	1		1		
	%	100%	92.0%	2.4%	5.5%	0.6%	0.1%	0.2%	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%	
First-Level (Grades 12 and Below)	#	505	467	10	28	1	1								
	%	100%	92.5%	2.0%	5.5%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
- Other	#	1181	1027	28	126	20		1		7	1	3		8	
	%	100%	87.0%	2.4%	10.7%	1.7%	0.0%	0.1%	0.0%	0.6%	0.1%	0.3%	0.0%	0.7%	
Officials and Managers - TOTAL	#	2815	2530	66	219	27	2	3		8	1	4		9	
	%	100%	89.9%	2.3%	7.8%	1.0%	0.1%	0.1%	0.0%	0.3%	0.0%	0.1%	0.0%	0.3%	
2. Professionals	#	3459	3109	74	276	32	6	1	1	5	1	4		14	
	%	100%	89.9%	2.1%	8.0%	0.9%	0.2%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.4%	
3. Technicians	#	287	264	2	21	3	2							1	
	%	100%	92.0%	0.7%	7.3%	1.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
4. Sales Workers	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
5. Administrative Support Workers	#	685	524	25	136	35	3	2	2	11	2	3	1	11	
	%	100%	76.5%	3.6%	19.9%	5.1%	0.4%	0.3%	0.3%	1.6%	0.3%	0.4%	0.1%	1.6%	
6. Craft Workers	#	544	477	10	57	3	1	1		1					
	%	100%	87.7%	1.8%	10.5%	0.6%	0.2%	0.2%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	
7. Operatives	#	16	11	3	2										
	%	100%	68.8%	18.8%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
8. Laborers and Helpers	#	58	49	4	5										
	%	100%	84.5%	6.9%	8.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
9. Service Workers	#	459	429	10	20	2				1				1	
	%	100%	93.5%	2.2%	4.4%	0.4%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.2%	

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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	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
GS-01	#	1		1	1							1			
	%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	-	
GS-02	#	3	2	1											
	%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	
GS-03	#	12	10	2											
	%	0.2%	0.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	
GS-04	#	96	76	6	14	3	1			1	1				
	%	1.2%	1.1%	3.4%	2.1%	3.0%	7.7%	0.0%	0.0%	4.0%	0.0%	9.1%	0.0%	0.0%	
GS-05	#	244	194	9	41	10		1		4	2		3		
	%	3.2%	2.8%	5.2%	6.1%	10.1%	0.0%	16.7%	0.0%	16.0%	50.0%	0.0%	8.3%	-	
GS-06	#	222	176	6	40	8	1			3			4		
	%	2.9%	2.6%	3.4%	6.0%	8.1%	7.7%	0.0%	0.0%	12.0%	0.0%	0.0%	11.1%	-	
GS-07	#	577	494	16	67	15	3	1	2	3		2	4		
	%	7.5%	7.2%	9.2%	10.0%	15.2%	23.1%	16.7%	66.7%	12.0%	0.0%	18.2%	0.0%	11.1%	
GS-08	#	123	105	3	15	3					1		2		
	%	1.6%	1.5%	1.7%	2.2%	3.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	5.6%	-	
GS-09	#	921	802	23	96	22	3	1	1	6	1	3	7		
	%	12.0%	11.7%	13.2%	14.3%	22.2%	23.1%	16.7%	33.3%	24.0%	25.0%	27.3%	0.0%	19.4%	
GS-10	#	12	12												
	%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	
GS-11	#	1467	1320	31	116	15	1			4	1		9		
	%	19.1%	19.3%	17.8%	17.3%	15.2%	7.7%	0.0%	0.0%	16.0%	0.0%	9.1%	0.0%	25.0%	
GS-12	#	1889	1729	28	132	7	3				1		3		
	%	24.6%	25.3%	16.1%	19.7%	7.1%	23.1%	0.0%	0.0%	0.0%	9.1%	0.0%	8.3%	-	
GS-13	#	1405	1271	32	102	11	1	1		4	1	1	3		
	%	18.3%	18.6%	18.4%	15.2%	11.1%	7.7%	16.7%	0.0%	16.0%	25.0%	9.1%	0.0%	8.3%	
GS-14	#	556	507	16	33	4		2			1		1		
	%	7.2%	7.4%	9.2%	4.9%	4.0%	0.0%	33.3%	0.0%	0.0%	0.0%	9.1%	0.0%	2.8%	
GS-15	#	138	126	3	9										
	%	1.8%	1.8%	1.7%	1.3%	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%	0.6%	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%	-	
TOTAL	#	7689	6844	174	671	99	13	6	3	25	4	11	1	36	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service- Servicewide as of September 30, 2014

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

GS/GM, SES & Related Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
GS-01	#	8	7		1										
	%	0.8%	0.8%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-
GS-02	#	25	20	1	4										
	%	2.6%	2.4%	2.3%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-
GS-03	#	104	90	4	10	2		1		1					
	%	10.8%	10.6%	9.1%	14.7%	20.0%	0.0%	100.0%	0.0%	33.3%	-	-	-	0.0%	-
GS-04	#	185	166	6	13	3			1	1				1	
	%	19.2%	19.5%	13.6%	19.1%	30.0%	0.0%	0.0%	100.0%	33.3%	-	-	-	33.3%	-
GS-05	#	270	236	19	15	3				1				2	
	%	28.1%	27.8%	43.2%	22.1%	30.0%	0.0%	0.0%	0.0%	33.3%	-	-	-	66.7%	-
GS-06	#	37	34	2	1										
	%	3.8%	4.0%	4.5%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-
GS-07	#	112	98	6	8	1	1								
	%	11.6%	11.5%	13.6%	11.8%	10.0%	50.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-
GS-08	#	5	5												
	%	0.5%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-
GS-09	#	114	104	2	8	1	1								
	%	11.9%	12.2%	4.5%	11.8%	10.0%	50.0%	0.0%	0.0%	0.0%	-	-	-	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	#	67	60	3	4										
	%	7.0%	7.1%	6.8%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-
GS-12	#	24	21	1	2										
	%	2.5%	2.5%	2.3%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-
GS-13	#	9	7		2										
	%	0.9%	0.8%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-
GS-14	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-
GS-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-
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	#	2	2												
	%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-
TOTAL	#	962	850	44	68	10	2	1	1	3				3	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	-	100%	-

NOTE: Percentages computed down columns and NOT across rows.

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Table B5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

WG, WL & Equivalent Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism
Grade-01	#	23	18	3	2										
	%	100%	78.3%	13.0%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-02	#	2	1		1										
	%	100%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-03	#	2	2												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-04	#	3	3												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-05	#	40	35	2	3										
	%	100%	87.5%	5.0%	7.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-06	#	30	23	2	5										
	%	100%	76.7%	6.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-07	#	48	42	1	5										
	%	100%	87.5%	2.1%	10.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-08	#	212	178	8	26	2		1		1					
	%	100%	84.0%	3.8%	12.3%	0.9%	0.0%	0.5%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	
Grade-09	#	103	93	3	7										
	%	100%	90.3%	2.9%	6.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-10	#	162	147		15	1	1								
	%	100%	90.7%	0.0%	9.3%	0.6%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-11	#	7	6		1										
	%	100%	85.7%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-12	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-13	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-14	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-15	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
All Other Non-supervisory Wage Grades	#	4	4												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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Table B5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

WG, WL & Equivalent Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism
Grade-01	#	15	12		3										
	%	100%	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-02	#	11	10	1											
	%	100%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-03	#	12	9	2	1										
	%	100%	75.0%	16.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-04	#	7	6	1											
	%	100%	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-05	#	35	32	1	2	1				1					
	%	100%	91.4%	2.9%	5.7%	2.9%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-06	#	12	7		5	1				1					
	%	100%	58.3%	0.0%	41.7%	8.3%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-07	#	12	10		2	1							1		
	%	100%	83.3%	0.0%	16.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%
Grade-08	#	13	13												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-09	#	5	3	1	1										
	%	100%	60.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-10	#	6	6												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-11	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-12	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Non-supervisory Wage Grades	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Table B5S-1: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

WS, XS & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Grade-01	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-02	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-03	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-04	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-05	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-06	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-07	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-08	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-09	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-10	#	5	4	1											
	%	100%	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-11	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-12	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-13	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-14	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-15	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
All Other Supervisory Wage Grades	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Table B5S-1: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

WS, XS & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism
Grade-01	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-03	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-04	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-05	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-06	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-07	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-08	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-09	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-10	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-11	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-12	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Supervisory Wage Grades	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

WG, WL & Equivalent Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism
Grade-01	#	23	18	3	2										
	%	3.6%	3.3%	15.8%	3.1%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Grade-02	#	2	1		1										
	%	0.3%	0.2%	0.0%	1.5%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Grade-03	#	2	2												
	%	0.3%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Grade-04	#	3	3												
	%	0.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Grade-05	#	40	35	2	3										
	%	6.3%	6.3%	10.5%	4.6%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Grade-06	#	30	23	2	5										
	%	4.7%	4.2%	10.5%	7.7%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Grade-07	#	48	42	1	5										
	%	7.5%	7.6%	5.3%	7.7%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Grade-08	#	212	178	8	26	2		1		1					
	%	33.3%	32.2%	42.1%	40.0%	66.7%	0.0%	100.0%	-	100.0%	-	-	-	-	
Grade-09	#	103	93	3	7										
	%	16.2%	16.8%	15.8%	10.8%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Grade-10	#	162	147		15	1	1								
	%	25.5%	26.6%	0.0%	23.1%	33.3%	100.0%	0.0%	-	0.0%	-	-	-	-	
Grade-11	#	7	6		1										
	%	1.1%	1.1%	0.0%	1.5%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Grade-12	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Grade-13	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Grade-14	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Grade-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
All Other Non-supervisory Wage Grades	#	4	4												
	%	0.6%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	
Total Non-supervisory Wage Grades	#	636	552	19	65	3	1	1		1					
	%	100%	100%	100%	100%	100%	100%	100%	-	100%	-	-	-	-	

