



# The State of the Agency



**2020**

U.S. Fish and Wildlife Service  
EEO Program and MD-715 Status Report

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**MD-715**  
**Parts A Through E**

**Part A - Department or Agency Identifying Information**

Agency	Second Level Component	Address	City	State	Zip Code	Agency Code	FIPS Code
U.S. Department of the Interior (DOI)	U.S. Fish and Wildlife Service (FWS)	1849 C Street, N.W.	Washington	DC	20240	IN15	1448

**Part B - Total Employment**

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	7630	855	8485

**Part C.1 - Head of Agency and Head of Agency Designee**

Agency Leadership	Name	Title
Head of Agency	Martha Williams	Principal Deputy Director, Exercising the Delegated Authority of the Director
Head of Agency Designee	Bryan Arroyo	Deputy Director of Operations

**Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)**

EEO Program Staff	Name	Title	Occupational Series	Pay Plan and Grade	Phone Number	Email Address
Principal EEO Director/Official	Gina Huck	EEO Director (Acting)	0260	GS-14	503-736-4784	<a href="mailto:Gina_Huck@fws.gov">Gina_Huck@fws.gov</a>
Affirmative Employment Program Manager	Hector Zarate	Affirmative Employment Program Manager	0260	GS-14	703-358-2003	<a href="mailto:Hector_Zarate@fws.gov">Hector_Zarate@fws.gov</a>
Complaint Processing Program Manager (Informal Complaints)	Ronald Niemann	EEO Complaints Manager	0260	GS-14	703-358-2194	<a href="mailto:Ronald_Niemann@fws.gov">Ronald_Niemann@fws.gov</a>

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<b>EEO Program Staff</b>	<b>Name</b>	<b>Title</b>	<b>Occupational Series</b>	<b>Pay Plan and Grade</b>	<b>Phone Number</b>	<b>Email Address</b>
Complaint Processing Program Manager (Formal Complaints)	Michelle Witter	EEO Complaints Manager	0260	GS-14	303-236-4460	<a href="mailto:Michelle.Witter@fws.gov">Michelle.Witter@fws.gov</a>
Public Civil Rights Program	Bobbea Cadena	Public Civil Rights Manager	0260	GS-14	703-346-5175	<a href="mailto:Bobbea.Cadena@fws.gov">Bobbea.Cadena@fws.gov</a>
Diversity & Inclusion Program	Gina Huck	National Diversity Program Manager	0260	GS-14	503-736-4784	<a href="mailto:Gina.Huck@fws.gov">Gina.Huck@fws.gov</a>
Hispanic Program Manager (SEPM)	Rachel McCracken	Workforce Diversity Specialist	0343	GS-12	303-236-4589	<a href="mailto:Rachel.F.McCracken@fws.gov">Rachel.F.McCracken@fws.gov</a>
Women's Program Manager (SEPM)	Rhonda Spinks	Program Analyst	0343	GS-12	571-395-0749	<a href="mailto:Rhonda.Spinks@fws.gov">Rhonda.Spinks@fws.gov</a>
Disability Program Manager (SEPM)	Hector Zarate	Affirmative Employment Program Manager	0260	GS-14	703-358-2003	<a href="mailto:Hector.Zarate@fws.gov">Hector.Zarate@fws.gov</a>
Special Placement Program Coordinator (Individuals with Disabilities)	Bill Fuller	Accountability Officer	0201	GS-14	703-358-2367	<a href="mailto:Bill.Fuller@fws.gov">Bill.Fuller@fws.gov</a>
Anti-Harassment Program Manager	Kimberly Hintz	Policy Analyst	0201	GS-14	256-656-6112	<a href="mailto:Kimberly.Hintz@fws.gov">Kimberly.Hintz@fws.gov</a>
ADR Program Manager	Ronald Niemann	EEO Complaints Manager	0260	GS-14	703-358-2194	<a href="mailto:Ronald.Niemann@fws.gov">Ronald.Niemann@fws.gov</a>
Compliance Manager	Ronald Niemann	EEO Complaints Manager	0260	GS-14	703-358-2194	<a href="mailto:Ronald.Niemann@fws.gov">Ronald.Niemann@fws.gov</a>
Principal MD-	Hector	Affirmative	0260	GS-14	703-358-2003	<a href="mailto:Hector.Zarate@fws.gov">Hector.Zarate@fws.gov</a>

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EEO Program Staff	Name	Title	Occupational Series	Pay Plan and Grade	Phone Number	Email Address
715 Preparer	Zarate	Employment Program Manager				

**Part D.1 – List of Subordinate Components Covered in this Report**

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

If the agency does not have any subordinate components, please check the box.

Subordinate Component	City	State	Country (Optional)	Agency Code	FIPS Codes
Region 1	Hadley	MA		IN1505	1448
Region 2 & 4	Atlanta	GA		IN1504	1448
Region 3	Bloomington	MN		IN1503	1448
Region 5 & 7	Lakewood	CO		IN1506	1448
Region 6 & 8	Albuquerque	NM		IN1502	1448
Region 9 & 12	Portland	OR		IN1501	1448
Region 10	Sacramento	CA		IN1508	1448
Region 11	Anchorage	AK		IN1507	1448
Headquarters	Falls Church	VA		IN1509	1448
Management & Administration / IRTM	Falls Church	VA		IN1510	1448

**Part D.2 – Mandatory and Optional Documents for this Report**

In the table below, the agency must submit these documents with its MD-715 report.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	Yes	
EEO Policy Statement	Yes	

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<b>Did the agency submit the following mandatory documents?</b>	<b>Please respond Yes or No</b>	<b>Comments</b>
Strategic Plan	Yes	
Anti-Harassment Policy and Procedures	Yes	
Reasonable Accommodation Procedures	Yes	
Personal Assistance Services Procedures	Yes	
Alternative Dispute Resolution Procedures	Yes	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

<b>Did the agency submit the following optional documents?</b>	<b>Please respond Yes or No</b>	<b>Comments</b>
Federal Equal Opportunity Recruitment Program (FEORP) Report	Yes	
Disabled Veterans Affirmative Action Program (DVAAP) Report	No	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	Yes	
Diversity and Inclusion Plan under Executive Order 13583	Yes	
Diversity Policy Statement	Yes	
Human Capital Strategic Plan	Yes	
EEO Strategic Plan	Yes	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	

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<b>PART E</b>	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
<b>Executive Summary</b>	

### **Part E.1 - Executive Summary: Mission**

The U.S. Fish and Wildlife Service (FWS) is dedicated to the conservation, protection, and enhancement of fish, wildlife, plants, and their habitats. It is the only federal agency with the primary responsibility to conserve and manage these important natural resources for the American public.

The FWS employs about 8,000 people at facilities across the country, including a headquarters office in Falls Church, Virginia, and eight regional offices representing the 12 Unified Interior Regions (IR). The FWS headquarters office has the primary responsibility for policy formulation and budget allocation within major program areas, and the regional offices lead implementation of these policies and management of field operations. The FWS Director, two Deputy Directors, Regional Directors, and Assistant Directors for programs comprise the FWS Directorate Team.

The FWS has oversight of some of the nation's most important environmental laws, such as the Endangered Species Act, Migratory Bird Treaty Act, Pittman-Robertson/Dingell-Johnson wildlife and sportfish restoration laws, Lacey Act, North American Wetlands Conservation Act, Marine Mammal Protection Act, National Wildlife Refuge System Administration Act, and other statutory responsibilities through programs that:

- Protect and recover threatened and endangered species.
- Monitor and manage migratory birds.
- Restore nationally significant fisheries and manage national fish hatcheries.
- Manage national wildlife refuges for both wildlife and outdoor recreation.
- Enforce federal wildlife laws and regulate international wildlife trade.
- Conserve and restore fish and wildlife habitat such as wetlands.
- Manage and distribute over a billion dollars each year to states, territories and tribes for fish and wildlife conservation.
- Help foreign governments conserve wildlife through international conservation efforts.
- Fulfill our federal tribal trust responsibility.

### **Part E.2 - Executive Summary: Elements A to F**

#### **Introduction**

In this annual report to the U.S. Equal Employment Opportunity Commission (EEOC), the FWS reports on the status of its Equal Employment Opportunity (EEO) program at the close of Fiscal Year 2020 (FY 2020). This assessment documents that the FWS has a continuing EEO program that is consistent with the requirements outlined in Management Directive 715 (MD-715), and further describes the agency's activities, successes, and ongoing opportunities in identifying and eliminating barriers that prevent equal employment opportunities in the agency.

In FY 2020, the FWS began implementing a five-year strategic Diversity and Inclusion Implementation Plan (DIIP). The DIIP, informed by past barrier analyses and employee survey results, will guide the FWS EEO program through FY 2024. The DIIP was developed with a focus on setting consistent expectations across the

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organization for coordinated action, adaptive management, accountability, and consistent and clear communication. Several short-term goals were set for FY 2020:

- Create a shared vision for what it means to have a diverse and inclusive organization, and provide a clear directive on how we are going to get there.
- Distinguish this new unified, singularly-focused approach from previous disjointed efforts.
- Establish a sense of urgency around meeting employee expectations for a workplace free of harassment, where different perspectives are valued, and all employees are treated with dignity and respect.
- Create two-way communication channels to manage and address concerns and challenges.

In FY 2020, FWS leadership turned significant attention to conducting agency operations in response to the COVID-19 pandemic. Despite the challenge, the FWS demonstrated the elements of a model EEO program, as described below.

**Element A: Demonstrated commitment from agency leadership**

**Executive Diversity Committee:** The FWS has a dedicated Executive Diversity Committee (EDC) that directs and oversees diversity and inclusion initiatives and ensures that barriers in the employment life cycle are identified and addressed. The EDC consists of five Senior Executive Service (SES) members serving in headquarters or regional leadership roles on the FWS Directorate, and ex-officio members including one of the two FWS Deputy Directors, the FWS EEO Director, the Assistant Director of Management and Administration, and the Human Resources Senior Advisor.

**Director's office oversight:** The FWS EEO Director oversees the Office of Diversity and Inclusive Workforce Management (ODIWM) and reports directly to the FWS Deputy Director of Operations. The EEO Director is a member of the FWS Directorate's deputies team in addition to being an ex-officio member of the EDC.

**Five-year strategic plan:** The FWS began implementing a five-year agency-wide DIIP in FY 2020, with a goal of guiding the organization toward a more inclusive work environment where employees are inspired to excel. With oversight from the EDC, the DIIP creates a shared vision, unified and clear direction, two-way communication, accountability, and a sense of urgency to address employee feedback. It sets forth three strategic objectives:

- *Engagement* - Engage employees with a consistent and meaningful message that prioritizes inclusion, acknowledges the lack of progress to date, and outlines the actions that will lead to success.
- *Barrier Analysis and Removal* - Continuously learn what the barriers to diversity and inclusion are at the FWS, engage in barrier elimination, and monitor the metrics that show how employees are responding to initiatives.
- *Recruitment and Hiring* - Connect with the values of a diverse public and enhance support for conservation with a recruitment and hiring strategy that focuses on excellence and is supported by a large and diverse applicant pool.

**EEO program staffing and funding:** The FWS delivers equal employment opportunity, affirmative employment, public civil rights, and other diversity and inclusion programs through ODIWM. The FWS Directorate through the Deputy Director of Operations continues to provide adequate funding for ODIWM program operations and staffing to implement the FWS EEO, Recruitment, Affirmative Employment Program, Public Civil Rights, and Diversity and Inclusion programs in accordance with the EEOC and Department of Justice requirements.

**EEO and diversity training:** FWS leadership championed the continuation of quality EEO and diversity training for all employees while abiding by evolving guidance and policy on government-wide diversity and inclusion training. Most of the workforce worked remotely due to the pandemic for the latter half of the fiscal year, and the EEO program was efficient in delivering fully virtual training opportunities. In addition to core EEO and



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Diversity topics (EEO laws and regulations, policies and procedures, special hiring authorities, MD-715 and the barrier analysis process, reasonable accommodations/ personal assistance services, prevention of sexual harassment, alternative dispute resolution), the FWS developed individualized training modules in order to address specific work issues such as gender bias and fear of reprisal. As a result, more employees are now aware of specific issues in their respective work environments and management officials are better equipped to address them.

**External partnerships:** The FWS actively participates on the leadership board of the Diversity Joint Venture (DJV), a partnership of 34 federal and state agencies, universities, non-governmental organizations, foundations, and professional societies, working in collaboration to increase the number of women and minorities in the conservation workforce. Additionally, it furthers its EEO program through proactive partnerships with organizations such as Corazon Latino, Environment for the Americas, Green Latinos, Greening Youth Foundation, Hispanic Access Foundation, Hispanics Enjoying Camping, Hiking and the Outdoors, Hispanic Prosperity Initiative, Honored American Veterans Afield, Latino Outdoors, League of United Latin American Citizens, Phi Beta Sigma Fraternity, Rivers of Recovery, SODAS LIFE, Urban American Outdoors, Urban American Outdoors, White House Initiative on Historically Black Colleges and Universities (HBCUs), and Zeta Phi Beta Sorority.

**Element B: Integration of EEO into the agency's strategic mission**

**Agency-wide EEO integration under DIIP:** The EEO program is an integral part of achieving the FWS mission and it works closely with the Director's office and FWS leadership teams. The EEO Director regularly provides briefings, serves as an advisor to leadership, is involved in both personnel and management actions, and oversees the delivery of EEO programs and services through ODIWM. This centralized leadership facilitates integration with managers of FWS regions and programs nationwide, who have direct involvement in carrying out the EEO program. This integration is evident in several key areas:

- **Barrier Analysis Team (BAT):** In FY 2020, the BAT, which included representation from each FWS Region and program area, completed their barrier analysis cycle and briefed FWS leadership on barrier removal recommendations. Barriers were identified in positive educational requirements for the 0485 and 0486 jobs series, as well as the FWS's telework policy and procedures. Strategic activities to remove these barriers have been adopted by the EDC and included in the FY 2021 DIIP work plan.
- **Coordinated recruitment and outreach:** The FWS has a centralized recruitment team of six specialist positions serving under a National Recruitment Program Manager in ODIWM. The recruiters each serve specific geographic regions of the FWS, which enables them to build relationships with specific FWS managers and to develop more localized outreach strategies for job announcements. Furthermore, the FWS formed a National Targeted Recruitment Team in FY 2020 made up of employees representing each region and program. The TRT's purpose is to increase engagement among managers and employees throughout the agency to participate in outreach activities and cultivate relationships with minority-serving academic institutions.
- **Collaborative compliance reviews:** The Public Civil Rights (PCR) team in ODIWM works directly with FWS programs to establish collaborative processes for Federally Conducted Program (FCP) civil rights compliance reviews. In addition, in FY 2020, the PCR team completed 11 Federally Assisted Program (FAP) civil rights compliance reviews, which included a review of American Samoa and the Hawaiian Islands. The team worked with State recipients to complete 100% of the scheduled reviews while maneuvering through the challenges and travel restrictions of COVID-19.
- **Special observance program sponsorship:** Under the DIIP, FWS Directorate members and their respective regions/programs sponsor live events and other educational programs in cooperation with

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ODIWM staff. This enables leadership across the FWS to have an active role in promoting cultural awareness and diversity and inclusion objectives in the workplace.

**Element C: Management and program accountability**

**DIIP accountability tracking:** Measures for success in the DIIP are largely based on management accountability, requiring FWS leaders to regularly report progress towards completing strategic goals set forth in the plan. In FY 2020, the FWS Directorate members were required to prepare an annual DIIP step-down communications strategy, outlining specific actions their respective regions or programs would accomplish to meet EEO goals. A diversity and inclusion accountability dashboard and a survey reporting tool were utilized to track progress quarterly.

**Performance expectations:** The FWS Management and Administration program ensures that performance reviews and expectations for senior level executives, managers, and supervisors, include a performance element that supports the Department of the Interior's (DOI) EEO and diversity mission. There are EEO and diversity measures included in every FWS employee's performance plan:

- SES level positions include a critical element for EEO and diversity advocacy, and Directorate members are held accountable for communicating EEO-related responsibilities to their subordinates to set clear expectations.
- Every FWS supervisor and manager has EEO and diversity training and compliance included in a critical performance element.
- All FWS employees have an annual EEO and diversity training element included in their performance plan.

**Element D: Proactive prevention**

**Employee feedback and engagement:** In FY 2020, the FWS involved employees outside of its EEO office in the barrier analysis and removal process by engaging them with the Barrier Analysis Team (BAT), a climate survey, focus groups, and by continuing to communicate training requirements.