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

WG, WL & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual	(91) Psychiatric Disability	(92) Dwarfism	
Grade-01	#	15	12		3										
	%	11.7%	11.1%	0.0%	21.4%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-02	#	11	10	1											
	%	8.6%	9.3%	16.7%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-03	#	12	9	2	1										
	%	9.4%	8.3%	33.3%	7.1%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-04	#	7	6	1											
	%	5.5%	5.6%	16.7%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-05	#	35	32	1	2	1				1					
	%	27.3%	29.6%	16.7%	14.3%	33.3%	-	-	-	50.0%	-	-	-	0.0%	-
Grade-06	#	12	7		5	1				1					
	%	9.4%	6.5%	0.0%	35.7%	33.3%	-	-	-	50.0%	-	-	-	0.0%	-
Grade-07	#	12	10		2	1								1	
	%	9.4%	9.3%	0.0%	14.3%	33.3%	-	-	-	0.0%	-	-	-	100.0%	-
Grade-08	#	13	13												
	%	10.2%	12.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-09	#	5	3	1	1										
	%	3.9%	2.8%	16.7%	7.1%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-10	#	6	6												
	%	4.7%	5.6%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-11	#														
	%	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%	-
Grade-13	#														
	%	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%	-
Grade-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
All Other Non-supervisory Wage Grades	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Total Non-supervisory Wage Grades	#	128	108	6	14	3				2				1	
	%	100%	100%	100%	100%	100%	-	-	-	100%	-	-	-	100%	-

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Table B5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

WS, XS & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine,	
Grade-01	#														
	%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-02	#														
	%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-03	#														
	%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-04	#	1	1												
	%	10.0%	11.1%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-05	#														
	%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-06	#														
	%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-07	#	1	1												
	%	10.0%	11.1%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-08	#	1	1												
	%	10.0%	11.1%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-09	#	1	1												
	%	10.0%	11.1%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-10	#	5	4	1											
	%	50.0%	44.4%	100.0%	-	-	-	-	-	-	-	-	-	-	
Grade-11	#	1	1												
	%	10.0%	11.1%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-12	#														
	%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-13	#														
	%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-14	#														
	%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	
Grade-15	#														
	%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	
All Other Supervisory Wage Grades	#														
	%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	
Total Supervisory Wage Grades	#	10	9	1											
	%	100%	100%	100%	-	-	-	-	-	-	-	-	-	-	

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Table B5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

WS, XS & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Grade-01	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-02	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-03	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-04	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-05	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-06	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-07	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-08	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-09	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-10	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-11	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-12	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-13	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-14	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-15	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
All Other Supervisory Wage Grades	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Supervisory Wage Grades	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent Workforce

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	1686	1549	33	104	11	2			3			6		
	%	100%	91.9%	2.0%	6.2%	0.7%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	
Biological Science Technician (0404)	#	126	117	1	8										
	%	100%	92.9%	0.8%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Fish and Wildlife Administration (0480)	#	252	236	4	12										
	%	100%	93.7%	1.6%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Fish Biology (0482)	#	539	495	12	32	1			1						
	%	100%	91.8%	2.2%	5.9%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	
Wildlife Refuge Management (0485)	#	631	579	15	37	4	2	1	1						
	%	100%	91.8%	2.4%	5.9%	0.6%	0.3%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	
Wildlife Biology (0486)	#	569	508	10	51	3	1		1			1			
	%	100%	89.3%	1.8%	9.0%	0.5%	0.2%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	
Criminal Investigating (1811)	#	212	205	5	2										
	%	100%	96.7%	2.4%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Refuge LE, Land Mgmt LE & Conservation LE (0025LE & 1801LE)	#	251	236	5	10										
	%	100%	94.0%	2.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Temporary Workforce

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	123	112	2	9	2	2								
	%	100%	91.1%	1.6%	7.3%	1.6%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Biological Science Technician (0404)	#	346	306	22	18	3				2			1		
	%	100%	88.4%	6.4%	5.2%	0.9%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.3%	0.0%	
Fish and Wildlife Administration (0480)	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Fish Biology (0482)	#	84	82	1	1										
	%	100%	97.6%	1.2%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Wildlife Refuge Management (0485)	#	4	4												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Wildlife Biology (0486)	#	26	21	4	1										
	%	100%	80.8%	15.4%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Criminal Investigating (1811)	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Refuge LE, Land Mgmt LE & Conservation LE (0025LE & 1801LE)	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Table B7-ALT: HIRES by Disability - Permanent Workforce

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
General Natural Resources Management and Biological Sciences (0401)															
Accessions	#	19	19												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	16	16												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	35	35												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From SCEP or Pathways Intern (Perm)	#	14	13		1										
	%	100%	92.9%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Biological Science Technician (0404)															
Accessions	#	6	6												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	2	2												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	8	8												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From SCEP or Pathways Intern (Perm)	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fish and Wildlife Administration (0480)															
Accessions	#	5	5												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#	5	5												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From SCEP or Pathways Intern (Perm)	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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Table B7-ALT: HIRES by Disability - Permanent Workforce

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	5	5												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	7	7												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From SCEP or Pathways Intern (Perm)	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wildlife Refuge Management (0485)															
Accessions	#	4	4												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	2	2												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	6	6												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From SCEP or Pathways Intern (Perm)	#	3	2		1										
	%	100%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Wildlife Biology (0486)															
Accessions	#	10	9	1											
	%	100%	90.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	7	6		1										
	%	100%	85.7%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	17	15	1	1										
	%	100%	88.2%	5.9%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From SCEP or Pathways Intern (Perm)	#	8	7		1										
	%	100%	87.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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Table B7-ALT: HIRES by Disability - Permanent Workforce

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From SCEP or Pathways Intern (Perm)	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Park Ranger (LE/Refuge) (0025LE & 1801LE)															
Accessions	#	10	10												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#	10	10												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From SCEP or Pathways Intern (Perm)	#	2	1		1										
	%	100%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2013
Table B7-ALT: HIRES by Disability - Temporary Workforce

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
General Natural Resources Management and Biological Sciences (0401)															
Accessions	#	31	27	2	2	1	1								
	%	100%	87.1%	6.5%	6.5%	3.2%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Biological Science Technician (0404)															
Accessions	#	259	222	23	14	1				1					
	%	100%	85.7%	8.9%	5.4%	0.4%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Fish and Wildlife Administration (0480)															
Accessions	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fish Biology (0482)															
Accessions	#	10	9		1										
	%	100%	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%
Wildlife Refuge Management (0485)															
Accessions	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wildlife Biology (0486)															
Accessions	#	4	3	1											
	%	100%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Criminal Investigating (1811)															
Accessions	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Park Ranger (LE/Refuge) (0025LE & 1801LE)															
Accessions	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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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	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Permanent Workforce															
Accessions	#	200	155	9	36	12				2		1	1	8	
	%	100%	77.5%	4.5%	18.0%	6.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.5%	0.5%	4.0%	0.0%
From Temporary	#	82	72	3	7	2						1		1	
	%	100%	87.8%	3.7%	8.5%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	0.0%	1.2%	0.0%
Total Hires	#	282	227	12	43	14				2		2	1	9	
	%	100%	80.5%	4.3%	15.2%	5.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.7%	0.4%	3.2%	0.0%
FY2012 Accessions	#	416	332	23	61	9	1			2	2			4	
	%	100%	79.8%	5.5%	14.7%	2.2%	0.2%	0.0%	0.0%	0.5%	0.5%	0.0%	0.0%	1.0%	0.0%
FY2012 From Temporary	#	125	105	1	19	4		2						2	
	%	100%	84.0%	0.8%	15.2%	3.2%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%
FY2012 Total Hires	#	541	437	24	80	13	1	2		2	2			6	
	%	100%	80.8%	4.4%	14.8%	2.4%	0.2%	0.4%	0.0%	0.4%	0.4%	0.0%	0.0%	1.1%	0.0%
Temporary Workforce															
Accessions	#	553	457	51	45	6	2	1		2		1			
	%	100%	82.6%	9.2%	8.1%	1.1%	0.4%	0.2%	0.0%	0.4%	0.0%	0.2%	0.0%	0.0%	0.0%
FY2012 Accessions	#	1066	959	47	60	14	1		1	4				8	
	%	100%	90.0%	4.4%	5.6%	1.3%	0.1%	0.0%	0.1%	0.4%	0.0%	0.0%	0.0%	0.8%	0.0%
Non-Appropriated Workforce															
Accessions	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FY2012 Accessions	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fish & Wildlife Service - Servicewide FY2013

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	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Permanent Workforce															
Accessions	#	12	1	11	8						1	1	6		
	%	100%	0.0%	8.3%	91.7%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	8.3%	50.0%	0.0%
From Temporary	#	1		1											
	%	100%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Hires	#	13	1	12	8						1	1	6		
	%	100%	0.0%	7.7%	92.3%	61.5%	0.0%	0.0%	0.0%	0.0%	7.7%	7.7%	46.2%	0.0%	
FY2012 Accessions	#	17	2	15	7	1			2	2			2		
	%	100%	0.0%	11.8%	88.2%	41.2%	5.9%	0.0%	0.0%	11.8%	11.8%	0.0%	0.0%	11.8%	0.0%
FY2012 From Temporary	#	4		4	3		2						1		
	%	100%	0.0%	0.0%	100.0%	75.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%
FY2012 Total Hires	#	21	2	19	10	1	2		2	2			3		
	%	100%	0.0%	9.5%	90.5%	47.6%	4.8%	9.5%	0.0%	9.5%	9.5%	0.0%	0.0%	14.3%	0.0%
Temporary Workforce															
Accessions	#	7		7	4	2	1				1				
	%	100%	0.0%	0.0%	100.0%	57.1%	28.6%	14.3%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%
FY2012 Accessions	#	13	1	12	7	1		1	2				3		
	%	100%	0.0%	7.7%	92.3%	53.8%	7.7%	0.0%	7.7%	15.4%	0.0%	0.0%	0.0%	23.1%	0.0%
Non-Appropriated Workforce															
Accessions	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
FY2012 Accessions	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-		

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

Based on occupational series of employee after the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
General Natural Resources Management and Biological Sciences (0401)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	31	31												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1733	1589	34	110	13	2			3			8		
	%	100%	91.7%	2.0%	6.3%	0.8%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.5%	0.0%	
Biological Science Technician (0404)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	130	120	1	9										
	%	100%	92.3%	0.8%	6.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Fish and Wildlife Administration (0480)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	17	17												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	245	228	5	12										
	%	100%	93.1%	2.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Fish Biology (0482)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	10	10												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	571	526	12	33	1				1					
	%	100%	92.1%	2.1%	5.8%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	

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

Based on occupational series of employee after the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	25	24		1										
	%	100%	96.0%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	653	600	16	37	4	2	1	1						
	%	100%	91.9%	2.5%	5.7%	0.6%	0.3%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Wildlife Biology (0486)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	10	10												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	576	517	11	48	3	1			1				1	
	%	100%	89.8%	1.9%	8.3%	0.5%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%
Criminal Investigating (1811)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	11	10		1										
	%	100%	90.9%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	222	214	6	2										
	%	100%	96.4%	2.7%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Park Ranger (LE/Refuge), Land Mgmt LE & Conservation LE (0025LE & 1801LE)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	6	6												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	243	228	5	10										
	%	100%	93.8%	2.1%	4.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
General Natural Resources Management and Biological Sciences (0401)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	32	32												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1733	1589	34	110	13	2			3			8		
	%	100%	91.7%	2.0%	6.3%	0.8%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.5%	0.0%	
Biological Science Technician (0404)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	2	2												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	130	120	1	9										
	%	100%	92.3%	0.8%	6.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Fish and Wildlife Administration (0480)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	4	4												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	245	228	5	12										
	%	100%	93.1%	2.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Fish Biology (0482)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	12	12												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	571	526	12	33	1				1					
	%	100%	92.1%	2.1%	5.8%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	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	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	26	25		1										
	%	100%	96.2%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	653	600	16	37	4	2	1	1						
	%	100%	91.9%	2.5%	5.7%	0.6%	0.3%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Wildlife Biology (0486)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	13	13												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	576	517	11	48	3	1			1				1	
	%	100%	89.8%	1.9%	8.3%	0.5%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%
Criminal Investigating (1811)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	11	10		1										
	%	100%	90.9%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	222	214	6	2										
	%	100%	96.4%	2.7%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Park Ranger (LE/Refuge), Land Mgmt LE & Conservation LE (0025LE & 1801LE)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	6	6												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	243	228	5	10										
	%	100%	93.8%	2.1%	4.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service- Servicewide as of September 30, 2014

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

		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism
Total Employees Eligible for Career Ladder Promotions	#	469	402	14	53	15				2	2	2	1	8	
	%	100%	85.7%	3.0%	11.3%	3.2%	0.0%	0.0%	0.0%	0.4%	0.4%	0.4%	0.2%	1.7%	0.0%

Time in grade in excess of minimum

1 - 12 months	#	42	34	3	5	1						1			
	%	100%	81.0%	7.1%	11.9%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%
13 - 24 months	#	5	4		1										
	%	100%	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
25+ months	#	6	5		1										
	%	100%	83.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2013

Table B11: INTERNAL SELECTIONS FOR 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	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
GS-13 Vacancies															
Applied	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	37	36		1										
	%	100%	97.3%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1938	1774	32	132	11	3			1		1		6	
	%	100%	91.5%	1.7%	6.8%	0.6%	0.2%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.3%	0.0%
GS-14 Vacancies															
Applied	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	29	29												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1449	1306	32	111	12	1	1		4	1	2		3	
	%	100%	90.1%	2.2%	7.7%	0.8%	0.1%	0.1%	0.0%	0.3%	0.1%	0.1%	0.0%	0.2%	0.0%
GS-15 Vacancies															
Applied	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	10	10												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	568	513	19	36	6		2			1		3		
	%	100%	90.3%	3.3%	6.3%	1.1%	0.0%	0.4%	0.0%	0.0%	0.0%	0.2%	0.0%	0.5%	0.0%
Senior Executive Service Vacancies															
Applied	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	2	2												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	162	147	3	12	1				1					
	%	100%	90.7%	1.9%	7.4%	0.6%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY 2014

Table B12: PARTICIPATION IN LEADERSHIP DEVELOPMENT - Distribution by Disability

Type of Program	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Career Development Programs for GS 11 - 12: Stepping Up to Leadership cohorts 27 & 28															
Slots	#	48													
Relevant Pool	#	3110	2822	54	234	23	4			4		2		13	
	%	100%	90.7%	1.7%	7.5%	0.7%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.4%	0.0%
Applied	#	155	139	5	11	1	1								
	%	100%	89.7%	3.2%	7.1%	0.6%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected	#	48	40	3	5	1	1								
	%	100%	83.3%	6.3%	10.4%	2.1%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for GS 13 - 14: Advanced Leadership Development Program cohort XIII															
Slots	#	24													
Relevant Pool	#	1781	1604	45	132	14	1	2		4	1	2		4	
	%	100%	90.1%	2.5%	7.4%	0.8%	0.1%	0.1%	0.0%	0.2%	0.1%	0.1%	0.0%	0.2%	0.0%
Applied	#	70	64	2	4										
	%	100%	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%
Selected	#	24	23		1										
	%	100%	95.8%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for GS 15 and SES: Department of the Interior SES Candidate Development Program Class 17															
Slots	#														
Relevant Pool	#	141	127	4	10	1				1					
	%	100%	90.1%	2.8%	7.1%	0.7%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Applied	#	6	6												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Fish & Wildlife Service - Servicewide FY2013

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

Type of Award	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Time-Off awards - 1-9 hours															
Total Time-Off Awards Given	#	319	287	13	19	5	1			1			3		
	%	100%	90.0%	4.1%	6.0%	1.6%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.9%	0.0%	
Total Hours		2416	2169	97	150	41	8			9			24		
Average Hours		8	8	7	8	8	8	-	-	9	-	-	8	-	
Time-Off awards - 9+ hours															
Total Time-Off Awards Given	#	2053	1798	53	202	28	2	3		12		3	8		
	%	100%	87.6%	2.6%	9.8%	1.4%	0.1%	0.1%	0.0%	0.6%	0.0%	0.1%	0.4%	0.0%	
Total Hours		60475	53127	1526	5822	835	48	112		325		99	251		
Average Hours		29	30	29	29	30	24	37	-	27	-	33	31	-	
Cash Awards - \$100 - \$500															
Total Cash Awards Given	#	734	629	17	88	18	2	1	1	8			6		
	%	100%	85.7%	2.3%	12.0%	2.5%	0.3%	0.1%	0.1%	1.1%	0.0%	0.0%	0.8%	0.0%	
Total Amount		\$293,416	\$254,566	\$6,492	\$32,358	\$6,243	\$900	\$350	\$250	\$2,505			\$2,238		
Average Amount		\$400	\$405	\$382	\$368	\$347	\$450	\$350	\$250	\$313	-	-	\$373	-	
Cash Awards \$501+															
Total Cash Awards Given	#	4884	4411	100	373	43	9	4		9		6	15		
	%	100%	90.3%	2.0%	7.6%	0.9%	0.2%	0.1%	0.0%	0.2%	0.0%	0.1%	0.3%	0.0%	
Total Amount		\$7,115,081	\$6,435,177	\$176,033	\$503,871	\$60,460	\$8,795	\$6,775		\$13,864		\$7,925	\$23,101		
Average Amount		\$1,457	\$1,459	\$1,760	\$1,351	\$1,406	\$977	\$1,694	-	\$1,540	-	\$1,321	\$1,540	-	
Senior Executive Service Performance Awards															
Total Cash Awards Given	#	17	15		2										
	%	100%	88.2%	0.0%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Amount		\$167,990	\$146,426		\$21,564										
Average Amount		\$9,882	\$9,762	-	\$10,782	-	-	-	-	-	-	-	-	-	
Quality Step Increases (QSI)															
Total QSIs Awarded	#	475	428	10	37	7			1		1		5		
	%	100%	90.1%	2.1%	7.8%	1.5%	0.0%	0.0%	0.2%	0.0%	0.2%	0.0%	1.1%	0.0%	
Total Benefit		\$1,241,798	\$1,115,668	\$25,811	\$100,319	\$18,197			\$1,364		\$2,968		\$13,865		
Average Benefit		\$2,614	\$2,607	\$2,581	\$2,711	\$2,600	-	-	\$1,364	-	\$2,968	-	\$2,773	-	