- **Barrier Analysis Team (BAT):** In FY 2020, the BAT, which included representation from each FWS Region and program area, completed their barrier analysis cycle and briefed FWS leadership on barrier removal recommendations. Barriers were identified in positive educational requirements for the 0485 and 0486 jobs series, as well as the FWS's telework policy and procedures. Strategic activities to remove these barriers have been adopted by the EDC and included in the FY 2021 DIIP work plan.
- **Climate Survey:** During FY 2020, the FWS implemented an agency-wide Diversity and Inclusion Climate Survey. The survey was issued to all employees and addressed questions related to perceptions of diversity initiatives, feelings of inclusivity, welcoming environments, fairness in the EEO and grievance processes, and supervisor and team relationships. Approximately 27% of the workforce participated in the survey and provided valuable insights for the barrier analysis process. Each region and program within the FWS received a personalized briefing on their results, and FWS leadership held town hall meetings to discuss the findings with their employees. The FWS will continue to utilize this assessment tool by administering subsequent climate surveys every two years.
- **Employee focus groups:** The FWS partnered with the Office of Personnel Management (OPM) to conduct employee focus groups to identify workforce-related issues and potential barriers to equal employment for low-participation groups. The focus groups consisted of 85 participants from diverse demographic groups. The focus groups discussed topics such as career development, work-life

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programs, fair and equal treatment, psychological and physical safety, and mentorship. The BAT will use the results to inform agency-wide recommendations to improve the workplace for our employees.

- **Training:** The FWS takes a proactive approach to preventing discrimination and identifying/eliminating barriers to equal employment opportunity through its comprehensive EEO and Diversity training program. In FY 2020, FWS offered EEO and Diversity training on EEO laws and regulations, EEO/diversity policies and procedures, special hiring authorities, MD-715 and the barrier analysis process, reasonable accommodations and personal assistance services, prevention of sexual harassment, alternative dispute resolution, reprisal, communicating across generations, civil treatment for leaders/employees, and understanding the EEO complaints process. In addition, the ODIWM Affirmative Employment Program team developed client-tailored training sessions in order to address specific work issues such as gender bias and fear of reprisal. As a result, more employees are now aware of specific issues addressing their respective work environments and management officials are better equipped to address them.

**Actions to improve recruitment, hiring, and onboarding:** In FY 2020, the FWS developed additional educational materials on hiring authorities, the hiring process, and hiring pathways. These materials are now available to all employees on the FWS intranet. The FWS also created guidance and best practice documents for hiring managers on how to use interview panels. Furthermore, the FWS Deputies communicated to hiring managers the need to increase use of special hiring authorities for all permanent, entry-level professional 400 series jobs (GS 5/7/9). The FWS Deputies formed an Employee Onboarding & Integration Project team to automate the delivery of onboarding checklists to hiring managers and employees.

**Directorate Resource Assistant Fellows Program (DRAFP):** In FY 2020, the FWS sponsored the annual DFP which allows greater flexibility in hiring. The DFP consists of fellowship opportunities for undergraduate rising seniors and graduate students to participate in 11-week scientifically rigorous projects in biological science/natural resource management or related fields. Candidates who complete all internship and school requirements may be eligible for a direct appointment with the FWS. The demographics of the DFP interns were: 70% women and 30% minorities. The FWS collaborated with the Hispanic Access Foundation, Student Conservation Association, the Greening Youth Foundation and the American Conservation Experience to administer the program.

**White House Initiative on Historically Black Colleges and Universities (WHI-HBCUs):** In partnership with the WHI-HBCUs, the FWS shared funding, internship and employment opportunities with faculty and staff at HBCUs across the country. The FWS participated in 11 events at HBCUs. The FWS attended the 2020 HBCU Week Conference as one of the virtual exhibitors. For HBCU Week 2020, the Law Enforcement division's National Outreach Work (NOW) participated in the conference's virtual career fair.

**Policies:** The EEO Non-Discrimination Policy, Anti-Harassment Policy and Personal Assistance Services Procedures, and the annual FWS Director's Memorandum on Mandatory Equal Employment Opportunity and Diversity Training for managers, supervisors, and employees were issued and distributed to all employees. The FWS followed the DOI Civil Rights Directive 2014-02, Personnel Bulletin 14-01, DOI Policy and Procedures on Reasonable Accommodation for Individuals with Disabilities, issued on February 20, 2014, which sets policy for DOI Bureaus and Offices when responding to reasonable accommodation requests. The FWS continues to provide personal assistance services in accordance with the January 2017 regulations, amending Section 501 of the Rehabilitation Act. The FWS has an Anti-Harassment Policy that: (1) informs employees of what type of behavior is prohibited and the appropriate steps to take if they believe harassment has occurred; (2) provides for multiple avenues of redress, in addition to the EEO complaint process; (3) provides for a prompt management inquiry and appropriate corrective and disciplinary action; and, (4) prohibits acts of retaliation against employees and witnesses.

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**Element E: Efficiency**

The FWS achieves efficiency in its EEO program in a number of ways, such as:

- The FWS has sufficient staffing, funding, and authority to achieve the identification and elimination of barriers.
- ODIWM is kept separate from the Office of the Solicitor or other agency offices having conflicting or competing interests.
- The EEO Director manages a fair and impartial complaint resolution and adjudication process, and refers complaints to the DOI Office of Civil Rights (OCR) when a conflict of interest occurs.
- The FWS has an Alternative Dispute Resolution (ADR) program that facilitates the early, effective, neutral, and informal resolution of disputes. Managers and supervisors are required to participate in ADR when mediation is elected by a complainant. In FY 2020, the ADR participation rate was 59%. This is above the EEOC's goal of 50%, and it represents the second year in a row of increased participation rate within the FWS.
- The FWS tracked complaint information through the DOI's complaint tracking system (iComplaints). It also electronically tracks complaints using a computerized log to provide live updates of complaint status.
- The FWS employs full-time permanent counselors as well as contract counselors when necessary. Work performed by the counselors is monitored for technical accuracy and to ensure that deadlines are met. If the work by a contract counselor is not completed in the specified timeframes, the FWS negotiates costs to reflect a reduction in compensation due to the delay.
- The FWS employs a PCR and accessibility team within the ODIWM to improve accessibility at FWS facilities. The PCR team works with headquarters and field offices and responds to complaints involving the lack of availability of access to FWS facilities.
- The FWS Employee Relations provides advisory services and assistance for employees and managers in the implementation of the reasonable accommodation policy. Each region and program has been assigned a servicing ER specialist to ensure prompt response to inquiries.
- The FWS developed internal webpages that describe the services and resources that the ODIWM provides for employees and managers. This is a centralized location to share resources, upcoming events, and other informational.

**Element F: Responsiveness and legal compliance**

The FWS has a system in place to ensure that officials comply promptly with any orders or directives issued by EEOC, the DOI, and all other adjudicatory bodies with jurisdiction over EEO laws.

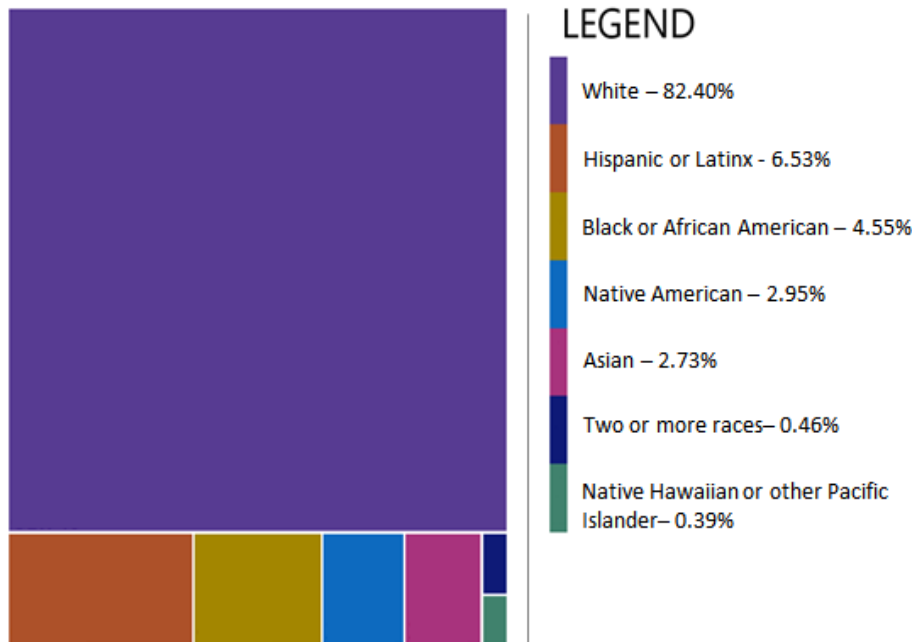
## Part E.3 - Executive Summary: Workforce Analyses

### Summary of Analysis of Workforce

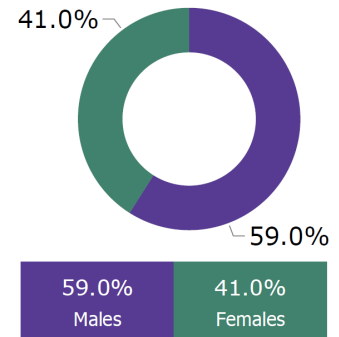
#### Permanent workforce

At the end of the FY 2020, the participation of women in the permanent workforce was 41% (+0.7 from the previous fiscal year) and the participation of minorities as a group was 17.6% (unchanged from the previous fiscal year). These are considered low participation rates as they do not meet the Civilian Labor Force (CLF) benchmarks of 46.2% and 21%, respectively. Driving the increased participation of women is an increase in participation of White women (+0.3%) and an increase in the participation of minority women (+0.2%). The participation of minorities as a group was unchanged because the increase in minority women was counteracted by the decrease in minority men (-0.2%).

#### FY 2020 Permanent Workforce, by Race and Ethnicity



#### FY 2020 Permanent Workforce, by Sex

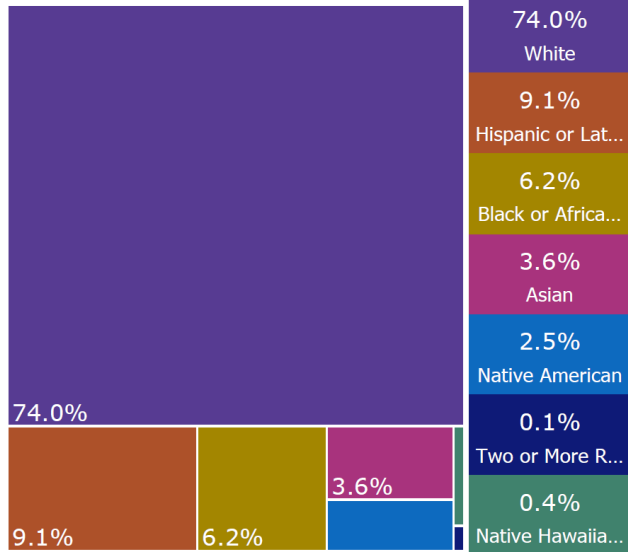


Statistical Analysis of accessions indicated that Black or African American men and Asians (both men and women) were hired in numbers which were significantly below their availability in the CLF in the occupations filled. At the same time, significantly more Black or African Americans (both men and women) and Asian women left the FWS than would be expected based on an equal-probability statistical model.

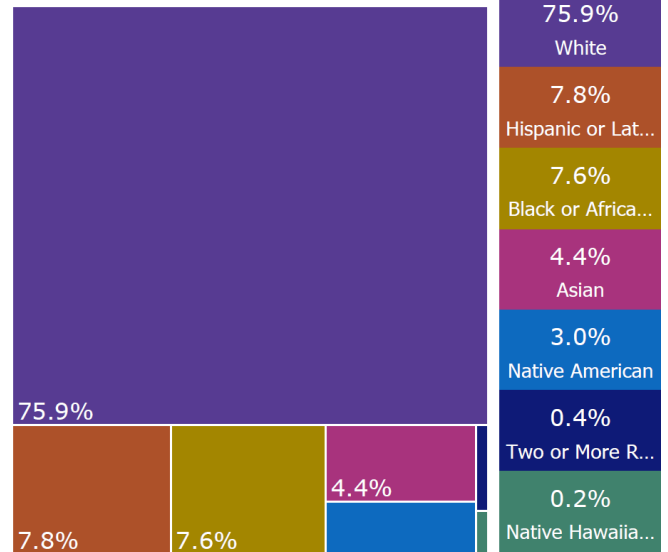
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**FY2020 Accessions, by Race and National Origin**



**FY2020 Separations, by Race and National Origin**

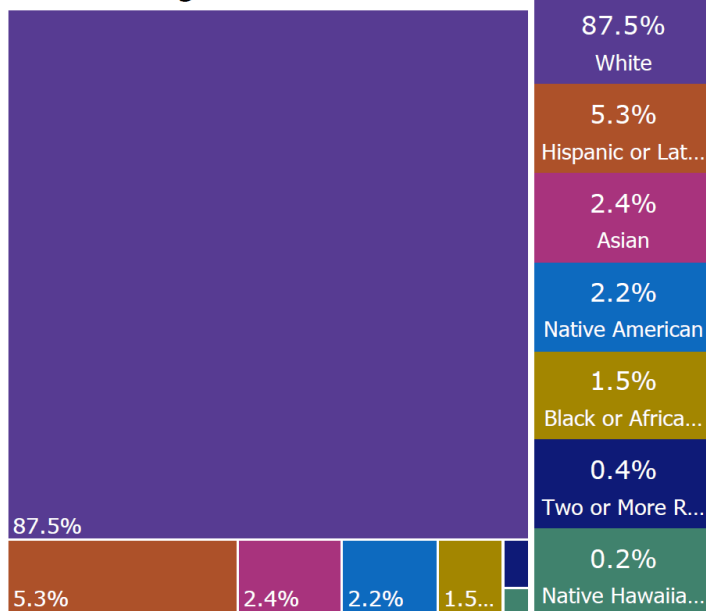


**Professional Biology**

Professional biologists constitute 47.9% of the FWS permanent workforce and 58.7% of its senior positions (GS-13 and above). Thus, the diversity of the professional biology workforce is central of the organization as a whole.

The participations of Black or African Americans, of Asians, of Hispanic or Latino women, and of White women in the FWS professional biology workforce are low when compared to their participations in similar occupations in the CLF. The participations of Hispanic or Latino women and of White women significantly increased, while the participations of Black or African American men and of Asian men and women significantly declined.

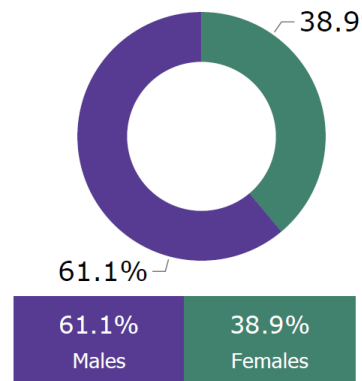
**FY2020 Biology Series, by Race and National Origin**



**FY2020 Biology Series**

3618	38.9%
Total	Females
11.9%	4.9%
Minority	Minority Women

**FY2020 Biology Series, by Sex**



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In FY 2020, the FWS hired 229 Professional Biologists from outside the FWS, and competitively selected another 16 from other occupations to fill professional biology positions. 57.6% of these 245 hires were in these low-participation groups, which is significantly above the 52.3% availability of these low participation groups in the occupations hired.

In professional biology, all individual RNO (Race and National Origin)/gender groups except Hispanic or Latino women, Asian women and White men and women were hired in numbers which were consistent with their participation in the CLF in the positions filled. Significantly more Hispanic or Latino women and White women were hired, while significantly fewer Asian women and White men were hired than their availability in these occupations in the CLF.

In professional biology, all individual RNO/gender groups left the FWS in numbers which were consistent with their participation in the professional biology workforce at the beginning of the fiscal year. Thus, the increases in the participation of Hispanic or Latino women and of White women in professional biology appear to be largely attributable to successes in hiring, while the substantial decline in the participation of Asian women appears to be largely attributable to a hiring shortfall. Single sources for the decline in the participation of Black or African American men and of Asian men are more difficult to attribute.

In FY 2020, the FWS appointed 115 professional biologists to entry-level developmental positions, constituting 46.9% of the total of outside hires and competitive internal selections in these occupations. The following table summarizes the efficacy of this strategy.