Fish & Wildlife Service - Servicewide FY2013

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

Type of Separation		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism
Voluntary	#	602	515	14	73	14				3	1	1	1	8	
	%	100%	85.5%	2.3%	12.1%	2.3%	0.0%	0.0%	0.0%	0.5%	0.2%	0.2%	0.2%	1.3%	0.0%
Involuntary	#	29	20	1	8	4	1			1				2	
	%	100%	69.0%	3.4%	27.6%	13.8%	3.4%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%	6.9%	0.0%
RIF	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	631	535	15	81	18	1			4	1	1	1	10	
	%	100%	84.8%	2.4%	12.8%	2.9%	0.2%	0.0%	0.0%	0.6%	0.2%	0.2%	0.2%	1.6%	0.0%
Total Permanent Workforce (09/30/2012)	#	8702	7730	197	775	107	15	7	3	28	5	10	1	38	
	%	100%	88.8%	2.3%	8.9%	1.2%	0.2%	0.1%	0.0%	0.3%	0.1%	0.1%	0.0%	0.4%	0.0%

Data from 462 Report

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

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

Mixed Cases are Included in this report.

Total Elapsed Time: 00:06:43

AGENCY OR DEPARTMENT: U.S. Fish and Wildlife Service:FWS (and below) REPORTING PERIOD: 10/01/2013 – 09/30/2014

Part I – Pre-Complaint Activities

Part I – Pre-Complaint Activities (Left)

EEO Counselor

	Counselings	Individuals
A. Intentionally Left Blank		

ADR Intake Officer

	Counselings	Individuals
B. Intentionally Left Blank		

Total Completed/Ended Counselings

	Counselings	Individuals
C. Total Completed/Ended Counselings	42	41
1. Counseled Within 30 Days	15	15
2. Counseled Within 31 to 90 Days	24	23
a. Counseled Within Written Extension Period No Longer Than 60 Days	13	13

Part I – Pre-Complaint Activities (Right)

Non-ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
E. Total	0	0	\$0.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	0	0	\$0.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other	0	0	\$0.00

Non-ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
F. Total	0	0
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0

b. Counseled Within 90 Days Where Individual Participated in ADR	8	8
c. Counseled Within 31-90 Days That Were Untimely	3	3
3. Counseled Beyond 90 Days	3	3
4. Counseled Due to Remands	0	0

Pre-Complaint Activities

	Counselings	Individuals
D. Pre-Complaint Activities		
1. On Hand at the Beginning of the Reporting Period	10	9
2. Initiated during the Reporting Period	38	38
3. Completed/Ended Counseling	42	41
a. Settlements (Monetary and Non-Monetary)	5	5
b. Withdrawal/No Complaint Filed	5	5
c. Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period	31	30
d. Decision to File Complaint Pending at the End of the Reporting Period	1	1
4. Counselings Pending at the End of the Reporting Period	6	6

b. Non-Retroactive	0	0
3. Expungements	0	0
4. Reassignments	0	0
5. Removals Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	0	0
8. Apology	0	0
9. Disciplinary Actions	0	0
a. Rescinded	0	0
b. Modified	0	0
10. Performance Evaluation Modified	0	0
11. Leave Restored	0	0
12. Other	0	0

ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
G. Total	1	1	\$9,000.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	0	0	\$0.00
4. Attorney's Fees and Costs	1	1	\$9,000.00
5. Other	0	0	\$0.00

ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
H. Total	4	4

1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
3. Expungements	0	0
4. Reassignments	0	0
5. Removals Rescinded	1	1
a. Reinstatement	0	0
b. Voluntary Resignation	1	1
6. Accommodations	0	0
7. Training	2	2
8. Apology	0	0
9. Disciplinary Actions	1	1
a. Rescinded	1	1
b. Modified	0	0
10. Performance Evaluation Modified	1	1
11. Leave Restored	0	0
12. Other	1	1

NON-ADR SETTLEMENTS

	Counselings	Individuals
I. Total	0	0

**AGENCY OR DEPARTMENT: U.S. Fish and
Wildlife Service:FWS (and below)**

**REPORTING PERIOD:
10/01/2013 – 09/30/2014**

Part II – Formal Complaint Activities

Part II – Formal Complaint Activities	
A. Complaints on Hand at the Beginning of the Reporting Period	53
B. Complaints Filed	33
C. Remands (sum of lines C1 + C2 + C3)	0
C.1. Remands (Not Included in A or B)	0
C.2. Remands (Included in A or B)	0
C.3. Number of additional remands in this reporting period that are not captured in C.1 or C.2 above	0
C.4. Additional closures in this reporting period not reflected in F. or H. that resulted from remands	0
D. Total Complaints (sum of lines A + B + C1)	86
E. Complaints in Line D that were NOT Consolidated	78
F. Complaints in Line E that were Closed During Report Period	35
G. Complaints in Line D that WERE Consolidated	8
H. Complaints in Line G that were Closed During Report Period	4
I. Complaints On Hand at the end of the Reporting Period (Line D - (F + H) + [(C2 + C3) - C4])	47
J. Individuals Filing Complaints (Complainants)	32
K. Number of Joint Processing Units from Consolidation of Complaints	4

**AGENCY OR DEPARTMENT: U.S. Fish and
Wildlife Service:FWS (and below)**

**REPORTING PERIOD:
10/01/2013 – 09/30/2014**

Part III – Agency Resources, Training, Reporting Line

A. Agency & Contract Resources

Part III – A. Agency & Contract Resources				
	Agency		Contract	
	Number	Percent	Number	Percent
1. Work Force				
a. Total Work Force	8914			
b. Permanent Employees	7856			
2. Counselors	5		13	
a. Full-Time	3	60	13	100
b. Part-Time	2	40	0	0
c. Collateral Duty	0	0	0	0
3. Investigators	0		24	
a. Full-Time	0	0	24	100
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
4. Couns/Investig	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0

B. Agency & Contract Staff Training

Part III – B. Agency & Contract Staff Training						
	Counselor		Investigator		Counselor/Investigator	
	Agency	Contract	Agency	Contract	Agency	Contract
1. New Staff –	0	0	0	0	0	0

Part III – B. Agency & Contract Staff Training						
	Counselor		Investigator		Counselor/Investigator	
	Agency	Contract	Agency	Contract	Agency	Contract
Total						
a. Staff Receiving Required 32 or more hours	0	0	0	0	0	0
b. Staff Receiving 8 or more hours, usually given to experienced staff	0	0	0	0	0	0
c. Staff Receiving no training at all	0	0	0	0	0	0
2. Experienced Staff – Total	5	13	0	24	0	0
a. Staff Receiving Required 32 or more hours	5	13	0	24	0	0
b. Staff Receiving 8 or more hours, usually given to experienced staff	0	0	0	0	0	0
c. Staff Receiving no training at all	0	0	0	0	0	0

C. Reporting Line

Part III – C. Reporting Line	
1. EEO Director's Name:	John W. Burden
1a. Does the EEO Director Report to the Agency Head? (Yes/No)	NO
2. If no, who does the EEO Director Report to?	Person: Mary F. Pletcher Title: Deputy Assistant Secretary, DOI-DASHO
3. Who is responsible for the day-to-day operation of the EEO program in your Department/Agency/organization?	Person: Inez Uhl Title: Equal Employment Opportunity Officer

4. Who does that person report to?

Person: Rowan Gould
Title: Deputy Director, U.S.
Fish and Wildlife Service

Part IV – Bases and Issues Alleged in Complaints Filed (Part 1)

Part IV – Bases and Issues Alleged in Complaints Filed (Part 1)

Issues of Alleged Discrimination	Bases of Alleged Discrimination											
	Race						Color	Religion	Reprisal	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races						
A. Appointment/Hire	0	0	0	0	0	0	0	0	0	1	1	1
B. Assignment of Duties	0	0	0	2	0	0	0	0	1	5	2	2
C. Awards	0	0	0	0	0	0	0	0	0	0	0	0
D. Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	0	0	0	0	0	0	0	0	4	8	5	5
1. Demotion	0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0	0	0	3	4	3	3
3. Suspension	0	0	0	0	0	0	0	0	1	4	2	2
4. Removal	0	0	0	0	0	0	0	0	0	0	0	0
5. Other	0	0	0	0	0	0	0	0	0	0	0	0
F. Duty Hours	0	0	0	1	0	0	0	0	1	3	2	2
G. Evaluation/Appraisal	0	0	0	1	0	0	0	0	1	3	2	2
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	1	0	0	8	2	0	4	0	14	52	22	22
1. Non-Sexual	1	0	0	8	2	0	4	0	14	51	21	21
2. Sexual									0	1	1	1
J. Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
K. Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0
L. Promotion/Non-Selection	0	0	0	1	0	0	0	0	2	5	4	4
M. Reassignment	0	0	0	0	0	0	0	0	0	0	0	0