<b>Efficacy of developmental hiring in professional biology</b>												
	<b>Low-participation group</b>										<b>All groups</b>	
	<b>Black or African American</b>		<b>Asian</b>		<b>Hispanic or Latino women</b>		<b>White women</b>		<b>Total</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Developmental	2	1.7%	4	3.5%	7	6.1%	57	49.6%	70	60.9%	115	100%
Not Developmental	1	0.8%	3	2.3%	6	4.6%	57	43.8%	67	51.5%	130	100%
<b>Total</b>	<b>3</b>	<b>1.2%</b>	<b>7</b>	<b>2.9%</b>	<b>13</b>	<b>5.3%</b>	<b>114</b>	<b>46.5%</b>	<b>138</b>	<b>56.1%</b>	<b>245</b>	<b>100%</b>

In conjunction with targeted recruiting, the FWS employs a variety of special-appointment authorities to fill these entry-level developmental biology positions. The following table summarizes the outcomes of these efforts by source.

<b>Efficacy of developmental hiring by source in professional biology</b>											
<b>Source</b>	<b>Low-participation group</b>								<b>All groups</b>		
	<b>Black or African American</b>		<b>Asian</b>		<b>Hispanic or Latino women</b>		<b>White women</b>				
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
Directorate Resource Fellows		0%	2	4.2%	2	4.2%	29	60.4%	48	100%	
Public (incl. Recent Grad)	1	2.3%	1	2.3%	3	6.8%	20	45.5%	44	100%	
Merit		0%		0%	1	9.1%	3	27.3%	11	100%	
Interns		0%		0%		0%	2	40.0%	5	100%	
Public Land Corps	1	33.3%		0%		0%	2	66.7%	3	100%	
Veteran		0%		0%		0%	1	33.3%	3	100%	

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Schedule-A		0%		0%	1	100%		0.0%	1	100%
Total	2	1.7%	3	2.6%	7	6.1%	57	49.6%	115	100%

**Law enforcement officers:**

Currently, the FWS has 467 full-time law enforcement officers. Overall the participations of women and minorities in the law-enforcement officer workforce are low when compared to the participations of women and minorities in similar occupations in the CLF. In November 2018, the FWS Division of Refuge Law Enforcement solicited applications to fill multiple Land management law-enforcement officer vacancies nationwide at grades GS-05, GS-07 and GS-09. A total of 763 distinct well-qualified applicants were referred to hiring managers and 36 of these were hired. Twenty four (24) of these were appointed in FY 2019 and the remaining 12 were appointed in FY 2020. Although the demographics of the referred applicants are not available, the demographics of those appointed are summarized in the following table:

<b>Land-Management Law Enforcement Officers GS-05, GS-07 &amp; GS-09</b>										
		<b>Minority</b>			<b>White</b>			<b>Total</b>		
		<b>F</b>	<b>M</b>	<b>T</b>	<b>F</b>	<b>M</b>	<b>T</b>	<b>F</b>	<b>M</b>	<b>T</b>
Hired	#		4	4	4	28	32	4	32	36
	%	0.0%	11.1%	11.1%	11.1%	77.8%	88.9%	11.1%	88.9%	100%

Veterans preference appears to have played a substantial role in the process. Preference-eligible veterans dominated the certificates: 620 of the 763 referred applicants were preference eligible veterans, 306 of whom have service-connected disabilities rated 30% or more. Preference-eligible veterans also dominated the selections from these certificates: 31 of the 36 hired were preference-eligible veterans, and 15 of the 36 hired had service-connected disabilities rated 30% or more.

The FWS also appointed 5 Criminal Investigators in the Office of Law Enforcement: one Native American woman, one white woman, and three white men. Due to the low number of Criminal Investigator appointments, no comparison can be made to the availability of persons in similar occupations in the CLF.

In the overall law-enforcement officer workforce, all individual RNO/gender groups were hired in numbers which were consistent with their participation in the CLF. Similarly, all individual RNO/gender groups left FWS in numbers which were consistent with their participation in the law-enforcement-officer workforce at the beginning of the fiscal year.

**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 this standard.

In FY 2020 diversity outcomes for the senior workforce were mixed. While the participation of White women increased +1.0%, the participation of minorities declined -0.2%.

Historically, roughly two thirds of entrants to the senior workforce gain entry through internal promotion; the other third are hired from outside. In FY 2020, 56.1% of entrants to the FWS senior workforce gained entry through internal promotion, substantially less than the 68.1% in FY 2019 and the historical trend.

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

The CLF is tabulated by occupation, not by occupation and grade, so it is not an appropriate standard against which to



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gauge the availability of RNO/gender additions to the FWS senior workforce. Nevertheless, given the history of access to those professional and administrative occupations found in the FWS senior workforce, we believe that it may provide an upper bound on the availability of women and minorities in FWS occupations at senior levels in the Civilian Labor Force. Given this caveat, it turns out that senior additions of no RNO/gender group were significantly above this upper bound, but that senior additions of Asian men were significantly below this upper bound. With 180 additions, no Asian men were hired from the outside and only 1 Asian man was promoted from a GS-12 position.

All RNO/gender groups except Asian women and Black or African American men left in numbers which were consistent with their participation in the senior workforce at the beginning of the fiscal year. Significantly more Asian women and more Black or African American men separated from the senior workforce than expected by an equal-probability model.

**Professional/Administrative occupations (except professional biology and law enforcement officers):**

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

These occupations constitute 27.9% of the FWS permanent workforce and 31.3% of its senior positions (GS-13 and above). The diversity of these occupations are key to the diversity of the FWS leadership and to the FWS as a whole. Asian women, and Men in all RNO groups, except Native Hawaiian or Other Pacific Island men and American Indian or Alaska Native men, have low participation in these occupations in the FWS relative to their participation in similar occupations in the CLF.

In FY 2020, the FWS hired 211 employees in these occupations from outside sources and competitively selected another 42 from occupations not included in this group. Diversity outcomes for low-participation groups in these occupations were mixed. The participation of Asian women and White men increased, while the participation of Black or African American men decreased. The participations of other low-participation groups were unchanged. However, none of these changes were significant. All groups were hired in numbers which were consistent with their participation in similar occupations in the CLF, and all groups left the FWS in numbers which were consistent with their participation in the permanent workforce at the beginning of the fiscal year.

In FY 2020, the FWS appointed 123 individuals to entry-level developmental positions, constituting 48.6% of the total of outside hires and competitive internal selections in these occupations. Ninety (90) of those appointed at developmental levels came from the outside and 33 were competitively selected from other occupations not in this group. This is up somewhat from the 45.2% developmental hires in these occupations during FY 2019. For the low-participation groups, 8 of the 11 Asian women, 8 of the 23 minority men, and 29 of the 81 White men appointed were appointed to developmental positions.

In conjunction with targeted recruiting, the FWS employed a variety of special-appointment authorities for the 90 entry-level developmental positions filled from the outside. The following table captures the distribution of the appointment authorities employed and the impact of each on the participation of low-participation groups in these occupations. In comparing productivity percentages, the reader needs to keep in mind that many of the denominators are small.

The FWS reduced the initial grades for many of its Administrative and Professional vacancies, effectively making them developmental. In FY 2020, 46.0% of permanent outside hires in Administrative or Professional occupations were filled at grades 05, 07, or 09. This percentage is down substantially from the 51.1% achieved in FY2019 and the 68.6% achieved in FY 2018.

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**Technical biology and wage grade occupations:**

There are 859 Biology technician and wage-grade employees in the FWS, constituting 11.3% of the permanent workforce. The demographics of these occupations in the FWS are overwhelmingly male (90.8%) and White (84.6%). In contrast, the CLF for this group of occupations is male (77.2%) and White (76.0%).

In FY 2020, the FWS hired 115 employees in these occupations from the outside and competitively selected 1 employee from an occupation not in this group. Both women and minorities as a whole were found to be hired in numbers significantly below their participation in the CLF. White men were hired in numbers which were significantly above their participation in the CLF, whereas Black or African American men and women, Asian women, and White Women were hired in numbers which were significantly below theirs.

In FY 2020, the FWS Fire program conducted a National Hire of Forestry Technician fire fighters which invited applications from all U.S. citizens using an OPM authorized direct hire authority. 56 distinct qualified applicants were referred to hiring managers, from which 19 were hired. The following table summarizes the demographics of the qualified applicants referred and of those hired. Demographic data in the table were obtained from the Federal Personnel and Payroll System (FPPS). Data for the 13 applicants in the Unknown (Unk) columns were not available.

<b>GS-0462 - Forestry Technician (Fire) referred and hired</b>															
		Minority			White			Not Specified				Total			
		F	M	T	F	M	T	F	M	Unk	T	F	M	Unk	T
Qualified	#	2	5	7	1	33	34		2	13	15	3	40	13	56
	%	3.6%	8.9%	12.5%	1.8%	58.9%	60.7%	0.0%	3.6%	23.2%	26.8%	5.4%	71.4%	23.2%	100%
Hired	#		1	1	1	15	16		2		2	1	18		19
	%	0.0%	5.3%	5.3%	5.3%	78.9%	84.2%	0.0%	10.5%	0.0%	10.5%	5.3%	94.7%	0.0%	100%

Data in the table indicate that significantly more men were hired than expected by a model which assumes that all qualified applicants had an equal chance of being hired. However, if one infers the gender of the 13 unknown applicants from their names, 3 are inferred to be women and 10 are inferred to be men and the significant selection advantage to men disappears.

In FY 2020, 73 employees in technical biology and wage grade occupations left the FWS. All groups except Native American men left the FWS in numbers consistent with their participation in this segment of the workforce at the beginning of the fiscal year. Significantly fewer Native American men left than expected by an equal probability statistical model.

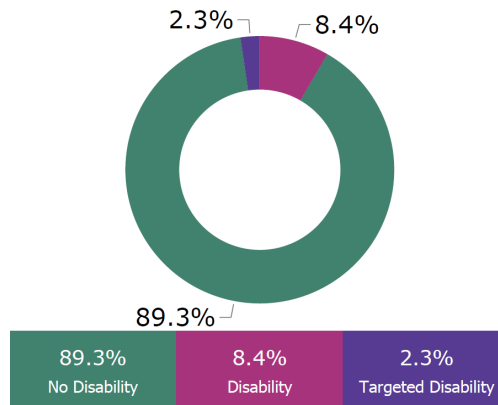
**Persons with disabilities**

The EEOC established two standards for the federal government to use in evaluating their workforce with respect to the employment of persons with disabilities. A no less than 2% standard applies to employees with targeted disabilities, and a no less than 12% standard applies to employees with reportable disabilities, where "reportable" refers to all disabilities listed on OPM's SF-256 form. Each standard is to apply separately to the segment of the permanent workforce in grades GS-10 and below and the segment of the permanent workforce in grades GS-11 and above. The table and charts below captures the extent to which the FWS permanent workforce met these standards at the end of FY 2020 and the progress made since the end of FY 2019.

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FY2020 Total Workforce, by Disability Status



Employment of Persons with Disabilities (Permanent Workforce)							
		Targeted		Reportable		Permanent Workforce	
		#	%	#	%	#	%
All grades	9/30/2019	163	2.2%	789	10.6%	7447	100%
	9/30/2020	174	2.3%	818	10.7%	7630	100%
	Change	+11	+0.1%	+29	+0.1%	+183	
GS-10 & below	9/30/2019	80	3.4%	349	15.0%	2326	100%
	9/30/2020	80	3.3%	353	14.7%	2404	100%
	Change		-0.1%	+4	-0.3%	+78	
GS-11 & above	9/30/2019	83	1.6%	439	8.6%	5116	100%
	9/30/2020	94	1.8%	464	8.9%	5221	100%
	Change	+11	+0.2%	+25	+0.3%	+105	
Standard			2.0%		12.0%		

As the table indicates, the FWS met both standards for the segment of the permanent workforce in grades GS-10 and below. Although the FWS fell short of both standards for the segment of the permanent workforce in grades GS-11 and above, progress is being made in this segment with respect to both standards.

Agencies are required to take specific steps that are reasonably designed to gradually increase the number of individuals with reportable disabilities or targeted until it meets the goals established above. To this end, the FWS Director continued to challenge each of the FWS Regional Directors as well as the Assistant Directors (as a group) to hire at least 3 individuals with targeted disabilities annually, for a total of at least 27. In FY 2020, the FWS stepped up to this challenge, hiring 39 individuals with targeted disabilities, well above the Director's goal of 27.

Data analysis on separations suggests that in FY 2020, employees with disabilities were involuntarily separated from the FWS permanent workforce in numbers which exceeded their participation. While this was not the case in FY 2019 or FY 2017, it was the case in FY 2018, so it may not just be one time event.

*Note: A change in reporting policy requires that in constructing the MD-715 data tables, employees and applicants for whom ethnicity/race data are not available be included with others who self-identify as two or more races. The data tables were constructed pursuant to this policy. Changes in participation rates in this report are compared to FY 2019 figures, which were constructed prior to the aforementioned policy. As a consequence, statements in this Executive Summary*

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*referring to the participation of individuals identifying as two or more races, or to the participation of minorities as a group, may differ slightly from the participation percentages found in the data tables.*

**Trends in EEO complaints**

In FY 2020, pre-complaint activity decreased by 19% from the previous year, with 35 pre-complaints initiated compared to 43 in FY 2019. Formal complaint activity decreased slightly from 23 in FY 2019 to 22 in FY 2020. The number of formal complaints filed in FY 2020 was below the five-year average of 26 formal complaints.

FY 2020 showed a slight increase from FY 2019 in the percentage of individuals who proceeded from the pre-complaint process to the formal complaint process. In FY 2019, 47% of pre-complainants filed formal complaints. In FY 2020, 63% of pre-complainants filed formal complaints. This percentage is above the five-year average of 60%.

<b>Trends in FWS Complaints FY 2011- FY 2017</b>								
	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
Pre-Complaints	65	39	33	51	41	44	47	35
Formal Complaints	41	31	23	37	29	16	23	22
% Pre-Complaints Go Formal	63%	79%	70%	72%	71%	36%	49%	63%

Disability was the most common basis of discrimination reported in FY 2020; alleged in 19 complaints. The second most frequently alleged basis was sex, alleged in 12 complaints. The third most frequent basis was age, alleged in 10 complaints.

<b>Trends in Basis for Discrimination Complaints</b>								
<b>Basis</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
Race	18	14	10	9	8	3	2	9
Sex	14	9	11	15	13	5	6	12
Age	10	8	7	8	9	3	10	10
Color	5	4	2	1	0	0	0	0
National Origin	4	4	1	4	0	1	0	0
Religion	2	0	3	2	1	0	0	0
Disability	13	13	8	15	18	5	11	19
Reprisal	23	18	16	20	12	10	16	6
Genetics	0	0	0	0	0	0	0	0

Harassment (non-sexual) remains the number one issue in FWS complaints (see chart below), as it is government-wide. The number of harassment complaints (12) was a slight decrease from FY 2019, and is below the average of the past five years.

<b>Harassment (Non-Sexual) Complaint Trends</b>							
<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
17	21	15	21	12	12	15	12

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Employees who enter the EEO process are given the choice of traditional EEO counseling or ADR, when appropriate. In FY 2020, ADR participation improved to 59%, up from 53% FY 2019.

## **Part E.4 - Executive Summary: Accomplishments**

**Five-year (FY 2020-2024) strategic plan:** In FY 2020, the FWS began implementing its five-year agency-wide DIIP with a goal of guiding the organization toward a more diverse and inclusive work environment. With oversight from the EDC, the DIIP creates a shared vision, unified and clear direction, two-way communication, accountability, and a sense of urgency to address employee feedback. Measures for success in the DIIP are largely based on management accountability.

- The FWS Deputy Director for Operations directed the alignment of DIIP activities with FWS workforce planning goals to prevent redundancy.
- In FY 2020, the FWS Directorate members were required to prepare an annual DIIP step-down communications strategy, outlining specific tasks their respective regions or programs would accomplish to meet EEO goals.
- A diversity and inclusion accountability dashboard and a survey reporting tool were introduced to FWS Directorate members and their Deputies to report progress to the FWS Deputy Director for Operations, who followed up on delayed actions as needed.
- Unified diversity and inclusion messages were developed and distributed through a communication plan template that FWS regional and program leadership adapted for the targeted needs of employees in their respective areas of responsibility.

**Barrier analysis:** For the fourth year in a row, the EDC established an agency-wide BAT with representation from FWS regions and programs. In FY 2020, the BAT used various teams to focus on low participation groups such as Asian, Black or African American, Hispanic or Latino, Women, and People with Disabilities.