Part IV – Bases and Issues Alleged in Complaints Filed (Part 1)

Issues of Alleged Discrimination	Bases of Alleged Discrimination											
	Race						Color	Religion	Reprisal	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races						
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0	0	0	0
N. Reasonable Accommodation								0	0	3	2	2
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
P. Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Q. Termination	0	1	0	0	1	0	0	0	1	6	2	2
R. Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	2	2	2
S. Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
T. Training	0	0	0	0	0	0	0	0	0	0	0	0
U. Other (Please Specify Below)	0	0	0	4	0	0	0	0	4	11	7	7
User Defined - Other 1	0	0	0	1	0	0	0	0	1	3	2	2
User Defined - Other 2	0	0	0	1	0	0	0	0	1	3	2	2
User Defined - Other 3	0	0	0	1	0	0	0	0	1	3	2	2
User Defined - Other 4	0	0	0	1	0	0	0	0	1	2	1	1
User Defined - Other 5	0	0	0	0	0	0	0	0	0	0	0	0
Total All Issues by Bases	1	1	0	17	3	0	4	0	29			
Total All Complaints Filed by Bases	1	1	0	12	2	0	4	0	20			
Total All Complainants by Bases	1	1	0	12	2	0	4	0	20			

Part IV – Bases and Issues Alleged in Complaints Filed (Part 2)

Part IV – Bases and Issues Alleged in Complaints Filed (Part 2)

Issues of Alleged Discrimination	Bases of Alleged Discrimination													
	Sex		Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Male	Female		Hispanic / Latino	Other	Male	Female		Mental	Physical				

Part IV – Bases and Issues Alleged in Complaints Filed (Part 2)

Issues of Alleged Discrimination	Bases of Alleged Discrimination													
	Sex		Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Male	Female		Hispanic / Latino	Other	Male	Female		Mental	Physical				
A. Appointment/Hire	0	0	0	0	0			1	0	0	0	1	1	1
B. Assignment of Duties	1	0	0	0	0			1	0	0	0	5	2	2
C. Awards	0	0	0	0	0			0	0	0	0	0	0	0
D. Conversion to Full Time	0	0	0	0	0			0	0	0	0	0	0	0
E. Disciplinary Action	1	0	0	0	0			3	0	0	0	8	5	5
1. Demotion	0	0	0	0	0			0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0			1	0	0	0	4	3	3
3. Suspension	1	0	0	0	0			2	0	0	0	4	2	2
4. Removal	0	0	0	0	0			0	0	0	0	0	0	0
5. Other	0	0	0	0	0			0	0	0	0	0	0	0
F. Duty Hours	0	0	0	0	0			0	1	0	0	3	2	2
G. Evaluation/Appraisal	0	0	0	0	0			1	0	0	0	3	2	2
H. Examination/Test	0	0	0	0	0			0	0	0	0	0	0	0
I. Harassment	3	3	1	0	2			5	2	7	0	52	22	22
1. Non-Sexual	2	3	1	0	2			5	2	7	0	51	21	21
2. Sexual	1	0										1	1	1
J. Medical Examination	0	0	0	0	0			0	0	0	0	0	0	0
K. Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. Promotion/Non-Selection	0	0	0	1	0			0	1	0	0	5	4	4
M. Reassignment	0	0	0	0	0			0	0	0	0	0	0	0
1. Denied	0	0	0	0	0			0	0	0	0	0	0	0
2. Directed	0	0	0	0	0			0	0	0	0	0	0	0
N. Reasonable Accommodation									1	2		3	2	2
O. Reinstatement	0	0	0	0	0			0	0	0	0	0	0	0
P. Retirement	0	0	0	0	0			0	0	0	0	0	0	0
Q. Termination	0	1	0	0	1			1	0	0	0	6	2	2

Part IV – Bases and Issues Alleged in Complaints Filed (Part 2)

Issues of Alleged Discrimination	Bases of Alleged Discrimination													
	Sex		Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Male	Female		Hispanic / Latino	Other	Male	Female		Mental	Physical				
R. Terms/Conditions of Employment	0	0	0	0	0			0	0	1	0	2	2	2
S. Time and Attendance	0	0	0	0	0			0	0	0	0	0	0	0
T. Training	0	0	0	0	0			0	0	0	0	0	0	0
U. Other (Please Specify Below)	0	0	0	0	0			0	3	0	0	11	7	7
User Defined - Other 1	0	0	0	0	0			0	1	0	0	3	2	2
User Defined - Other 2	0	0	0	0	0			0	1	0	0	3	2	2
User Defined - Other 3	0	0	0	0	0			0	1	0	0	3	2	2
User Defined - Other 4	0	0	0	0	0			0	0	0	0	2	1	1
User Defined - Other 5	0	0	0	0	0			0	0	0	0	0	0	0
Total All Issues by Bases	5	4	1	1	3	0	0	12	8	10	0			
Total All Complaints Filed by Bases	5	4	1	1	3	0	0	8	5	8	0			
Total All Complainants by Bases	5	4	1	1	3	0	0	8	5	8	0			

Part IVA – Bases of Discrimination in Findings and Alleged in Settlements

Part IVA – Bases of Discrimination in Findings and Alleged in Settlements													
Findings/Allegations in:	Part IVA – Bases of Discrimination in Findings and Alleged in Settlements												
	Race	ol	Dis	Sex	D	National Origin	Equal Pay Act	A	Disability	Z			

	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races				Male	Female		Hispanic / Latino	Other	Male	Female		Mental	Physical	
1. Counseling Settlement Allegations	0	0	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	1	1	0
1a. Number of Counselings Settled	0	0	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	1	1	0
1b. Number of Counselees Settled With	0	0	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	1	1	0
2. Complaint Settlement Allegations	0	0	0	4	0	0	0	0	7	2	1	0	0	0	0	0	4	5	8	0
2a. Number of Complaints Settled	0	0	0	2	0	0	0	0	4	1	1	0	0	0	0	0	3	3	4	0
2b. Number of Complainants Settled With	0	0	0	2	0	0	0	0	4	1	1	0	0	0	0	0	3	3	4	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3a. Number FADs With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5b. # of Complainants Issued FOs With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	0	0	0	4	1	0	0	0	7	2	4	0	0	0	0	0	4	6	9	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Part IVB – Issues of Discrimination in Findings and Alleged in Settlements

Part IVB – Issues of Discrimination in Findings and Alleged in Settlements

Findings/ Allegations in:

Part IVB – Issues of Discrimination in Findings and Alleged in Settlements

	Appointment/ Hire	Assignment of Duties	Awards	Conversion to Full Time	Disciplinary Action				Duty Hours	Eval/ Appraisal	Exam/ Test	Harassment		Medical Exam	Pay/ Overtime	Promotion/ Non-Selection	Reassignment		Reasonable Accomm	Rein- statement	Retire- ment	Termination	Terms & Conditions Employment	Time and Attendance	Training	Other
					Demotion	Reprimand	Suspension	Removal				Non-Sexual	Sexual				Denied	Directed								
1. Counseling Settlement Allegations	0	0	0	0	0	0	0	0	0	1	0	2	0	0	0	1	0	0	0	0	0	1	0	0	1	0
1a. Number of Counselings Settled	0	0	0	0	0	0	0	0	0	1	0	2	0	0	0	1	0	0	0	0	0	1	0	0	1	0
1b. Number of Counselees Settled With	0	0	0	0	0	0	0	0	0	1	0	2	0	0	0	1	0	0	0	0	0	1	0	0	1	0
2. Complaint Settlement Allegations	0	3	1	0	0	3	1	0	1	3	0	1	0	0	0	3	0	0	1	0	0	1	0	0	0	0
2a. Number of Complaints Settled	0	3	1	0	0	2	1	0	1	3	0	1	0	0	0	3	0	0	1	0	0	1	0	0	0	0
2b. Number of Complainants Settled With	0	3	1	0	0	2	1	0	1	3	0	1	0	0	0	3	0	0	1	0	0	1	0	0	0	0
3. Final Agency Decision Findings	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
3a. Number FADs With Findings	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
3b. Number Complainants Issued FAD Findings	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
4. AJ Decision Findings	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
4a. Number AJ Decisions With Findings	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. Final Agency Order Findings Implemented	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
5a. Number of Final Orders With Findings Implemented	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
5b. # of Complainants Issued FOs With Findings Implemented	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 SETTLEMENT ALLEGATIONS	0	3	1	0	0	3	1	0	1	4	0	3	0	0	0	4	0	0	1	0	0	2	0	0	1	0
TOTAL FINAL ACTION FINDINGS	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

**AGENCY OR DEPARTMENT: U.S. Fish and
Wildlife Service:FWS (and below)**

**REPORTING PERIOD:
10/01/2013 – 09/30/2014**

Part V – Summary of Closures by Statute

Part V – Summary of Closures by Statute	
A. Statute	(If a single complaint has multiple statutes record each on the appropriate line.)
31	1. Title VII
1	1a.Pregnancy Discrimination Act (PDA)
10	2. Age Discrimination in Employment Act (ADEA)
10	3. Rehabilitation Act
0	4. Equal Pay Act (EPA)
0	5. Genetic Information Nondiscrimination Act (GINA)
B. Total by Statutes	
52	This number may be larger than the total number of complaints closed. (A1 + A1a + A2 + A3 + A4 + A5)