- In FY 2020, the previous year's BAT briefed leadership on the identification of a barrier related to people with disabilities. The BAT described a history of inconsistent and disconnected access to leadership and growth opportunities. Participants in a focus group expressed that they are sometimes challenged with perceptions around reasonable accommodations.
- The BAT briefed the EDC on a strategy (inclusive of action items, timeline, and road map) to achieve integration of Employee Resource Groups (ERGs) in the human capital management strategy of the organization, and a national ERG lead was identified to further develop that strategy.
- The BAT briefed the EDC on recommendations to improve the agency's exit survey process. Recommendations include ensuring an updated Exit Survey link is included in all exit clearance procedure and ensuring FWS leadership has regular access to Exit Survey data.

**Climate survey:** During FY 2020, the FWS implemented an Diversity and Inclusion Climate Survey, which was issued to all FWS employees. The survey was composed of questions related to perceptions of diversity initiatives, feelings of inclusivity, welcoming environments, fairness in the EEO and grievance processes, and supervisor and team relationships. Approximately 27% of the workforce completed the survey. Each region and program within the FWS received a personalized briefing on their results, and FWS leadership held town hall meetings to discuss the findings. The FWS will continue to utilize this assessment tool by administering subsequent climate surveys every two years.

**Employee focus groups:** The FWS partnered with the OPM to conduct employee focus groups to identify workforce-related issues and potential barriers to equal employment for low-participation groups. The focus groups consisted of 85 participants from the diverse demographic groups. The focus groups discussed topics such as career development, work-life programs, fair and equal treatment, psychological and physical safety, and mentorship opportunities. The BAT used the results to inform agency-wide recommendations to improve the

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workplace for our employees.

**External partnerships:** The FWS actively participates on the leadership board of the DJV, a partnership of 34 federal and state agencies, universities, non-governmental organizations, foundations, and professional societies, working in collaboration to increase the number of women and minorities in the conservation workforce. Additionally, the FWS furthers its diversity and inclusion goals through proactive partnerships with organizations such as Corazon Latino, Environment for the Americas, Green Latinos, Greening Youth Foundation, Hispanic Access Foundation, Hispanics Enjoying Camping, Hiking and the Outdoors, Hispanic Prosperity Initiative, Honored American Veterans Afield, Latino Outdoors, League of United Latin American Citizens, Phi Beta Sigma Fraternity, Rivers of Recovery, SODAS LIFE, Urban American Outdoors, Urban American Outdoors, White House Initiative on Historically Black Colleges and Universities, and Zeta Phi Beta Sorority.

**National Targeted Recruitment Team:** In FY 2020, the FWS formed a National Targeted Recruitment Team made up of employees representing each region and program. The team's purpose is to increase participation among managers and employees throughout the agency in outreach activities, and to cultivate relationships with minority-serving academic institutions.

**Directorate Resource Assistant Fellows Program (DFP):** The FWS sponsored the annual DFP, which allows hiring flexibility. The DFP consists of fellowship opportunities for undergraduate rising seniors and graduate students to participate in 11-week scientifically rigorous projects in biological science/natural resource management or related fields. Candidates who complete all internship and school requirements may be eligible for a direct appointment with the FWS. The demographics of the DFP cohort were: 70% women and 30% minorities. The FWS collaborated with the Hispanic Access Foundation, Student Conservation Association, the Greening Youth Foundation and the American Conservation Experience to administer the program.

**White House Initiative on Historically Black Colleges and Universities:** In partnership with the White House Initiative on HBCUs, the FWS shared funding, internships, and employment opportunities with faculty and staff at HBCUs across the country. The FWS participated in 11 recruitment events at HBCUs and attended the 2020 HBCU Week Conference as a virtual exhibitor. For HBCU Week 2020, the FWS Office of Law Enforcement participated in the conference's virtual career fair. The FWS also published a blog post on career opportunities that was shared with more than 50,000 people at HBCUs nationwide.

**Actions to improve recruitment, hiring, and onboarding:** In FY 2020, the FWS developed additional educational materials on hiring authorities, the hiring process, and hiring pathways, including the Directorate Resource Assistant Fellows Program (DFP). These materials are now available to all employees on the FWS intranet. The FWS also created guidance and best practice documents for hiring managers on how to use interview panels. Furthermore, the FWS Deputies communicated to hiring managers the need to increase use of special hiring authorities for all permanent, entry-level professional 400 series jobs (GS 5/7/9). The FWS Deputies also created an Employee Onboarding & Integration Project team plan to automate the delivery of onboarding checklists to hiring managers and employees.

## Part E.5 - Executive Summary: Planned Activities

The following planned activities correspond to barriers identified as part of the annual barrier analysis process and have a planned completion date of December 31, 2020.

**Identified barrier:** Requirements for Qualification for the 0485 and 0486 Occupational Series are restrictive and hinder minorities from qualifying.

**Planned activities:**

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- Reevaluate the need for specific course requirements in the 0485 and 0486 series.
- Consider retiring these job series and classifying all future positions as 0401 or another job series with less restrictive educational qualifications.

**Identified barrier:** Undefined expectations with Directorate Resource Assistant Fellows Program (DFP) partner organizations prevents the FWS from measuring short-term success and evaluating partners against program standards.

**Planned activities:**

- Develop performance standards, goals, and measurable objectives for DFP partner organizations.

**Identified barrier:** Broad discretion for individual supervisors to approve or deny telework requests results in inconsistent telework availability.

**Planned activities:**

- Recommend to EDC and Joint Administrative Operations (JAO) to reduce supervisor discretion in rejecting telework requests.

**Identified barrier:** The current DOI telework policy, which does not allow non-situational telework for supervisory employees, disproportionately affects women.

**Planned activities:**

- Recommend to DOI, EDC, and JAO that FWS reevaluate the 2019 DOI telework policy that states supervisors cannot have core telework hours.

<b>EEOC FORM 715-01 PART F</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
<b>Certification of Establishment of Continuing Equal Employment Opportunity Programs</b>	

I, Gina Huck, GS-0260-14, am the Acting Principal EEO Director for the U.S. Fish and Wildlife Service (FWS).

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

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

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

**GINA HUCK** Digitally signed by GINA HUCK  
Date: 2021.04.21 14:29:00 -0700

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Gina Huck, EEO Director (Acting)  
U.S. Fish and Wildlife Service

April 21, 2021  
Date

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

---

Martha Williams  
Principal Deputy Director  
Exercising the Delegated Authority of the Director  
U.S. Fish and Wildlife Service

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Date



## **MD-715 - PART G**

### **Agency Self-Assessment Checklist**

The Part G Self-Assessment Checklist is a series of questions designed to provide federal agencies with an effective means for conducting the annual self-assessment required in Part F of MD-715. This self-assessment permits EEO Directors to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the agency must address to comply with MD-715's requirements. Nothing in Part G prevents agencies from establishing additional practices that exceed the requirements set forth in this checklist.

All agencies will be required to submit Part G to EEOC. Although agencies need not submit documentation to support their Part G responses, they must maintain such documentation on file and make it available to EEOC upon request.

The Part G checklist is organized to track the MD-715 essential elements. As a result, a single substantive matter may appear in several different sections, but in different contexts. For example, questions about establishing an anti-harassment policy fall within Element C (Management and Program Accountability), while questions about providing training under the anti-harassment policy are found in Element A (Demonstrated Commitment from Agency Leadership).





For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the agency to answer the measure with "Yes", "No", or "NA;" and the second column for the agency to provide "comments", if necessary. Agencies should briefly explain any "N/A" answer in the comments. For example, many of the sub-component agencies are not responsible for issuing final agency decisions (FADs) in the EEO complaint process, so it may answer questions about FAD timeliness with "NA" and explain in the comments column that the parent agency drafts all FADs.

A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.

## MD-715 - PART G Agency Self-Assessment Checklist



### Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP

**This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.**

 <b>Compliance Indicator</b>  <b>Measures</b>		<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	<b>Current Part G Questions</b>
<b>A.1.a</b>	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	February 12, 2020.	A.1.a.2
<b>A.1.b</b>	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	Yes		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>A.2 – The agency has communicated EEO policies and procedures to all employees.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>A.2.a</b>	Does the agency disseminate the following policies and procedures to all employees:	Yes		
<b>A.2.a.1</b>	Anti-harassment policy? [see MD 715, II(A)]	Yes		New
<b>A.2.a.2</b>	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes		New
<b>A.2.b</b>	Does the agency prominently post the following information throughout the workplace and on its public website:	Yes		
<b>A.2.b.1</b>	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R	Yes		New



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	§ 1614.102(b)(7)]			
<b>A.2.b.2</b>	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes		A.2.c
<b>A.2.b.3</b>	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes	<a href="https://www.doi.gov/accesscenter/accommodations">https://www.doi.gov/accesscenter/accommodations</a>  <a href="https://www.fws.gov/odiwm/disability_program.html">https://www.fws.gov/odiwm/disability_program.html</a>	A.3.c
<b>A.2.c</b>	Does the agency inform its employees about the following topics:	Yes		
<b>A.2.c.1</b>	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	Yes	Annually	A.2.a
<b>A.2.c.2</b>	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	Annually	New
<b>A.2.c.3</b>	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	Yes	Annually	New
<b>A.2.c.4</b>	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	Yes	Annually  <a href="https://www.fws.gov/home/antiharassment/">https://www.fws.gov/home/antiharassment/</a>	New
<b>A.2.c.5</b>	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.	Yes	Annually	A.3.b
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>A.3 – The agency assesses and ensures EEO principles are part of its culture.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>  <b>New Compliance Indicator</b>	
<b>A.3.a</b>	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section.	Yes	Bureau subcomponents and work units get recognized throughout the year for achievements in EEO and Diversity and Inclusion. Regional Directors, Assistant	New



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			Directors, and leadership at all levels use platforms such as all-hands meetings and e-mails to recognize achievements.  FWS has a Diversity and Civil Rights Awards Program policy for outstanding performance in EEO and Diversity and Inclusion.	
<b>A.3.b</b>	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes		New
<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> <b>This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and supports the agency's strategic mission.</b>				
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>B.1.a</b>	Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	No		B.1.a
<b>B.1.a.1</b>	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	Yes	Agency Head Designee: Bryan Arroyo, Deputy Director of Operations.	New
<b>B.1.a.2</b>	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes		B.1.d
<b>B.1.b</b>	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes	The EEO Director meets with the Deputy Director regularly to provide briefings on the EEO Program. The EEO Director is an ex officio member of the FWS	B.2.a



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			Executive Diversity Committee and provides guidance at the Directorate meetings.	
<b>B.1.c</b>	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	Yes	On January 23, 2020, the EEO Director provided a briefing to the Director, the Deputy Directors, and other senior leaders on the State of the Agency covering all components of MD-715.	B.2.b
<b>B.1.d</b>	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.2 – The EEO Director controls all aspects of the EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Compliance Indicator</b>	
<b>B.2.a</b>	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes		B.3.a
<b>B.2.b</b>	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes		New
<b>B.2.c</b>	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes		New
<b>B.2.d</b>	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	Although final agency decisions are issued by the OCR-DOI, the EEO Director monitors their completion to ensure timeliness.	New
<b>B.2.e</b>	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes		F.3.b
<b>B.2.f</b>	Is the EEO Director responsible for periodically evaluating the entire	Yes		New



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	EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]			
<b>B.2.g</b>	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	Yes		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>B.3.a</b>	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	Yes		B.2.c & B.2.d
<b>B.3.b</b>	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	Yes	The FWS Director's management strategy and priorities include the Diversity and Inclusion Implementation Plan (DIIP), which holds leaders accountable for demonstrating continued progress towards achieving results in EEO and Diversity and Inclusion.  Managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and Diversity and Inclusion principles.  FWS is covered under the DOI's FY 2018 – FY 2022 Strategic Plan,	New



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			which includes ensuring a workplace environment conducive to employee productivity and safety; and holding individuals accountable for their actions.	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>B.4.a</b>	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:			
<b>B.4.a.1</b>	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes		B.3.b
<b>B.4.a.2</b>	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes		B.4.a
<b>B.4.a.3</b>	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	Yes		E.5.b
<b>B.4.a.4</b>	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes		B.4.f & B.4.g
<b>B.4.a.5</b>	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	Yes		E.1.c
<b>B.4.a.6</b>	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes		B.4.c
<b>B.4.a.7</b>	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes		New
<b>B.4.a.8</b>	to effectively administer its special emphasis programs (such as, Federal	Yes		B.3.c, B.3.c.1, B.3.c.2,

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	Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]			& B.3.c.3
<b>B.4.a.9</b>	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes		New
<b>B.4.a.10</b>	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes		B.4.d
<b>B.4.a.11</b>	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes		New
<b>B.4.b</b>	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes		New
<b>B.4.c</b>	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes		B.1.b
<b>B.4.d</b>	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes		E.2.d
<b>B.4.e</b>	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes		E.2.e
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	<b>New Indicator</b>
<b>B.5.a</b>	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:			
<b>B.5.a.1</b>	EEO Complaint Process? [see MD-715(II)(B)]	Yes		New
<b>B.5.a.2</b>	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes		A.3.d
<b>B.5.a.3</b>	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes		New
<b>B.5.a.4</b>	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes		New





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<b>B.5.a.5</b>	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(I)(E)]	Yes		E.4.b
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.6 – The agency involves managers in the implementation of its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	<b>New Indicator</b>
<b>B.6.a</b>	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes		New
<b>B.6.b</b>	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes		D.1.a
<b>B.6.c</b>	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	Yes		D.1.b
<b>B.6.d</b>	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes		D.1.c
<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b>				
<b>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.</b>				
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.1 – The agency conducts regular internal audits of its component and field offices.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.1.a</b>	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	The agency's Deputy Director for Operations and the EEO Director interact with members of the Directorate frequently to bring any program deficiencies to their attention. Component and field offices are required to provide	New

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			information on progress towards completing their EEO, diversity and inclusion, and barrier removal requirements every quarter. The agency's Deputy Director for Operations and the Executive Diversity Committee track progress for accountability.	
<b>C.1.b</b>	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	In FY 2020, the Barrier Analysis Team reviewed data from bureau subcomponents in order to track progress on barrier analysis and removal.	New
<b>C.1.c</b>	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	Yes		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.2 – The agency has established procedures to prevent all forms of EEO discrimination.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>C.2.a</b>	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes		New
<b>C.2.a.1</b>	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes		New
<b>C.2.a.2</b>	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes		New
<b>C.2.a.3</b>	Does the agency have a separate procedure (outside the EEO complaint	Yes		New



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	process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]			
<b>C.2.a.4</b>	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	Yes		New
<b>C.2.a.5</b>	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <i>Complainant v. Dep't of Veterans Affairs</i> , EEOC Appeal No. 0120123232 (May 21, 2015); <i>Complainant v. Dep't of Defense (Defense Commissary Agency)</i> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	Yes		New
<b>C.2.a.6</b>	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes		New
<b>C.2.b</b>	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes		New
<b>C.2.b.1</b>	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes		E.1.d
<b>C.2.b.2</b>	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes		New
<b>C.2.b.3</b>	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes		New
<b>C.2.b.4</b>	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes		New
<b>C.2.b.5</b>	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.	Yes		E.1.e
<b>C.2.c</b>	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance,	Yes		New



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	and standards? [see 29 CFR 1614.203(d)(6)]			
<b>C.2.c.1</b>	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If “yes”, please provide the internet address in the comments column.	Yes	<a href="https://www.doi.gov/accesscenter/accommodations">https://www.doi.gov/accesscenter/accommodations</a>	New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	<b>New Indicator</b>
<b>C.3.a</b>	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes		New
<b>C.3.b</b>	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:			
<b>C.3.b.1</b>	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.]	Yes		A.3.a.1
<b>C.3.b.2</b>	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	Yes		A.3.a.4
<b>C.3.b.3</b>	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes		A.3.a.5
<b>C.3.b.4</b>	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	Yes		A.3.a.6
<b>C.3.b.5</b>	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes		A.3.a.7
<b>C.3.b.6</b>	Provide disability accommodations when such accommodations do not cause an undue hardship? [ see 29 CFR §1614.102(a)(8)]	Yes		A.3.a.8
<b>C.3.b.7</b>	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes		New
<b>C.3.b.8</b>	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes		A.3.a.2
<b>C.3.b.9</b>	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	Yes		New





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<b>C.3.c</b>	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes		New
<b>C.3.d</b>	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.4.a</b>	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	Yes		New
<b>C.4.b</b>	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	Yes		C.2.a, C.2.b, & C.2.c
<b>C.4.c</b>	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	Yes		New
<b>C.4.d</b>	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes		New
<b>C.4.e</b>	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:			
<b>C.4.e.1</b>	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes		New
<b>C.4.e.2</b>	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes		New
<b>C.4.e.3</b>	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes		New
<b>C.4.e.4</b>	Identify and remove barriers to equal opportunity in the workplace? [see	Yes		New





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	MD-715, II(C)]			
<b>C.4.e.5</b>	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.5.a</b>	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <i>Douglas v. Veterans Administration</i> , 5 MSPR 280 (1981)]	Yes		C.3.a.
<b>C.5.b</b>	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	Zero. There were no findings of discrimination in FY 2020.	C.3.c
<b>C.5.c</b>	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.6 – The EEO office advises managers/supervisors on EEO matters.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.6.a</b>	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	Yes	Workforce demographics and other data summaries are provided monthly. The EEO Office provides management/supervisory officials with a copy of the EEOC MD-715 Report, which includes the 462 Report on Complaints, barrier analysis plans and special emphasis accomplishments.	C.1.a





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<b>C.6.b</b>	Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	Yes		New
<b>Essential Element D: PROACTIVE PREVENTION</b>				
<b>This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.</b>				
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>D.1.a</b>	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes		New
<b>D.1.b</b>	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes		New
<b>D.1.c</b>	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	Yes		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>  <b>New Indicator</b>	
<b>D.2.a</b>	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes		New
<b>D.2.b</b>	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	Yes		B.2.c.2
<b>D.2.c</b>	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource	Yes		B.2.c.1

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	decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]			
<b>D.2.d</b>	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If “yes”, please identify the data sources in the comments column.	Yes	See Part I for full list.	New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.3 – The agency establishes appropriate action plans to remove identified barriers.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>D.3.a.</b>	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	Yes		New
<b>D.3.b</b>	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	Yes		New
<b>D.3.c</b>	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>D.4.a</b>	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	<a href="https://www.fws.gov/o-diwm/disability_program.html">https://www.fws.gov/o-diwm/disability_program.html</a>  <a href="https://www.fws.gov/o-diwm/MD-715.html">https://www.fws.gov/o-diwm/MD-715.html</a>	New
<b>D.4.b</b>	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes		New
<b>D.4.c</b>	Does the agency ensure that disability-related questions from members	Yes		New





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	of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]			
<b>D.4.d</b>	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes		New
<b>Essential Element E: EFFICIENCY</b>				
<b>This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.</b>				
 <b>Compliance Indicator</b>	<b>E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
 <b>Measures</b>				
<b>E.1.a</b>	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes		E.3.a.1
<b>E.1.b</b>	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes		E.3.a.2
<b>E.1.c</b>	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?	Yes		New
<b>E.1.d</b>	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.	Yes	Average Days - 5 days	New
<b>E.1.e</b>	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	Yes		New
<b>E.1.f</b>	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	Yes		E.3.a.3
<b>E.1.g</b>	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	N/A	The FWS completes all investigations in a timely manner.	New
<b>E.1.h</b>	When the complainant does not request a hearing, does the agency	Yes	DOI's Office of Civil	E.3.a.4



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	timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?		Rights issues FADs which are monitored for timeliness by FWS.	
<b>E.1.i</b>	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	Yes	DOI's Office of Civil Rights oversees this process which is monitored by FWS for compliance.	E.3.a.7
<b>E.1.j</b>	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	Yes	FWS holds the firms accountable by withholding payment until legally sufficient work products are received.	E.2.c
<b>E.1.k</b>	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	Yes		New
<b>E.1.l</b>	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	Yes		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.2 – The agency has a neutral EEO process.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments Revised Indicator</b>	
<b>E.2.a</b>	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	Yes	The EEO Complaint program at FWS is in a clear different structure with a separate defined roles than the defensive function.	New
<b>E.2.b</b>	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	Yes	ODIWM's EEO Complaints team conducts sufficiency reviews. EEO specialists conducting legal sufficiency reviews are	E.6.a





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			supervised by an attorney. In addition, DOI's Office of Civil Rights conducts its own legal sufficiency reviews where a FAD has been requested.	
<b>E.2.c</b>	If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	N/A	The EEO office does not rely on the defensive function to conduct legal sufficiency reviews.	New
<b>E.2.d</b>	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes		E.6.b
<b>E.2.e</b>	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]	N/A	The EEO office does not rely on the defensive function to conduct legal sufficiency reviews.	E.6.c
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>E.3.a</b>	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes		E.4.a
<b>E.3.b</b>	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	Yes		E.4.c
<b>E.3.c</b>	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes		D.2.a
<b>E.3.d</b>	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes		New
<b>E.3.e</b>	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes		E.4.d
<b>E.3.f</b>	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes		New





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 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>E.4.a</b>	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:	Yes		
<b>E.4.a.1</b>	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes		E.5.a
<b>E.4.a.2</b>	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes		E.5.c
<b>E.4.a.3</b>	Recruitment activities? [see MD-715, II(E)]	Yes		E.5.f
<b>E.4.a.4</b>	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes		New
<b>E.4.a.5</b>	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes		New
<b>E.4.a.6</b>	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	Yes		New
<b>E.4.b</b>	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>E.5.a</b>	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	FWS monitors trends in the EEO Program and conducts barrier analyses in compliance with the statutes that EEOC administers.	E.5.e
<b>E.5.b</b>	Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	FWS participates in best practices meetings and discussions with other	E.5.g



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			DOI bureaus on at least a monthly basis for the purpose of improving the effectiveness of the EEO program.	
<b>E.5.c</b>	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes		E.3.a
<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b>				
This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>F.1.a</b>	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes		F.1.a
<b>F.1.b</b>	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes		E.3.a.6
<b>F.1.c</b>	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes		F.2.a.1
<b>F.1.d</b>	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes		F.2.a.2
<b>F.1.e</b>	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes		F.3.a.
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>F.2.a</b>	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes	Indicator moved from E-III Revised	C.3.d

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<b>F.2.a.1</b>	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	Yes		E.3.a.5
<b>F.2.a.2</b>	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	Yes		E.3.a.7
<b>F.2.a.3</b>	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	Yes		New
<b>F.2.a.4</b>	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes		F.3.d (1 to 9)
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>F.3 - The agency reports to EEOC its program efforts and accomplishments.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>F.3.a</b>	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	Yes		New
<b>F.3.b</b>	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes		New

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**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Unavailable applicant flow data	<p><b>Program deficiency was eliminated.</b></p> <p>The FWS conducted the manual research and matching required to produce applicant flow and promotions data for Tables A/B-6, A/B-7, and A/B-8 for the FY 2020 MD-715 Report.</p> <p>The compilation of this data is done manually by researching each applicant and matching employee information in Federal Personnel and Payroll System (FPPS) in an attempt to determine whether (a) the applicant was an FWS permanent employee at the time of their application, (b) if the employee was in a mission-designated series, and (c) if the applicant's job series had the potential for a promotion lateral assignment, among other factors. The research is also necessary to determine an applicant's ethnicity/race or gender, or any qualifying disability.</p>

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
02/15/2020	Explore ways to capture and obtain applicant flow and promotions data.	10/30/2020		10/30/2020

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Diversity Program Manager	Gina Huck	Yes

**Planned Activities Toward Completion of Objective**

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<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
01/30/2020	Produce a memorandum informing OPM of the need to include fields in USA Staffing that capture (1) whether the applicant is a federal employee; (2) if so, current agency; and (3) current grade level.  UPDATE: <b>Program deficiency was eliminated.</b> The FWS conducted the manual research and matching required to produce applicant flow and promotions data for Tables A/B-6, A/B-7, and A/B-8 for the FY 2020 MD-715 Report.	Yes		09/30/2020
9/30/2020	On at least a quarterly basis, meet with the Department or OPM on the issue regarding applicant flow data requirements, and potential solutions for capturing this data.  UPDATE: <b>Program deficiency was eliminated.</b> The FWS conducted the manual research and matching required to produce applicant flow and promotions data for Tables A/B-6, A/B-7, and A/B-8 for the FY 2020 MD-715 Report.	Yes		09/30/2020

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
<b>FY 2020</b>	<p><b>Program deficiency was eliminated.</b></p> <p>The FWS conducted the manual research and matching required to produce applicant flow and promotions data for Tables A/B-6, A/B-7, and A/B-8 for the FY 2020 MD-715 Report.</p> <p>The compilation of this data is done manually by researching each applicant and matching employee information in Federal Personnel and Payroll System (FPPS) in an attempt to determine whether (a) the applicant was an FWS permanent employee at the time of their application, (b) if the employee was in a mission-designated series, and (c) if the applicant's job series had the potential for a promotion lateral assignment, among other factors. The research is also necessary to determine an applicant's ethnicity/race or gender, or any qualifying disability.</p>



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**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
[Part G Question B.1.a.]  Agency head is not the immediate supervisor of the person (“EEO Director”) who has day-to-day control over the EEO office.	The EEO Director does not report to the agency head. The EEO Director does report to the same agency head designee as the mission-related programmatic offices.  The Department of the Interior (DOI) is reviewing the structure of all EEO Programs in the DOI bureaus. In addition, FWS Leadership will meet to discuss the reporting structure of the FWS EEO Program in relation to the regulatory requirements.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
4/15/2021	FWS Leadership will meet to discuss the reporting structure of the FWS EEO Program.	9/30/2022		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Gina Huck (Acting)	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
9/30/2022	FWS Leadership will meet to discuss the reporting structure of the FWS EEO Program.	Yes		

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

## MD-715 – Part I

### Agency EEO Plan to Eliminate Identified Barrier Asian American Participation

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

#### Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A-1	<p><b>Low participation of Asians in permanent workforce.</b></p> <p>[The FY 2020 BAT identified statistical triggers in FY 2019 MD-715 A and B Tables]</p> <p>Asians make up 2.8% of permanent workforce versus the Organizational CLF of 5.9%.</p>
Workforce Data Tables	Table A-3	2.5% of officials and managers (GS 13-14) are Asian.
Workforce Data Tables	Table A-4	<p>Each GS level reports lower participation rates than the available CLF and OCLF pool, and participation rates decrease as the GS-scale increases:</p> <ul style="list-style-type: none"> <li>• 2.4% participation at GS-12.</li> <li>• 3.1% participation at GS-13.</li> <li>• 1.7% participation at GS-14.</li> <li>• 0.8% participation at GS-15.</li> </ul>
Workforce Data Tables	Table A-6	Asians make up 2.5% of permanent biology workforce versus the Occupational CLF of 7.2%.
Workforce Data Tables	Table A-8	3.4% (14/410) of hires were Asians.
Workforce Data Tables	Table A-14	3% (18/612) of separations were Asians with no involuntary separations.

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**EEO Group(s) Affected by Trigger**

EEO Group
All Men
All Women
Hispanic or Latino Males
Hispanic or Latino Females
White Males
White Females
Black or African American Males
Black or African American Females
Asian Males X
Asian Females X
Native Hawaiian or Other Pacific Islander Males
Native Hawaiian or Other Pacific Islander Females
American Indian or Alaska Native Males
American Indian or Alaska Native Females
Two or More Races Males
Two or More Races Females

**Barrier Analysis Process**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	The FY 2020 BAT identified triggers in FY 2019 MD-715 A and B Tables. <ul style="list-style-type: none"> <li>• Low participation of Asians at supervisory levels.</li> <li>• Low participation of Asians in ALDP/SUTL in FY 2019.</li> </ul>
Complaint Data (Trends)	Yes	Informal and formal complaints data and trends from iComplaints platform, internal tracking systems, and 462 Report.

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Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<ul style="list-style-type: none"> <li>Of the 12 race based complaints since 2015, 2 were Asian American and Pacific Islander (AAPI).</li> </ul>
Grievance Data (Trends)	Yes	Harassment allegations and actions.
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	EEO Decisions (No Findings of Discrimination in FY 2019). <ul style="list-style-type: none"> <li>No findings of discrimination by race since 2015.</li> </ul>
Climate Assessment Survey (e.g., FEVS)	Yes	FY 2019 Federal Employee Viewpoint Survey and FY2020 D&I Climate Survey <ul style="list-style-type: none"> <li>AAPI Federal Employee Viewpoint Survey (FEVS) scores are consistently lower than white respondents by 3% (2016-2019)</li> <li>Minority participants responded significantly differently on 29 climate items including questions such as:               <ul style="list-style-type: none"> <li>"23. Employees are treated fairly in my organization." (-19)</li> <li>"27. FWS leaders are committed to a workforce representative of all segments of society." (-19)</li> <li>"14. I can talk openly with managers and supervisors about concerns relating to issues of diversity and inclusion." (-14)</li> </ul> </li> </ul>
Exit Interview Data	Yes	FWS Employee Exit Survey responses. <ul style="list-style-type: none"> <li>8 of 17 Asian respondents cited lack of career advancement as a primary reason for leaving the Service (47%) compared to 116 out of 345 non-minority respondents (33%).</li> <li>3 out of 17 Asian respondents retired (17%) and the remainder separated while 115 out of 345 non-minority respondents retired (33%).</li> </ul>
Focus Groups	Yes	FWS Barrier Analysis Team partnered with OPM and conducted a series of focus groups with relevant employees.
Interviews	Yes	Conducted interviews with the following parties involved in access to leadership development opportunities: <ul style="list-style-type: none"> <li>Linda Lufkin, an NCTC Course Leader.</li> <li>Janelle Quinn, an NCTC Course Leader (SUTL and ALDP).</li> <li>Richard Bulavenitz NCTC Course Leader</li> </ul>

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<b>Sources of Data</b>	<b>Source Reviewed? (Yes or No)</b>	<b>Identify Information Collected</b>
		(Consultation).
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	State Department: Additional Steps are Needed to Identify Barriers to Workforce Diversity – GAO, June 17, 2020.  Board Diversity: Strategies to Increase Representation of Women and Minorities – GAO, June 20, 2019.
Other (Please Describe)	Yes	Analyzed DFP participation rates: 5% of FY 2020 participants were Asian American.

**Status of Barrier Analysis Process**

<b>Barrier Analysis Process Completed? (Yes or No)</b>	<b>Barrier(s) Identified? (Yes or No)</b>
Yes	Yes

**Statement of Identified Barrier(s)**

<b>Description of Policy, Procedure, or Practice</b>
Employees perceive two FWS leadership training courses, the Advanced Leadership Development Program (ALDP) and Stepping Up to Leadership (SUTL), as not having a fair and transparent selection process.
Requirements for Qualification for the 0485 and 0486 Occupational Series are restrictive and hinder minorities from qualifying.

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Objective(s) and Dates for EEO Plan

<b>Objective</b>	<b>Date Initiated (mm/dd/yyyy)</b>	<b>Target Date (mm/dd/yyyy)</b>	<b>Sufficient Funding &amp; Staffing? (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Date Completed (mm/dd/yyyy)</b>
Recommend NCTC clarify selection process (e.g., requirements, evaluation criteria, timelines, deciding officials) for SUTL and ALDP to employees during the launch of the two programs in FY 2021.	12/31/2020	12/31/2021	Yes		
Reevaluate the need for specific course requirements in the 0485 and 0486 series and consider retiring these job series and classifying all future positions as 0401 or another job series with less restrictive educational qualifications.	12/31/2020	12/31/2021	Yes		

**Responsible Official(s)**

<b>Title</b>	<b>Name</b>	<b>Performance Standards Address the Plan? (Yes or No)</b>
Principal Deputy Director Exercising the Delegated Authority of the Director	Martha Williams	Yes
FWS Deputy Director	Bryan Arroyo	Yes
Executive Diversity Committee Chair	Paul Rauch	Yes
EEO Director	Gina Huck (Acting)	Yes
Diversity Program Manager	Gina Huck	Yes
Assistant Director, NCTC	Steve Chase	Yes

**Planned Activities Toward Completion of Objective**

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
12/31/2021	1. Recommend NCTC clarify selection process (e.g., requirements, evaluation criteria, timelines, deciding officials) for SUTL and ALDP to employees during the launch of the two programs in FY 2021.		
12/31/2021	2. Reevaluate the need for specific course requirements in the 0485 and 0486 series.		
12/31/2021	3. Consider retiring the 0485 and 0486 job series and classifying all future positions as 0401 or another job series with less restrictive educational qualifications.		



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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part I**  
**Agency EEO Plan to Eliminate Identified Barrier**  
**Black or African American**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

<b>Source of the Trigger</b>	<b>Specific Workforce Data Table</b>	<b>Narrative Description of Trigger</b>
Workforce Data Tables	Table A-1	<b>Low participation of Black/African Americans in permanent workforce.</b>  [The FY 2020 BAT identified statistical triggers in FY 2019 MD-715 A and B Tables]  Black or African American employees make up 4.3% of permanent workforce versus Organizational CLF of 6.8%.
Workforce Data Tables	Table A-6	Black or African American employees make up 1.57% of biology workforce versus Occupational CLF of 3.0%.
Workforce Data Tables	Table A-8	7.8% (32/410) of hires were Black or African American.
Workforce Data Tables	Table A-14	5.4% (32/612) of separations were Black or African Americans with no involuntary separations.