**AGENCY OR DEPARTMENT: U.S. Fish and
Wildlife Service:FWS (and below)**

**REPORTING PERIOD:
10/01/2013 – 09/30/2014**

Part VI – Summary of Closures By Category

Part VI – Summary of Closures By Category			
	Total Number	Total Days	Average Days
A. Total Number of Closures (1 + 2 + 3)	39	17122	439.03
1. Withdrawals (a + b)	2	503	251.50
a. Non-ADR Withdrawals	2	503	251.50
b. ADR Withdrawals	0	0	0.00
2. Settlements (a + b)	10	3071	307.10
a. Non-ADR Settlements	7	2725	389.29
b. ADR Settlements	3	346	115.33
3. Final Agency Actions (B + C)	27	13548	501.78
B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)	23	8350	363.04
1. Finding Discrimination	0	0	0.00
2. Finding No Discrimination	20	8015	400.75
3. Dismissal of Complaints	3	335	111.67
C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)	4	5198	1,299.50
1. AJ Decision Fully Implemented (a + b + c)	4	5198	1,299.50
(a) Finding Discrimination	0	0	0.00
(b) Finding No Discrimination	3	4487	1,495.67
(c) Dismissal of Complaints	1	711	711.00
2. AJ Decision NOT Fully Implemented (a + b + c)	0	0	0.00
(a) Finding Discrimination (i + ii + iii)	0	0	0.00
i. Agency Appealed Finding But Not Remedy	0	0	0.00
ii. Agency Appealed Remedy But Not Finding	0	0	0.00
iii. Agency Appealed Finding And Remedy	0	0	0.00
(b) Finding No Discrimination	0	0	0.00

Part VI – Summary of Closures By Category

	Total Number	Total Days	Average Days
(c) Dismissal of Complaints	0	0	0.00
D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3 + 4)	20	3634	181.70
1. Complainant Requested Immediate FAD (1a + 1b)	14	2585	184.64
a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request	1	55	55.00
b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request	13	2530	194.62
2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	5	853	170.60
a. Agency Issued FAD WITHIN 60 Days Of End Of 30-Day Election Period	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days Beyond End Of 30-Day Election Period	5	853	170.60
3. Hearing Requested; AJ Returned Case To Agency For FAD Without AJ Decision (3a + 3b)	1	196	196.00
a. Agency Issued FAD WITHIN 60 Days of Receipt Of AJ Returned Case For FAD Issuance	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days After Receipt Of AJ Returned Case For FAD Issuance	1	196	196.00
4. Final Agency Decision Issued On A Mixed Case (4a + 4b)	0	0	0.00
a. Agency Issued FAD WITHIN 45 Days After Investigation	0	0	0.00
b. Agency Issued FAD MORE THAN 45 Days After Investigation	0	0	0.00

**AGENCY OR DEPARTMENT: U.S. Fish and
Wildlife Service:FWS (and below)**

**REPORTING PERIOD:
10/01/2013 – 09/30/2014**

Part VII – Summary of Complaints Closed by Types of Benefits

Part VII – Summary of Complaints Closed by Types of Benefits (A – E)

	Number	Amount
A. Total complaints closed with benefits	10	
B. Total closures with monetary benefits to complainant	7	\$162,113.00
1. Back Pay/Front Pay	2	\$2,560.00
2. Lump Sum Payment	4	\$144,553.00
3. Compensatory Damages	1	\$5,000.00
4. Attorney fees and costs	1	\$10,000.00
D. Intentionally Left Blank		
E. Total closures with non-monetary benefits to complainant	6	

Part VII – F. Types of benefits in non-monetary closures

	Number of closures that received monetary benefits as well	Number of closures that received only non-monetary benefits
F. Types of benefits in non-monetary closures		
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	1
a. Retroactive	0	0

Part VII – F. Types of benefits in non-monetary closures

	Number of closures that received monetary benefits as well	Number of closures that received only non-monetary benefits
b. Non-Retroactive	0	1
3. Expungements	0	2
4. Reassignments	0	1
5. Removal Rescinded	2	1
a. Reinstatement	0	0
b. Voluntary Resignation	2	1
6. Accommodations	0	0
7. Training	0	0
8. Apology	0	0
9. Disciplinary Actions	2	1
a. Rescinded	2	1
b. Modified	0	0
10. Performance evaluation modified	0	0
11. Leave Restored	2	0

Part VII – F. Types of benefits in non-monetary closures

	Number of closures that received monetary benefits as well	Number of closures that received only non-monetary benefits
12. Other	1	1
Other(M)	1	
Other(NM)		1

**AGENCY OR DEPARTMENT: U.S. Fish and
Wildlife Service:FWS (and below)**

**REPORTING PERIOD:
10/01/2013 – 09/30/2014**

Part VIII – Summary of Pending Complaints By Category

Part VIII – Summary of Pending Complaints By Category					
	Number Pending	Number of Days	Average Days	Number of Days Pending for Oldest Case	Oldest Docket #
A. Total Complaints Pending (Same as part II line I) (1+1a+2+3+4)	47	19603			
1. Complaints Pending Written Notification (Acknowledgement Letter)	2	71	36.00	71	
1a. Complaints Pending Decision to Accept/Dismiss	3	90	30.00	54	
2. Complaints Pending Investigation	11	1408	128.00	258	
3. Complaints In Hearing	21	12382	590.00	966	DOI-FWS-12-0063
4. Complaints Pending A Final Agency Action	10	5652	565.00	979	

**AGENCY OR DEPARTMENT: U.S. Fish and
Wildlife Service:FWS (and below)**

**REPORTING PERIOD:
10/01/2013 – 09/30/2014**

Part IX – Summary Of Investigations Completed

Part IX – Summary Of Investigations Completed			
	Cases	Total Days	Average Days
A. Investigations Completed During Reporting Period (1 + 3)	27		
1. Investigations Completed by Agency Personnel (a + b + c)	0	0	0
a. Investigations Completed in 180 Days or Less	0	0	0.00
b. Investigations Completed in 181 - 360 Days	0	0	0.00
1. Timely Completed Investigations	0	0	0.00
2. Untimely Completed Investigations	0	0	0.00
c. Investigations Completed in 361 or More Days	0	0	0.00
2. Agency Investigation Costs	\$17,073.22		0.00
3. Investigations Completed by Contractors (a + b + c)	27	5147	190.63
a. Investigations Completed in 180 Days or Less	18	2885	160.00
b. Investigations Completed in 181 - 360 Days	9	2262	251.33
1. Timely Completed Investigations	6	1578	263.00
2. Untimely Completed Investigations	3	684	228.00
c. Investigations Completed in 361 or More Days	0	0	0.00
4. Contractor Investigation Costs	\$94,192.24		3,488.60

**AGENCY OR DEPARTMENT: U.S. Fish and
Wildlife Service:FWS (and below)**

**REPORTING PERIOD:
10/01/2013 – 09/30/2014**

Part X – Summary of ADR Program Activities

Informal Phase (Pre-Complaint)

Part X – Summary of ADR Program Activities Informal Phase (Pre-Complaint)				
	Counselings	Individuals	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Completed/Ended Counselings				
1. ADR Offered By Agency	40	39		
2. Rejected By Individual (Counselee)	29	29		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	11	11		
C. ADR Resources Used in Completed/Ended Counselings (Total)	5	5		
1. Inhouse	3	3		
2. Another Federal Agency	2	2		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	0	0		
4. Multiple Resources Used (Please specify in a comment box)	0	0		
5. Federal Executive Board	0	0		
6. Other	0	0		
D. ADR Techniques Used in Completed/Ended Counselings (Totals)	5	5	254	50.80
1. Mediation	5	5	254	50.80
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	0	0	0	0.00
6. Ombudsman	0	0	0	0.00
7. Peer Review	0	0	0	0.00
8. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00

Part X – Summary of ADR Program Activities Informal Phase (Pre-Complaint)

	Counselings	Individuals	Days	Average Days
E. Status of Cases				
1. Total Closed	11	11	513	46.64
a. Settlements with Benefits (Monetary & Non-monetary)	5	5	296	59.20
b. No Formal Complaint Filed	1	1	48	48.00
c. Complaint Filed				
i. No Resolution	3	3	114	38.00
ii. No ADR Attempt (aka Part X.E.1.d)	2	2	55	27.50
e. Decision to File Complaint Pending at the End of the Reporting Period	0	0	0	0.00
2. Intentionally Left Blank				

**AGENCY OR DEPARTMENT: U.S. Fish and
Wildlife Service:FWS (and below)**

**REPORTING PERIOD:
10/01/2013 – 09/30/2014**

**Part XI – Summary of ADR Program Activities
Formal Phase (Complaint Filed)**

Part XI – Summary of ADR Program Activities Formal Phase (A – E)				
	Complaints	Complainants	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Complaint Closures				
1. ADR Offered By Agency	29	28		
2. Rejected By Complainant	26	26		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	3	3		
C. ADR Resources Used in Complaint Closures (Totals)	3	3		
1. Inhouse	3	3		
2. Another Federal Agency	0	0		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	0	0		
4. Multiple Resources Used (Please specify in a comment box)	0	0		
5. Federal Executive Board	0	0		
6. Other	0	0		
D. ADR Techniques Used in Complaint Closures (Totals)	3	3	242	80.67
1. Mediation	3	3	242	80.67
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	0	0	0	0.00
6. Ombudsman	0	0	0	0.00
7. Mini Trials	0	0	0	0.00
8. Peer Review	0	0	0	0.00

Part XI – Summary of ADR Program Activities Formal Phase (A – E)

	Complaints	Complainants	Days	Average Days
9. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00
E. Status of Cases in Complaint Closures				
1. Total Closed	3	3	242	80.67
a. Settlements with Benefits (Monetary & Non-monetary)	3	3	242	80.67
b. Withdrawal from EEO Process	0	0	0	0.00
c. No Resolution	0	0	0	0.00
d. No ADR Attempt	0	0	0	0.00
2. Intentionally Left Blank				

Part XI – Summary of ADR Program Activities Formal Phase (F)

	Complaints	Complainants	Amount
F. Benefits Received			
1. Monetary (Insert Totals)	1	1	\$15,000.00
a. Compensatory Damages	1	1	\$5,000.00
b. Backpay/Frontpay	0	0	\$0.00
c. Lump Sum	0	0	\$0.00
d. Attorneys Fees and Costs	1	1	\$10,000.00
e. Other	0	0	\$0.00
2. Non-Monetary (Insert Totals)	2	2	
a. Hires	0	0	
i. Retroactive	0	0	
ii. Non-Retroactive	0	0	
b. Promotions	1	1	
i. Retroactive	0	0	
ii. Non-Retroactive	1	1	
c. Expungements	1	1	
d. Reassignments	1	1	
e. Removals Rescinded	0	0	
i. Reinstatement	0	0	
ii. Voluntary Resignation	0	0	

Part XI – Summary of ADR Program Activities Formal Phase (1)

	Complaints	Complainants	Amount
f. Accommodations	0	0	
g. Training	0	0	
h. Apology	0	0	
i. Disciplinary Actions	1	1	
i. Rescinded	1	1	
ii. Modified	0	0	
j. Performance Evaluation Modified	0	0	
k. Leave Restored	0	0	
l. Other	1	1	

**AGENCY OR DEPARTMENT: U.S. Fish and Wildlife
Service:FWS (and below)**

**REPORTING PERIOD:
10/01/2013 – 09/30/2014**

Part XII – Summary of EEO ADR Program Activities

Part XII – Summary of EEO ADR Program Activities Training and Resources (A – C)

EEO ADR Resources	Number	Trained
A. No Longer Collected		
B. Employees that can participate in EEO ADR	0	
C. Resources that manage EEO ADR program (does not include neutrals as reported in parts X & XI)	8	
1. In-House Full Time (40 Hours EEO ADR Only)	0	
2. In-House Part Time (32 Hours EEO ADR Only)	0	
3. In-House Collateral Duty (Others/Non-Contract)	8	
4. Contract (Another Federal Agency/Private Organizations)	0	

Part XII – D. EEO ADR Funding Spent

	Amount	
D. EEO ADR Funding Spent	\$0.00	

Part XII – E. EEO ADR Contact Information

1. Name of EEO ADR Program Director / Manager	Mathew Costello
2. Title	Acting Director
3. Telephone Number	703-235-3791
4. Email	Matthew_costello@ios.doi.gov

Part XII – F. EEO ADR Program Information

	YES	NO
1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	

Part XII – F. EEO ADR Program Information

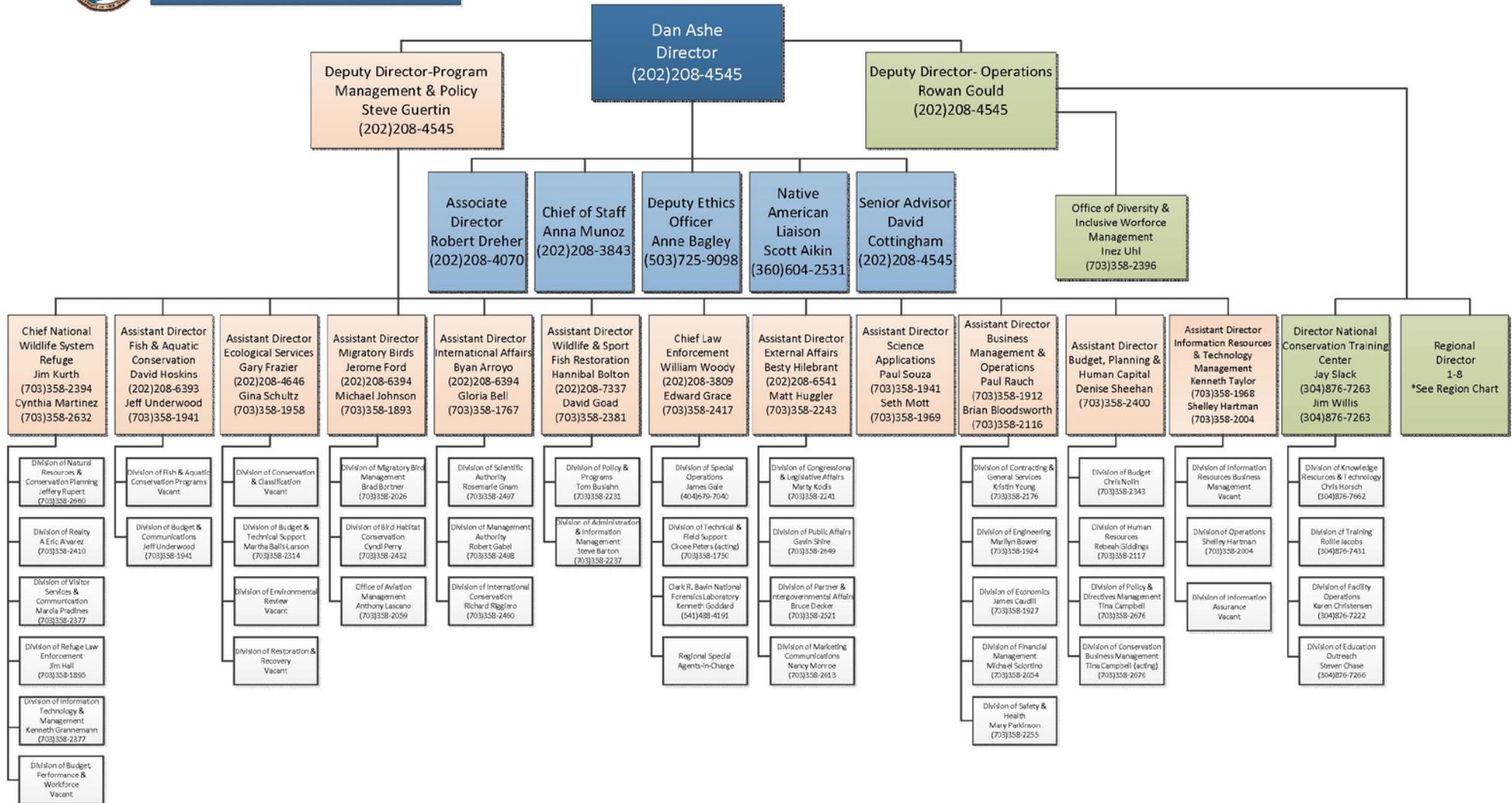
	YES	NO
1a. If so, is there a written policy requiring the participation?	X	
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