**EEO Group(s) Affected by Trigger**

<b>EEO Group</b>
All Men
All Women
Hispanic or Latino Males
Hispanic or Latino Females

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<b>EEO Group</b>
White Males
White Females
Black or African American Males X
Black or African American Females X
Asian Males
Asian Females
Native Hawaiian or Other Pacific Islander Males
Native Hawaiian or Other Pacific Islander Females
American Indian or Alaska Native Males
American Indian or Alaska Native Females
Two or More Races Males
Two or More Races Females

**Barrier Analysis Process**

<b>Sources of Data</b>	<b>Source Reviewed? (Yes or No)</b>	<b>Identify Information Collected</b>
Workforce Data Tables	Yes	The FY 2020 BAT identified triggers in FY 2019 MD-715 A and B Tables. See triggers outlined above.
Complaint Data (Trends)	Yes	Informal and formal complaints data and trends from iComplaints platform, internal tracking systems, and 462 Report. <ul style="list-style-type: none"> <li>• 6 of the 21 race-based complaints were filed by Black or African American employees.</li> </ul>
Grievance Data (Trends)	Yes	Harassment allegations and actions for FY 2019.
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	EEO decisions (No findings of discrimination in FY 2019) and no findings of discrimination by race since 2015.
Climate Assessment Survey (e.g., FEVS)	Yes	FY 2019 Federal Employee Viewpoint Survey (FEVS) and FY 2020 D&I Climate Survey. <ul style="list-style-type: none"> <li>• Black or African American employees participated in the FEVS at a lower rate than White employees, with a low of 63.1 in 2018, compared to white participants at 65.8 the</li> </ul>

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Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p>same year.</p> <ul style="list-style-type: none"> <li>• Minority participants responded significantly differently on 29 climate items including questions such as:               <ul style="list-style-type: none"> <li>○ “23. Employees are treated fairly in my organization.” (-19)</li> <li>○ “27. FWS leaders are committed to a workforce representative of all segments of society.” (-19)</li> <li>○ “14. I can talk openly with managers and supervisors about concerns relating to issues of diversity and inclusion.” (-14)</li> </ul> </li> </ul>
Exit Interview Data	Yes	<p>FWS employee exit survey responses included the following indicators:</p> <ul style="list-style-type: none"> <li>• 32% of Black or African American respondents did not agree with the statement: “The organization’s management has a commitment to workforce diversity.”</li> <li>• 14% of respondents did not agree with the statement: “The organization’s employees are respectful of individual differences and cultures.”</li> </ul>
Focus Groups	Yes	<p>FWS Barrier Analysis Team partnered with OPM and conducted a series of focus groups with relevant employees.</p> <ul style="list-style-type: none"> <li>• Surveyed and Interviewed 58 Directorate Resource Assistant Fellows Program (DFP) participants. 78% of DFP fellows and 68% of DFP supervisors feel career advancement opportunities are dependent upon ability and willingness to relocate.</li> </ul>
Interviews	Yes	<p>Conducted interviews with the following parties involved in recruitment and the DFP:</p> <ul style="list-style-type: none"> <li>• Christine McCue (DFP Coordinator, 2015-2019).</li> <li>• Lois Johnson-Mead (DFP Coordinator 2019-present).</li> <li>• Kary Allen (National Recruitment Program Manager).</li> <li>• Cade London (Associate Advisor to Diversity Chief).</li> </ul>
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	<p>State Department: Additional Steps are Needed to Identify Barriers to Workforce Diversity – GAO, June 17, 2020.</p>

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Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		Board Diversity: Strategies to Increase Representation of Women and Minorities – GAO, June 20, 2019.
Other	Yes	Analyzed DFP participation rates: 3.5% (5/144) of all DFP participants were Black or African American.

**Status of Barrier Analysis Process**

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
Yes	Yes

**Statement of Identified Barrier(s)**

Description of Policy, Procedure, or Practice
Undefined expectations with Directorate Resource Assistant Fellows Program (DFP) partner organizations prevents the FWS from measuring short-term success and evaluating partners against program standards.
Requirements for Qualification for the 0485 and 0486 Occupational Series are restrictive and hinder minorities from qualifying.

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

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Objective(s) and Dates for EEO Plan**

<b>Objective</b>	<b>Date Initiated</b> (mm/dd/yyyy)	<b>Target Date</b> (mm/dd/yyyy)	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Date Completed</b> (mm/dd/yyyy)
Develop performance standards, goals, and measurable objectives for DFP partner organizations.	12/31/2020	12/31/2021	Yes		
Reevaluate the need for specific course requirements in the 0485 and 0486 series and consider retiring these job series and classifying all future positions as 0401 or another job series with less restrictive educational qualifications.	12/31/2020	12/31/2021	Yes		

**Responsible Official(s)**

<b>Title</b>	<b>Name</b>	<b>Performance Standards Address the Plan?</b> (Yes or No)
FWS Principal Deputy Director, Exercising the Authority of the Director	Martha Williams	Yes
FWS Deputy Director	Bryan Arroyo	Yes
Executive Diversity Committee Chair	Paul Rauch	Yes
Assistant Director, Management and Administration	Janine Velasco	Yes
EEO Director	Gina Huck (Acting)	Yes
Diversity Program Manager	Gina Huck	Yes
Associate Advisor to the Diversity Chief	Cade London	Yes
Assistant Director, NCTC	Steve Chase	Yes

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Title	Name	Performance Standards Address the Plan? (Yes or No)
DFP Coordinator	Lois Johnson-Mead	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/31/2021	1. Develop performance standards, goals, and measurable objectives for DFP partner organizations.		
12/31/2021	2. Reevaluate the need for specific course requirements in the 0485 and 0486 series.		
12/31/2021	3. Consider retiring the 0485 and 0486 job series and classifying all future positions as 0401 or another job series with less restrictive educational qualifications.		

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part I**  
**Agency EEO Plan to Eliminate Identified Barrier**  
**Hispanic/Latinx Participation**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A-1	<p><b>Low participation of Hispanic/Latinx in permanent workforce.</b></p> <p>[The FY 2020 BAT identified statistical triggers in FY 2019 MD-715 A and B Tables]</p> <p>Hispanic/Latinx employees make up 6.3% of permanent workforce versus the Organizational CLF of 6.7%.</p>
Workforce Data Tables	Table A-3	Hispanic/Latinx employees make up 5% of mid-level officials and managers (GS 13-14), with only 0.8% of first-level officials and managers being female Hispanic/Latinx.
Workforce Data Tables	Table A-6	<p>Hispanic/Latinx employees make up 5.17% of biology workforce versus the Occupational CLF of 4.6%.</p> <p>Hispanic/Latinx women employees make up 1.9% of biology workforce versus the Occupational CLF of 2.1%.</p>
Workforce Data Tables	Table A-8	3.4% (14/410) of hires were Hispanic/Latinx.
Workforce Data Tables	Table A-14	6.4% (39/612) of separations were Hispanic/Latinx with 17.6% of all involuntary separations.

**EEO Group(s) Affected by Trigger**

EEO Group
All Men

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>EEO Group</b>
All Women
Hispanic or Latino Males X
Hispanic or Latino Females X
White Males
White Females
Black or African American Males
Black or African American Females
Asian Males
Asian Females
Native Hawaiian or Other Pacific Islander Males
Native Hawaiian or Other Pacific Islander Females
American Indian or Alaska Native Males
American Indian or Alaska Native Females
Two or More Races Males
Two or More Races Females

**Barrier Analysis Process**

<b>Sources of Data</b>	<b>Source Reviewed? (Yes or No)</b>	<b>Identify Information Collected</b>
Workforce Data Tables	Yes	The FY 2020 BAT identified triggers in FY 2019 MD-715 A and B Tables. See triggers outlined above.
Complaint Data (Trends)	Yes	Informal and formal complaints data and trends from iComplaints platform, internal tracking systems, and 462 Report. <ul style="list-style-type: none"> <li>• 0 of the 21 complaints were filed by Hispanic/Latinx employees.</li> </ul>
Grievance Data (Trends)	Yes	Harassment allegations and actions for FY 2019, including a grievance upheld related to revoking core telework.
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-	Yes	EEO decisions (no findings of discrimination in FY 2019)



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Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Harassment Processes)		<ul style="list-style-type: none"> <li>No findings of discrimination by race since 2015.</li> </ul>
Climate Assessment Survey (e.g., FEVS)	Yes	FY 2019 Federal Employee Viewpoint Survey (FEVS) and FY 2020 D&I Climate Survey <ul style="list-style-type: none"> <li>Hispanic/Latinx FEVS participants rated their experience in the FWS significantly lower than other respondents, with scored of 63.9 and 66, respectively. Additionally, the New IQ index for Fairness reported 53.5 positive, opposed to 55.4 for non-Hispanic respondents.</li> <li>Minority participants responded significantly differently on 29 climate items including questions such as:               <ul style="list-style-type: none"> <li>“23. Employees are treated fairly in my organization.” (-19)</li> <li>“27. FWS leaders are committed to a workforce representative of all segments of society.” (-19)</li> <li>“14. I can talk openly with managers and supervisors about concerns relating to issues of diversity and inclusion.” (-14)</li> </ul> </li> </ul>
Exit Interview Data	Yes	FWS employee exit survey responses. <ul style="list-style-type: none"> <li>Of the total Hispanic/Latinx respondents from 2016-2020, 20% of respondents stated work accommodations (flexible work schedule, telecommuting, etc.) would have prevented them from leaving.</li> </ul>
Focus Groups	Yes	FWS Barrier Analysis Team partnered with OPM and conducted a series of focus groups with relevant employees.
Interviews	Yes	Conducted interviews with the following parties related to work-life balance: <ul style="list-style-type: none"> <li>Kim Hintz (national telework coordinator).</li> </ul>
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	State Department: Additional Steps are Needed to Identify Barriers to Workforce Diversity – GAO, June 17, 2020.  Board Diversity: Strategies to Increase Representation of Women and Minorities – GAO, June 20, 2019.
Other (Please Describe)	Yes	Analyzed DFP participation rates: 19% of FY 2020 participants were Hispanic/Latinx.

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**Status of Barrier Analysis Process**

<b>Barrier Analysis Process Completed?</b> (Yes or No)	<b>Barrier(s) Identified?</b> (Yes or No)
Yes	Yes

**Statement of Identified Barrier(s)**

<b>Description of Policy, Procedure, or Practice</b>
Broad discretion for individual supervisors to approve or deny telework requests results in inconsistent telework availability.
The current DOI telework policy, which does not allow non-situational telework for supervisory employees, disproportionately affects Hispanic/Latinx employees.

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

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Objective(s) and Dates for EEO Plan**

<b>Objective</b>	<b>Date Initiated (mm/dd/yyyy)</b>	<b>Target Date (mm/dd/yyyy)</b>	<b>Sufficient Funding &amp; Staffing? (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Date Completed (mm/dd/yyyy)</b>
Recommend to EDC and Joint Administrative Operations (JAO) to reduce supervisor discretion in rejecting telework requests.	12/31/2020	12/31/2021	Yes		
Recommend to DOI, EDC, and JAO that FWS re-evaluate the 2019 DOI telework policy that states supervisors cannot have core telework hours.	12/31/2020	12/31/2021	Yes		

**Responsible Official(s)**

<b>Title</b>	<b>Name</b>	<b>Performance Standards Address the Plan? (Yes or No)</b>
Principal Deputy Director Exercising the Delegated Authority of the Director	Martha Williams	Yes
FWS Deputy Director	Bryan Arroyo	Yes
Executive Diversity Committee Chair	Paul Rauch	Yes
Assistant Director, Management and Administration	Janine Velasco	Yes
EEO Director	Gina Huck (Acting)	Yes
Diversity Program Manager	Gina Huck	Yes
National Telework Coordinator	Kim Hintz	Yes

**Planned Activities Toward Completion of Objective**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
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**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
12/31/2021	1. Recommend to EDC and Joint Administrative Operations (JAO) to reduce supervisor discretion in rejecting telework requests.		
12/31/2021	2. Recommend to DOI, EDC, and JAO that FWS re-evaluate the 2019 DOI telework policy that states supervisors cannot have core telework hours.		

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

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

MD-715 – Part I

**Agency EEO Plan to Eliminate Identified Barrier**  
**Women**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A-1	<b>Low participation of Women in permanent workforce.</b> [The FY 2020 BAT identified statistical triggers in FY 2019 MD-715 A and B Tables]  Women make up 40.3% of permanent workforce versus the Organizational CLF of 46%.
Workforce Data Tables	Table A-6	Women make up 37.34% of biology workforce versus the Occupational CLF of 47.3%.
Workforce Data Tables	Table A-8	43.2% (177/410) of hires were women.
Workforce Data Tables	Table A-14	43.5% (266/612) of separations were women and 41.2% (7/17) of involuntary separations were women.

**EEO Group(s) Affected by Trigger**

EEO Group
All Men
All Women X
Hispanic or Latino Males
Hispanic or Latino Females
White Males

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

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>EEO Group</b>
White Females
Black or African American Males
Black or African American Females
Asian Males
Asian Females
Native Hawaiian or Other Pacific Islander Males
Native Hawaiian or Other Pacific Islander Females
American Indian or Alaska Native Males
American Indian or Alaska Native Females
Two or More Races Males
Two or More Races Females

**Barrier Analysis Process**

<b>Sources of Data</b>	<b>Source Reviewed? (Yes or No)</b>	<b>Identify Information Collected</b>
Workforce Data Tables	Yes	The FY 2020 BAT identified triggers in FY 2019 MD-715 A and B Tables. See triggers outlined above.
Complaint Data (Trends)	Yes	Informal and formal complaints data and trends from iComplaints platform, internal tracking systems, and 462 Report. <ul style="list-style-type: none"> <li>24 out of 34 gender/sex based complaints were filed by women.</li> </ul>
Grievance Data (Trends)	Yes	Harassment allegations and actions for FY 2019. <ul style="list-style-type: none"> <li>18 grievances from 2019, 40 from 2018, 42 from 2017.</li> </ul>
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	EEO decisions (no findings of discrimination in FY 2019) <ul style="list-style-type: none"> <li>2 findings from the anti-harassment PB-1801 process related to sexual harassment.</li> </ul>
Climate Assessment Survey (e.g., FEVS)	Yes	FY 2019 Federal Employee Viewpoint Survey (FEVS) and D&I Climate Survey.  Women and Men responded significantly differently on seven items in the FY 2020 Climate Survey. Those

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<b>Sources of Data</b>	<b>Source Reviewed? (Yes or No)</b>	<b>Identify Information Collected</b>
		questions include: <ul style="list-style-type: none"> <li>• “6. FWS is diverse at all levels of the organization.” (-13)</li> <li>• “13. Complaints, disputes, and/or grievances are resolved fairly at FWS.” (-11)</li> <li>• “21. FWS’s EEO and HR offices are responsive to requests.” (-9)</li> <li>• “20. Information on FWS’s EEO and complaints process is easy to find.” (-5)</li> </ul>
Exit Interview Data	Yes	20% of female respondents said additional work accommodations would have prevented them from leaving.
Focus Groups	Yes	FWS Barrier Analysis Team partnered with OPM and conducted a series of focus groups with relevant employees.
Interviews	Yes	FWS Barrier Analysis Team conducted interviews with subject-matter experts related to telework availability: <ul style="list-style-type: none"> <li>• Kim Hintz (national telework coordinator).</li> </ul>
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	State Department: Additional Steps are Needed to Identify Barriers to Workforce Diversity – GAO, June 17, 2020.  Board Diversity: Strategies to Increase Representation of Women and Minorities – GAO, June 20, 2019.
Other (Please Describe)	Yes	Analyzed FY 2020 DFP participation rates: 71% of participants were identified as female.

**Status of Barrier Analysis Process**

<b>Barrier Analysis Process Completed? (Yes or No)</b>	<b>Barrier(s) Identified? (Yes or No)</b>
Yes	Yes

**Statement of Identified Barrier(s)**

<b>Description of Policy, Procedure, or Practice</b>
Broad discretion for individual supervisors to approve or deny telework requests results in inconsistent telework availability.
The current DOI telework policy, which does not allow non-situational telework for supervisory

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<b>Description of Policy, Procedure, or Practice</b>
employees, disproportionately affects women.