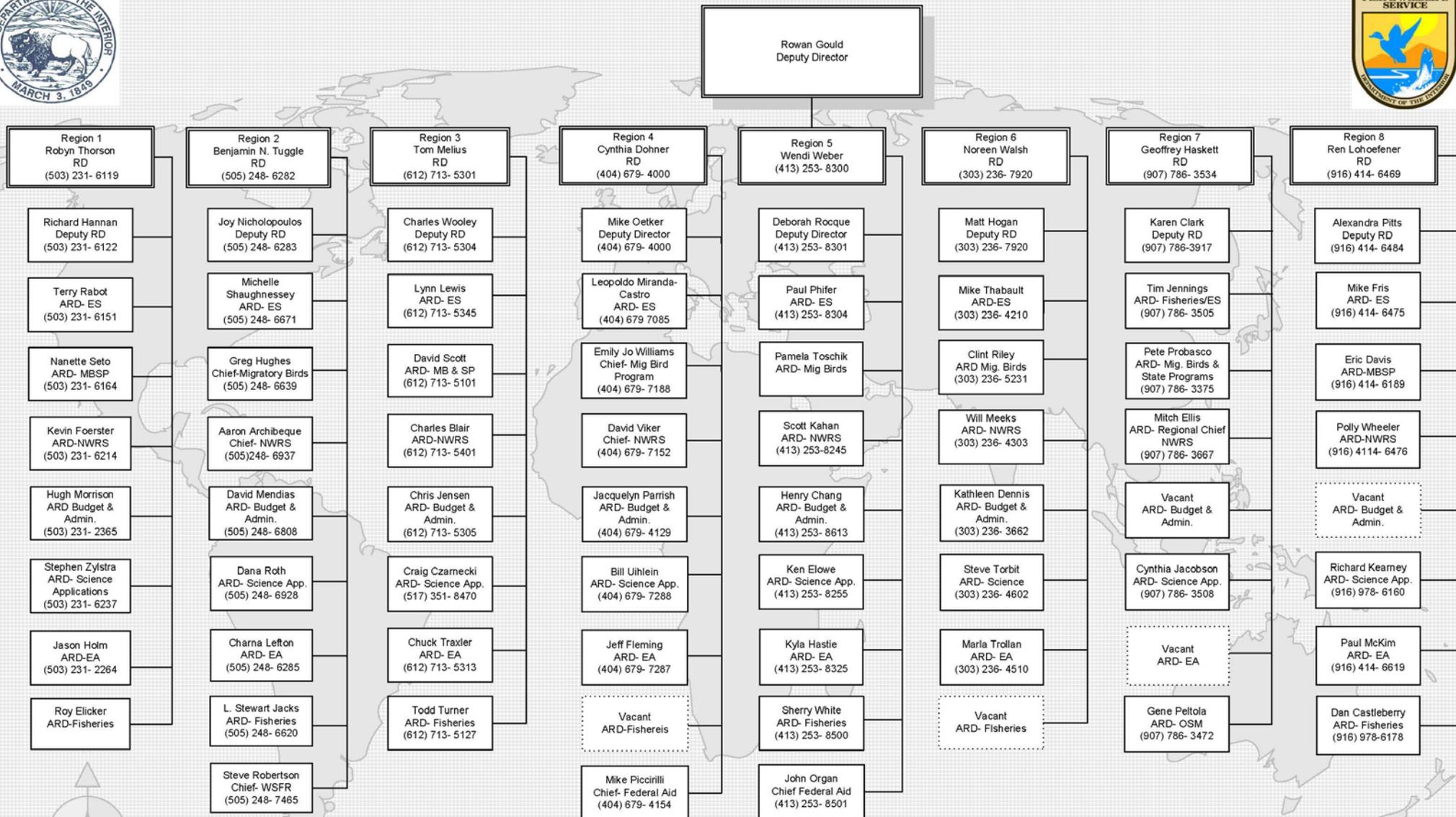
Organizational Charts

Backup Documentation



US Fish and Wildlife Service







United States Department of the Interior

FISH AND WILDLIFE SERVICE

Washington, D.C. 20240



NOV 20 2011

In Reply Refer To:
FWS/ODIWM/049937

Memorandum

To: All FWS Employees

From: Director *Dino M. Ashe*

Subject: Equal Employment Opportunity and Non-Discrimination Policy

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

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

The Service does not tolerate discrimination, harassment or reprisal in the workplace. Allegations of discrimination will be addressed promptly and professionally. Timely compliance with decisions issued on discrimination complaints is mandatory. Appropriate disciplinary action will be taken when a decision is issued confirming allegations of discrimination, harassment, or reprisal.

Employees who believe that they have been the subject of unlawful discrimination must initiate contact with their Regional Diversity and Civil Rights Office or the Office of Diversity and Inclusive Workforce Management in Washington, D.C. within 45 calendar days of the alleged discriminatory event, or in case of a personnel action, within 45 days of the effective date of the action.

This Policy and the Department of the Interior's policy on Equal Opportunity and Zero Tolerance of Discrimination and Harassment shall be posted on the Service's internal website, in all Human Resources and Diversity and Civil Rights Offices, in common areas such as break rooms, and on official bulletin boards. Inquiries concerning either this policy or specific situations relevant to this policy should be directed to the Office of Diversity and Inclusive Workforce Management, in Washington, D.C. at (703) 358-1724.



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



In Reply Refer To:
FWS/ODIWM/049942

NOV 23 2011

Memorandum

To: All FWS Employees

From: Director

Subject: Zero Tolerance Harassment Policy

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

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

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

Employees are strongly encouraged to report incidents of harassment to their immediate supervisor (allegations involving an immediate supervisor should be reported to a higher level management official). Employees may also contact their servicing Human Resources (HR) Office or Diversity and Civil Rights (DCR) Office, or the Washington D.C. Office of Diversity and Inclusive Workforce Management (ODIWM). Supervisors and managers will take immediate action to conduct an internal inquiry and resolve

reports of harassment. If evidence confirms allegations of harassment, the supervisor will take appropriate corrective and disciplinary action. Any employee found to have participated in harassment of any kind will be subject to appropriate administrative or disciplinary action, which may include removal from federal service. Disciplinary action will also be taken against supervisors who do not carry out their responsibilities under this policy. Any action taken to address and resolve issues of harassment will be confidential and retaliatory action against an employee who raises a claim of harassment of any kind will not be tolerated.

The Service's internal inquiry is a management responsibility and is not part of the Equal Employment Opportunity (EEO) complaint process. Any employee who desires to initiate an EEO Complaint alleging harassment must contact their Regional DCR office or the Washington, D.C. ODWIM within 45 calendar days of the date of the alleged harassment. The Service's inquiry does not have an impact on the EEO time requirement. Therefore, employees may not wait until after an internal inquiry is conducted if they desire to enter into the EEO process.

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



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



In Reply Refer To:
FWS/ODIWM/055675

SEP 20 2013

Memorandum

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

From: Deputy Director *Rouan W Gould*

Subject: Annual Collection of Ethnicity, Race, and Disability Data

The U.S. Fish and Wildlife Service (Service) is committed to being a model employer for the employment of a diverse workforce and reports annually on its progress toward achieving this objective. To help the Service succeed in this effort, your help is requested to ensure that the statistical data used for reporting is accurate in tracking our progress and ask that you verify and update your ethnicity, race, and disability data in the Federal Personnel and Payroll System (FPPS). This voluntary activity can be accomplished by using the Office of Personnel Management (OPM) Employee Express website. Your ethnicity, race, and disability data is protected under the Privacy Act and is collected for statistical purposes only and in no way affects payroll or personnel decisions. Please rest assured that this information will remain confidential and will not be shared with third parties to include managers and supervisors. Please make updates by October 18, 2013.

To update your ethnicity, race, and disability status follow these steps:

- 1) Log onto the OPM Employee Express website at <https://www.employeeexpress.gov>
- 2) Select the topics "Ethnicity and Race Indicator" and "Disability Update"
- 3) Input and/or update the appropriate data

Please note that you can use OPM's Self-Identification form as a guide to help you with entering information in the "Disability Update" section of Employee Express. See http://www.opm.gov/Forms/pdf_fill/sf256.pdf for more information.

If you have any questions or comments concerning this matter, please contact your servicing Human Resources Office of Diversity and Civil Rights Office. Contact Employee Express at 1-888-353-9450 if you need help with your user name or password.



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



DEC 02, 2013

In Reply Refer To:
FWS/ODIWM/056105

Memorandum

To: Service Dir

From: Deputy Director

Subject: Realignment of the Federally Assisted and Federally Conducted Programs

This memorandum is to inform you of the following realignment of functions within the Headquarters' operations. The appropriate funds, Full Time Employees, positions and responsibilities were transferred to the Office of Diversity and Inclusive Workforce Management (ODIWM) effective October 1, 2013.

Federally Assisted Program:

From: Wildlife and Sport Fish Restoration Program
To: ODIWM

Federally Conducted Program:

From: National Wildlife Refuge System – Division of Visitor Services and Communication
To: ODIWM

This change only applies to the Headquarters operations and does not affect the continuing responsibility the Regions have for implementing the federally conducted and federally assisted programs.

If you have any questions regarding this realignment, please contact Ms. Inez Uhl, Chief, ODIWM, at 703-358-1724.



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

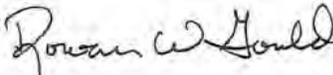


In Reply Refer To:
FWS/ODIWM/056191

DEC 11, 2013

Memorandum

To: Service Directorate

From: Deputy Director 

Subject: Mandatory Equal Employment Opportunity and Diversity Training for Managers, Supervisors and Employees for Fiscal Year 2014

The U.S. Fish and Wildlife Service (Service) is committed to achieving and fostering an inclusive and diverse workforce, as well as, a workplace that is free of discrimination, harassment or reprisal. The Service is requiring that managers and supervisors complete a minimum of eight (8) hours of training on an annual basis: four (4) hours related to Equal Employment Opportunity (EEO) and four (4) hours related to Diversity (workforce/employment).

In creating a continuous learning environment that will strengthen our leadership, mandatory training will focus on topics deemed essential in developing our future workforce. Essential topics should include subjects such as cultural competency, engaging a multi-cultural workforce, leveraging differences, and other topics that will help foster an inclusive workforce. Therefore completion of this training is included in the performance plans for all managers and supervisors.

The Service will continue to offer additional tools that will assist managers and supervisors in carrying out their responsibilities in promoting inclusivity throughout the workforce and preventing discrimination. Training may be completed through various media, including classroom, online, audio or video conference, satellite broadcast, and webinar. Videos and DVDs may only be used to complement facilitated training. However, managers and supervisors should consult with their Regional Diversity and Civil Rights (DCR) Office to confirm outside training courses meet the requirement of workplace and employment related practices.

In addition, I strongly encourage all non-supervisory employees to complete two hours of EEO training and two hours of Diversity training this year. All Service employees, permanent and temporary, are requested to complete Fiscal Year 2014 annual training no later than September 26, 2014.

Regional DCR offices will regularly assess the completion rate of your managers and supervisors providing a status report to the Service's Office of Diversity and Inclusive Workforce Management no later than the 30th day of the month following the end of the second, third, and fourth quarters. The first report is due to the Office of Diversity and Inclusive Workforce Management by April 30, 2014.

If you have any questions concerning EEO and Diversity training, please contact Ms. Inez Uhl, the Service's EEO Officer at 703-358-2396.



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



In Reply Refer To:
FWS/ODIWM/058879

NOV 20 2014

Memorandum

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

From: Acting Director 

Subject: Reasonable Accommodation Policy for Scheduled Events

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

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

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

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

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