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**Objective(s) and Dates for EEO Plan**

<b>Objective</b>	<b>Date Initiated</b> (mm/dd/yyyy)	<b>Target Date</b> (mm/dd/yyyy)	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Date Completed</b> (mm/dd/yyyy)
Recommend to EDC and Joint Administrative Operations (JAO) to reduce supervisor discretion in rejecting telework requests.	12/31/2020	12/31/2021			
Recommend to DOI, EDC, and JAO that FWS re-evaluate the 2019 DOI telework policy that states supervisors cannot have core telework hours.	12/31/2020	12/31/2021			

**Responsible Official(s)**

<b>Title</b>	<b>Name</b>	<b>Performance Standards Address the Plan?</b> (Yes or No)
Principal Deputy Director Exercising the Delegated Authority of the Director	Martha Williams	Yes
FWS Deputy Director	Bryan Arroyo	Yes
Executive Diversity Committee Chair	Paul Rauch	Yes
Assistant Director, Management and Administration	Janine Velasco	Yes
EEO Director	Gina Huck (Acting)	Yes
Diversity Program Manager	Gina Huck	Yes
National Telework Coordinator	Kim Hintz	Yes

**Planned Activities Toward Completion of Objective**

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<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
12/31/2021	1. Recommend to EDC and Joint Administrative Operations (JAO) to reduce supervisor discretion in rejecting telework requests.		
12/31/2021	2. Recommend to DOI, EDC, and JAO that FWS re-evaluate the 2019 DOI telework policy that states supervisors cannot have core telework hours.		

**Objective(s) and Dates for EEO Plan**

Objective		Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
FY 2019	Launch a national hiring initiative for jobs in the GS-401,482,485 and 486 series.	09/01/2018	01/30/2019	Yes	09/30/2020	09/30/2020
FY 2020	Complete action items under DIIP Objective 1: "Engage Employees to Achieve a Diverse and Inclusive Workforce."	10/01/2019	09/30/2020	Yes		09/30/2020
	Complete action items under DIIP Objective 2: "Analyze and Remove the Barriers to a Diverse and Inclusive Workforce."	10/01/2019	09/30/2020	Yes		09/30/2020
	Complete action items under DIIP Objective 3: "Recruit and Hire a Diverse and Inclusive Workforce."	10/01/2019	09/30/2020	Yes		09/30/2020

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
10/31/2019	1. The FWS will assess recruitment and outreach related activities agency-wide and consolidate efforts and activities to align with its workforce planning goals.		10/31/2019
12/31/2019	2. The FWS will develop messages to support consistent and meaningful D&I communication by leadership in the following areas: The conservation and relevancy case for diversity, the Civilian Labor Force (CLF) as a benchmark, barrier elimination, and workforce planning.		12/31/2019
12/31/2019	3. The FWS will establish the requirement and process for HR officials to coordinate and provide timely information to the National Recruitment Program Manager on opportunities that will be advertised on OPM's USA Jobs website for seasonal, temporary, and term entry-level positions.		12/31/2019
12/31/2019	4. The FWS will develop a hiring manager toolkit to include the business rules for using the Public Lands Corp Act and OPM's special hiring authorities/flexibilities.		4/1/2020
2/29/2020	5. Directorate and Deputies will prepare and post to the online accountability dashboard their annual step-down communication strategy which spells out the specific actions they will take to ensure each employee in their region/program receives the D&I messages and is provided the opportunity for engagement (e.g. Q&A) with		3/15/2020

	regional/program leadership.		
4/30/2020	6. The FY 2019 BAT will brief the EDC on their findings and recommendations, including the status of previous recommendations, areas for continued focus, and additional actions where warranted.		5/7/2020
4/30/2020	7. The BAT will brief the EDC on a strategy (inclusive of action items, timeline, and road map) to achieve integration of Employee Resource Groups in the human capital management strategy of the organization.		5/7/2020
4/30/2020	8. The BAT will brief ODIWM and Management and Administration on recommendations to improve the exit survey tool as well as recommendations to increase participation in the survey.		5/7/2020
4/30/2020	9. The FWS will request members from each region/program to establish a National Recruitment Team. The team will be charged with a clear mandate and a membership commitment to supporting the recruitment of individuals that are representative of the American population.		5/5/2020
5/31/2020	10. The FWS will release a FY 2020 Diversity and Inclusion Climate Survey which will supplement the FEVS and other agency-wide surveys. Specific questions will be asked about employee perceptions for D&I goals and initiatives, relationships with peers, and additional relevant topics. Survey results will be used to help inform decisions related to D&I initiatives and enable management to implement data-driven programs.		3/25/2020
8/31/2020	11. ODIWM will evaluate previous quarter's hiring success, modify approach as needed, and brief EDC on needed adjustments.		8/31/2020
9/30/2020	12. The Director's office will review quarterly dashboard updates, highlighting progress and challenges.		9/30/2020

**Report of Accomplishments**

Fiscal Year	Accomplishments
<b>2020</b>	<ol style="list-style-type: none"> <li>1. The FWS assessed recruitment and outreach related activities agency-wide. The Deputy Director for Operations convened all responsible parties in the DIIP and directed the alignment of activities with FWS workforce planning goals in an effort to prevent duplication of efforts. Since then, over 200 vacancies were advertised through a coordinated batch-hiring process led by the Deputies Group. Many of these vacancies have been for developmental professional biology positions.</li> <li>2. The FWS developed messages to support consistent and meaningful D&amp;I communication by leadership. National D&amp;I messages were developed, distributed through a communication plan template, and regions and programs were held accountable for submitting a</li> </ol>

completed template that addressed the objectives of the plan, as well as for reporting quarterly on their activities.

In FY 2020, the EDC oversaw the development and implementation of a national D&I communication requirement that held regions and programs accountable for achieving the following objectives:

- Create a shared vision for what it means to have a diverse and inclusive organization and provide a clear directive on how we are going to get there;
- Distinguish this new unified, singularly-focused approach from previous disjointed efforts;
- Establish a sense of urgency around meeting employee expectations for a workplace free of harassment, where different perspectives are valued and all employees are treated with dignity and respect; and,
- Create two-way communication channels to manage and address concerns and challenges.

3. The FWS established a process for HR officials to coordinate and provide timely information to the National Recruitment Program Manager on job opportunities. The National Recruitment Program Manager has been regularly getting updates on the national announcements for permanent and seasonal vacancies, and is on the distribution lists when those messages go out.
4. The FWS developed a hiring manager toolkit including a hiring authorities at-a-glance document, as well as other education material on the hiring process and hiring pathways. FWS Deputies took steps to increase use of special hiring authorities for all permanent, entry-level professional 400 series jobs (GS 5/7/9). FWS Deputies developed “business rules” or processes for hiring entry-level 401, 482, 485, and 486 positions, including the establishment of interview panels. A memo was developed explaining the requirement to use panels along with best practices and helpful resources.
5. The FWS Directorate and Deputies reported their individual progress on DIIP action items, including communication action items, to the EDC and the Deputy Director for Operations on: March 15, June 15, and September 15 via an online dashboard.
6. The FY 2019 BAT briefed the EDC on May 14, 2020 and produced a final report on barriers and recommended actions to remove them. The FY 2019 BAT also produced a 20-minute webinar on their results which is now available to all employees on the ODIWM intranet site.
7. The BAT briefed the EDC on a strategy (inclusive of action items, timeline, and road map) to achieve integration of Employee Resource Groups in the human capital management strategy of the organization. A national lead for the Employee Resource Group (ERG) strategy was identified.
8. The BAT briefed the ODIWM and Management and Administration program on recommendations to improve the exit survey tool. In

addition, DOI implemented an all-employee exit survey for separating employees. This survey will streamline exit survey reporting. Additionally, the FWS is also utilizing the previous exit survey to ensure data continuity and benchmarking. Participation rose by 17% after the survey link was posted online and included in the exiting employee packet.

9. The FWS established a National Recruitment Team. The team is charged with a clear mandate to support the recruitment of individuals that are representative of America. All regions/programs responded to memo from the Director's office by nominating a member. It is now the responsibility of the National Targeted Recruitment Team to brief the Directorate on recommended recruitment actions.
10. The FWS released a Diversity and Inclusion Climate Survey in FY 2020 as part of its barrier analysis effort. The survey was issued to all employees and addressed questions related to perceptions of diversity initiatives, feelings of inclusivity, welcoming environment, fairness in the EEO and grievances processes, and supervisor and team relationships. Approximately 27-percent of the workforce participated in the survey, which provided valuable insight for the barrier analysis process. Each region and program within FWS received a personalized briefing of their results and leadership held town hall meetings to discuss the findings with their employees.
11. ODIWM regularly briefs the Director and the Deputy Director for Operations on recruitment and hiring figures. In addition, ODIWM sends a monthly recruitment report to Directorate members.
12. FWS Directorate and Deputies reported their individual progress on DIIP action items, including communication action items, to the EDC and the Deputy Director for Operations on: March 15, June 15, and September 15 via an online dashboard. The Deputy Director for Operations followed up on delayed action items individually with responsible parties as needed.

# Affirmative Action Plan (MD-715 – Part J)

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

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

### Section I: Efforts to Reach Regulatory Goals

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

The FWS currently has an annual goal of hiring 27 PWD and/or PWTD (three per region). In FY 2020, the FWS continued to exceed this goal by hiring 99 PWD, including 28 PWTD, from outside the organization.

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

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

The percentage of PWD in FY 2020 for the GS-1 to GS-10 cluster is 8.9%. The percentage has decreased by 1.6% from FY 2019.

The percentage of PWD in FY 2020 for the GS-11 to SES cluster is 8.5%. The percentage has increased by 0.5% from FY 2019.

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

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

The percentage of PWTD in FY 2020 for the GS-1 to GS-10 cluster is 2.4%. The percentage has decreased by 0.9% from FY 2019.

The percentage of PWTD in FY 2020 for the GS-11 to SES cluster is 1.8%. The percentage has increased by 0.2% from FY 2019.

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

The FWS Deputy Director identified specific priorities and action items for the Directorate regarding their responsibilities for recruitment and hiring of PWD and PWTD under the FWS Diversity and Inclusion Implementation Plan (DIIP). The Directorate and hiring managers agency-wide received monthly progress reports on the changes in workforce participation rates.

## Section II: Model Disability Program

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

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

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

Yes X      No 0

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

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD		36		Human Resources Specialists, Office of Human Resources Phone: (703) 358-1743
Answering questions from the public about hiring authorities that take disability into account	1	36		Bill Fuller, Accountability Officer/Human Resources Specialist <a href="mailto:Bill_Fuller@fws.gov">Bill_Fuller@fws.gov</a>
Processing reasonable accommodation requests from applicants and employees		9		Christine Warmerdam, Employee Relations Manager, Joint Administrative Operations (JAO), Email: <a href="mailto:Christine_Warmerdam@fws.gov">Christine_Warmerdam@fws.gov</a>
Section 508 Compliance	1		20	Keon Sheffield, National Section 508 Coordinator, Email: <a href="mailto:Keon_sheffield@fws.gov">Keon_sheffield@fws.gov</a>
Architectural Barriers Act Compliance	7			Bobbea Cadena, Public Civil Rights Manager, Office of Diversity and Inclusive Workforce Management (ODIWM), Email: <a href="mailto:Bobbea_Cadena@fws.gov">Bobbea_Cadena@fws.gov</a>
Special Emphasis Program for PWD and PWTD		5		Hector Zarate, Disability Program Manager, ODIWM, Email: <a href="mailto:Hector_Zarate@fws.gov">Hector_Zarate@fws.gov</a>



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

Yes X No 0

The following trainings were available this fiscal year:

- FWS Panel Discussion National Disability Employment Awareness Month Panel
- Panel Discussion: Establishing an Inclusive Environment for People with Disabilities Webinar
- Leadership Discussion: Reasonable Accommodation Basics Webinar
- Maximizing Recruitment and Internship Partnerships with the National Technical Institute for the Deaf Webinar
- Exploring Assistive Technology Solutions for People with Disabilities with the DoD Computer/Electronic Accommodations Program (CAP)
- Provided targeted recruitment strategies and best practices for increasing the recruitment of PWD and PWTD for positions GS-11 and above

## B. Plan to Ensure Sufficient Funding for the Disability Program

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

Yes X No 0

## Section III: Plan to Recruit and Hire Individuals with Disabilities

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

### A. Plan to Identify Job Applicants with Disabilities

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

The national recruitment team works to increase:

- Contacts at the Department of Aging and Rehabilitative Services, Non-Paid Work Experience Program, to provide experience and potential job opportunities to individuals with targeted disabilities.
- Recruiting partnerships with community, academic and governmental groups that reach individuals with targeted disabilities to maximize recruiting from all sources when filling positions GS-11 and above, including managerial and supervisory positions at grades GS-13 to GS-15 and SES.
- Contacts at over 400 military/veterans, women, minority and disability affinity organizations at institutions of higher education, America Job Centers, state vocational rehabilitation agencies, Centers for Independent Living, and Employment Network Service Providers.
- Contacts through the Workforce Recruitment Program (WRP) annual online recruitment list to identify and contact students and graduates with targeted disabilities about potential opportunities for positions before they are advertised.

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

The FWS Deputies took steps to increase use of special hiring authorities (SHA), including Schedule A, for all permanent, entry-level professional 400 series jobs (GS 5/7/9). The FWS developed a hiring manager toolkit including a hiring authorities' at-a-glance guide, as well as other education material on the hiring process and hiring pathways.

The Division of Human Resources and ODIWM use the Schedule A appointing authority and eligible 30%-or-more disabled veterans, to identify and hire qualified PWD and PWTD professionals for positions in the permanent workforce.

The FWS recruited PWD and PWTD under the 30%-or-more disabled veterans hiring authority at veteran career fairs sponsored by the Departments of Defense and Veterans Administration at several venues across the country.

Vacancy announcements included statements indicating that the FWS encourages and will accept applications from veterans with compensable disabilities or 30%-or-more disabled veterans.

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

(1) The FWS HR specialists determine if applicants are eligible for appointment under SHAs in 5 CFR §213.31.02(u). The FWS HR specialists ensure that the application packages from a PWD or PWTD applicant include the following:

For Schedule A Eligible candidates:

- Current resume with places and dates of employment, including month/year to month/year, and number of hours worked per week (e.g. 40 hours, 32 hours, etc.)
- Schedule A Letter from a licensed medical professional (e.g., a physician or other medical professional duly certified by a state, the District of Columbia, or a U.S. territory, to practice medicine); a licensed vocational rehabilitation specialist (state or private); or any federal agency, state agency, or an agency of the District of Columbia or a U.S. territory that issues or provides disability benefits as described in 5 CFR §213.3102 (3) (ii)

For Eligible Disabled Veteran candidates:

- Current resume with places and dates of employment, including month/year to month/year, and number of hours worked per week (e.g. 40 hours, 32 hours, etc.)
- Copy of DD-214, Record of Military Service (member copy 4) to determine eligibility for veterans preference and honorable discharge
- Copy of SF-15 stating they have a 30%-or-more disability rating and are able to perform the duties of the position for which they are applying
- Veterans Affairs rating Letter that identifies the disability percentage for the applicant

(2) HR forwards the applications to the hiring officials and meets with them to explain the hiring flexibilities and how and when the applicant could be appointed non-competitively. If the vacancy is advertised on USAJobs.gov, PWD and PWTD can apply even after the vacancy has closed. HR specialists forward those applicants to the hiring officials and meet with them to provide guidance on the hiring authorities.

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

Yes X                      No 0                      N/A

The FWS developed a hiring manager toolkit including a hiring authorities' at-a-glance guide, as well as other education material on the hiring process and hiring pathways. The FWS Deputies took steps to increase use of SHAs, including Schedule A, for all permanent, entry-level professional 400 series jobs (GS 5/7/9). Training was conducted both quarterly and annually for hiring managers at the National Conservation Training Center as part of the Advanced Supervision Course, the Refuge Academy, and the Fisheries Academy. All managers and hiring officials receive direct guidance and training from Human Resources and workforce recruiters on the use of SHAs to directly appoint PWD and PWTD.

## B. Plan to Establish Contacts with Disability Employment Organizations

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

The FWS recruited at career fairs and institutions of higher education to identify qualified PWD and PWTD for employment. The FWS maintains a database of more than 400 U.S. military installations, Veterans Employment Service offices, state job offices, and veterans' assistance centers nationwide. The FWS maintains contacts with various disabled veterans' organizations, centralized veterans' applicant referral services on military bases, the Disabled American Veterans National Service offices and FedWorld Gateway National Technical Information Services.

## C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

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

a. New Hires for Permanent Workforce (PWD)	Yes 0	No X
b. New Hires for Permanent Workforce (PWTD)	Yes 0	No X
  
2. **Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below.**

a. New Hires for MCO (PWD)	Yes 0	No X
b. New Hires for MCO (PWTD)	Yes 0	No X
  
3. **Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below.**

a. Qualified Applicants for MCO (PWD)	Yes 0	No X
b. Qualified Applicants for MCO (PWTD)	Yes 0	No X
  
4. **Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below.**

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

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

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

### A. Advancement Program Plan

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

The following activities are part of efforts to ensure sufficient opportunities for advancement:

- Managers and supervisors are required to adhere to the policy on the development and establishment of individual development plans (IDP) for each employee, supervisor, and manager.
- The National Conservation Training Center (NCTC) and the Office of Human Resources send periodic reminders and resources to all employees regarding their IDPs.
- IDPs at the FWS include formal and informal training and mentoring programs, career development opportunities, details to promotions, and similar programs that address advancement.
- The FWS develops one-year training plans for eligible veterans with a 30%-or-more disability rating who were hired under the Veterans Readjustment Appointment (VRA).

### B. Career Development Opportunities

#### 1. Please describe the career development opportunities that the agency provides to its employees.

The FWS promotes two formal career development programs nationwide to develop its next cadre of leaders: (1) Stepping Up to Leadership Program (SUTL), offered for GS-11/12, and (2) Advanced Leadership Development Program (ALDP), offered for GS/GM 13/14. The participants in these programs compete through a merit selection process. In addition, the FWS provides opportunities for employees to participate in various mentoring and training programs. In FY 2020, ALDP Cohort 20 and SUTL Cohorts 41 and 42 were all postponed due to COVID-19.

In addition, the following activities are part of efforts to ensure career development opportunities:

- In FY 2020, an intranet website was created to centrally house and promote temporary job details within the FWS in order to enhance career paths.
- Employees are encouraged to participate in available training, coaching, and mentoring opportunities in their regions and programs.
- Managers and supervisors are required to adhere to the policy on the development and establishment of IDPs for each employee, supervisor, and manager.
- The NCTC offers a comprehensive course catalog that offers both technical and leadership training aimed at increasing employee competency in accomplishing the FWS mission under the agency's leadership competency model. This approach enhances employee readiness for positions of greater responsibility.

The FWS Leadership Competency Model enhances and complements the scientific and natural resources management knowledge and skills that remain critical to employee performance and success in conservation leadership.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants	Selectees	Applicants	Selectees	Applicants	Selectees
	(#)	(#)	(%)	(%)	(%)	(%)
Advanced Leadership Development Program (ALDP)	N/A	N/A	N/A	N/A	N/A	N/A
Stepping Up to Leadership Program (SUTL)	N/A	N/A	N/A	N/A	N/A	N/A

3. Do triggers exist for **PWD** among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- |                     |       |      |
|---------------------|-------|------|
| a. Applicants (PWD) | Yes 0 | No X |
| b. Selections (PWD) | Yes 0 | No X |

4. Do triggers exist for **PWTD** among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- |                           |       |      |
|---------------------------|-------|------|
| a. ALDP Applicants (PWTD) | Yes 0 | No X |
| b. ALDP Selections (PWTD) | Yes 0 | No X |
| c. SUTL Applicants (PWTD) | Yes 0 | No X |
| d. SUTL Selections (PWTD) | Yes 0 | No X |

**C. Awards**

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

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

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

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

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

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

**D. Promotions**

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

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

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

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

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

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

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

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

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

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

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

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

## Section V: Plan to Improve Retention of Persons with Disabilities

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

### A. Voluntary and Involuntary Separations

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

Yes                       No                       N/A

N/A

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

a. Voluntary Separations (PWD)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
b. Involuntary Separations (PWD)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

Voluntary separations were higher than expected: 7.9% of PWD on board at the start of FY 2020 voluntarily separated compared to 6.1% of individuals without documented disabilities.

Six of the 24 (25%) employees who involuntarily separated from the permanent workforce during FY2020 had reportable disabilities, while only 10.6% of the permanent workforce had reportable disabilities.

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

a. Voluntary Separations (PWTD)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
b. Involuntary Separations (PWTD)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

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

The FWS Barrier Analysis Team (BAT) analyzed results from the FEVS and an internal climate survey where PWD responded less favorably overall, and particularly on issues of not feeling welcomed or treated with respect. Exit survey data trends from 2017-2020 indicated that a lack of promotion potential was a primary reason that individuals who self-identified with a disability left the FWS. This was applicable across all types of positions. Additionally, 30% of exit survey respondents who identified as a PWD said additional work accommodations, such as telework or remote work, would have prevented them from leaving.



## B. Accessibility of Technology and Facilities

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

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

Link to DOI's Section 508 policies and guidelines:

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

If an individual with a disability believes that a bureau or office has failed to procure EIT conforming to Section 508, that individual has the right to file a complaint with the DOI Office of Civil Rights (OCR). The OCR shall apply the complaint procedures outlined in 43 CFR Part 17, Subpart E, which are established to implement Section 504 for resolving allegations of discrimination in a Federally conducted program or activity.

Complaints must be submitted in writing to DOI's OCR at the following address:

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

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

Link to DOI's Public Civil Rights website:

<https://www.doi.gov/pmb/eo/Public-Civil-Rights>

How to File a Public Civil Rights Complaint:

Within 180 days of the date of the alleged discrimination, a signed, written complaint should be filed with the Director, Office of Civil Rights, Department of the Interior, 1849 C Street, NW Washington, DC, 20240. The complaint should include your name, address, zip code, and telephone number; the name and address of the alleged discriminatory official(s) and/or public entity; the nature of the complaint, the basis of the complaint (race, color, national origin, gender, age, sex and/or disability), and the date the alleged discrimination occurred. If the alleged discrimination occurred outside DOI jurisdiction, we will forward your complaint to the State or Federal agency that has jurisdiction. You can read more about the PCR complaint process in [Civil Rights Directive 2011-01](#).

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

The Public Civil Rights (PCR) team worked with two major programs, the National Wildlife Refuge System and Fisheries and Aquatic Conservation, to establish a collaborative approach to conduct federal civil rights compliance reviews. Briefings to senior management officials and facility management coordinators provided guidance on how to properly conduct a civil rights compliance review. The collaborative approach focuses on a five-year plan designed to complete the evaluation of all FWS-owned facilities.

The PCR team conducted and completed 11 federally assisted program civil rights compliance reviews that included a

review of American Samoa and the Hawaiian Islands. The team worked with state grant recipients to complete 100% of the scheduled reviews while maneuvering through the challenges and travel restrictions of COVID-19.

The PCR team created a comprehensive contact list of state directors and ADA coordinators that allowed the team to build, maintain, and strengthen relationships with our state partners. This initiative has led to effective communication and a collaborative working partnership among state, territory, and commonwealth recipients that has resulted in an 80% decrease in extensions and delays of compliance reviews.

The PCR team converted fillable ADA checklists for compatibility on portable equipment, such as iPads and other tablets, in the performance of on-site Title VI compliance reviews.

The FWS has centralized the resources for 504 site reviews to more efficiently accomplish them agency-wide.

### **C. Reasonable Accommodation Program**

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

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

The FWS abides by the DOI Reasonable Accommodations/Personal Assistance Services Policy that establishes a 15 business day limit to provide a decision memo to a requester (when no medical documents are required) and a 20 business day limit for providing an approved accommodation (unless notification of delayed implementation is issued to extend that period by 10 days). In FY 2020, the average period for approving a request was below the 15 business day limit and the average period for implementing an accommodation was 15-20 days.

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

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

The Employee Relations team provides advisory services for employees and managers in the implementation of the reasonable accommodation policy. Each region and program has been assigned a servicing employee relations specialist to ensure prompt response to inquiries.

The FWS follows the DOI policies that direct bureaus and offices: (1) Personnel Bulletin 14-01, Reasonable Accommodation for Individuals with Disabilities; (2) Personnel Bulletin 08-09, Procedures for Conducting a Department-wide Search and Position Reassignment for Cases Involving Reasonable Accommodations; and (3) Personnel Bulletin 17-18, Personal Assistance Services Procedures.

The Director and Directorate members are responsible for implementing DOI policy and procedures for reasonable accommodations and personal assistance services within their respective regions/programs and for ensuring that sufficient resources are available for providing reasonable accommodations to qualified individuals with disabilities and personal assistance services for individuals with targeted disabilities.

The DOI's reasonable accommodations/personal assistance services policy establishes a 15 business day limit to provide a decision memo to a requester (when no medical documents are required) and a 20 business day limit for providing an approved accommodation (unless notification of delayed implementation is issued to extend that period by 10 days).

The following trainings were available this fiscal year:

- FWS Panel Discussion National Disability Employment Awareness Month Panel
- Panel Discussion: Establishing an Inclusive Environment for People with Disabilities Webinar
- Leadership Discussion: Reasonable Accommodation Basics Webinar
- Maximizing Recruitment and Internship Partnerships with the National Technical Institute for the Deaf Webinar
- Exploring Assistive Technology Solutions for People with Disabilities with the DoD Computer/ Electronic Accommodations Program (CAP)
- Provided targeted recruitment strategies and best practices for increasing the recruitment of PWD and PWTD for positions GS-11 and above

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

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

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

Requests for personal assistance services follow the same process as requests for reasonable accommodations and include timely processing of approved services, conducting training for managers and supervisors, and monitoring requests to identify trends. The FWS is regulated by the DOI Reasonable Accommodations/Personal Assistance Services Policy, which has been sent to the EEOC. The policy is posted on the DOI website and a link to it is provided on the FWS website.

The FWS is an active member of the DOI Community of Practice for Reasonable Accommodations/Personal Assistance Services Committee. The FWS fact sheet for personal assistance services procedures has been posted on the FWS website as well as on its intranet site. Additionally, the Director's office sent an all-employee message to remind managers of the mandatory training requirement, including reasonable accommodations/personal assistance services.

## **Section VI: EEO Complaint and Findings Data**

#### **A. EEO Complaint data involving Harassment**

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

Yes 0                      No X                      N/A

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

Yes 0                      No X                      N/A

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

N/A

**B. EEO Complaint Data involving Reasonable Accommodation**

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?  
 Yes 0                      No X                      N/A
2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?  
 Yes 0                      No X                      N/A
3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

**Section VII: Identification and Removal of Barriers**

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

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?  
 Yes X                      No 0
2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?  
 Yes X                      No 0                      N/A
3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

<p><b>Triggers</b></p> <p><b>Workforce Data</b></p>	<p><b>Inclusion Rate in the GS-1 to GS-10 and the GS-11 to SES Cluster [Source: Table B1]</b></p> <ul style="list-style-type: none"> <li>The percentage of PWD in the GS-1 to GS-10 cluster is 8.9%, which falls below the goal of 12%.</li> <li>The percentage of PWD in the GS-11 to SES cluster is 8.5%, which falls below the goal of 12%.</li> <li>The percentage of PWTD in the GS-11 to SES cluster is 1.8%, which falls below the goal of 2%.</li> </ul> <p><b>Voluntary and Involuntary Separations [Source: Table B14]</b></p> <ul style="list-style-type: none"> <li>Voluntary separations were higher than expected: 7.9% of PWD onboard at the start of FY 2020 voluntarily separated compared to 6.1% of individuals without documented disabilities.</li> </ul> <p>Six of the 24 (25%) employees who involuntarily separated from the permanent workforce during FY2020 had reportable disabilities, while only 10.6% of the permanent workforce had reportable disabilities.</p> <p><b>Career Development applicants and selections based on FY 2019 data for SUTL and ALDP [Source: Part J Career Development Data Analysis]</b></p> <ul style="list-style-type: none"> <li>4.7% of ALDP applicants were PWD compared to the eligible pool of 7.1%.</li> <li>0% of ALDP selectees were PWD compared to the applicant benchmark of 4.7%.</li> <li>0% of ALDP selectees were PTWD compared to the applicant benchmark of 2.3%.</li> <li>7.1% of SUTL applicants were PWD compared to the eligible pool of 9.3%.</li> <li>1.3% of SUTL applicants were PWTD compared to the eligible pool of 1.7%.</li> </ul> <p>0% of SUTL selectees were PWTD compared to the applicant benchmark of 1.3%.</p>
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<b>Barrier(s)</b>	Employees perceive two FWS leadership training courses, the Advanced Leadership Development Program (ALDP) and Stepping Up to Leadership (SUTL), as not having a fair and transparent selection process.	
<b>Objective(s)</b>	Recommend NCTC clarify selection process (e.g., requirements, evaluation criteria, timelines, deciding officials) for SUTL and ALDP to employees during the launch of the two programs in FY 2021. [Due 12/31/2021]	
<b>Responsible Official(s)</b>	<b>Performance Standards Address the Plan?</b> • (Yes or No)	
FWS Director FWS Deputy Director Executive Diversity Committee Chair EEO Director Diversity Program Manager Assistant Director, NCTC	Yes	
<b>Barrier Analysis Process Completed? (Yes or No)</b>	<b>Barrier(s) Identified? (Yes or No)</b>	
Yes	Yes	
<b>Sources of Data</b>	<b>Sources Reviewed? (Yes or No)</b>	
<b>Statement of Identified Barrier: Description of Policy, Procedure, or Practice</b>		
Employees perceive two FWS leadership training courses, the Advanced Leadership Development Program (ALDP) and Stepping Up to Leadership (SUTL), as not having a fair and transparent selection process.		
Workforce Data Tables	Yes	FY 2020 MD-715 B Tables. See triggers outlined above.
Complaint Data (Trends)	Yes	Informal and Formal Complaints data and trends from iComplaints platform, internal tracking systems, and 462 Report. <ul style="list-style-type: none"> <li>• 15 disability based complaints in FY2017</li> <li>• 5 disability based complaints in FY2018</li> <li>• 10 disability based complaints in FY2019</li> <li>• 4 disability based complaints from Oct. 1- December 31, FY 2020</li> </ul>
Grievance Data (Trends)	Yes	Harassment allegations and actions for FY 2019. One anti-harassment case in FY 2018 involving a PWD.
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	EEO Decisions (No Findings of Discrimination in FY 2019 and FY 2020).
Climate Assessment Survey (e.g., FEVS)	Yes	FY 2019 Federal Employee Viewpoint Survey (FEVS) and FY 2020 Diversity and Inclusion Climate Survey.
Exit Interview Data	Yes	FWS employee exit survey responses included the following indicators: <ul style="list-style-type: none"> <li>• 30% (17/56) of PWD indicated work accommodations (alternate work schedules, flexible telework, shared leave, etc.) would have prevented them from leaving</li> <li>• 8% of PWD disagreed that “The organization’s employees are respectful of individual differences and cultures”</li> </ul>
Focus Groups	Yes	FWS BAT worked in partnership with OPM and conducted a series of focus group with relevant employees. <ul style="list-style-type: none"> <li>• Participants viewed the leadership courses SUTL and ALDP as the premiere stepping stones for advancement within the FWS. However, they also identified several obstacles for</li> </ul>

			<p>participating in these programs, such as the courses being highly competitive and requiring a six-week minimum commitment with part of that time spent at the training center in remote West Virginia.</p> <ul style="list-style-type: none"> <li>Participants experienced inconsistent and unclear communications on how to apply based on decentralized application processes and a general lack of understanding related to the application process itself.</li> </ul>		
Interviews	Yes		<p>Conducted interviews with the following parties involved in administering and developing training:</p> <ul style="list-style-type: none"> <li>Linda Lufkin, NCTC course leader</li> <li>Janelle Quinn, NCTC course leader (SUTL and ALDP)</li> <li>Richard Bulavenitz NCTC course leader (Consultation)</li> </ul>		
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes		State Department: Additional Steps are Needed to Identify Barriers to Workforce Diversity – GAO, June 17, 2020.		
Other (Please Describe)	Yes		Conducted group discussions with Unified Interior Region 1 (North-Atlantic Appalachian) discussing perceptions, challenges, and success stories.		
<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>		<b>Sufficient Staffing &amp; Funding (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
10/31/2019	1. The FWS will assess recruitment and outreach activities agency-wide and consolidate efforts and activities to align with workforce planning goals.		Yes		10/31/2019
12/31/2019	2. The FWS will develop messages to support consistent and meaningful diversity and inclusion related communication from leadership in the following areas: the conservation and relevancy case for diversity, the Civilian Labor Force (CLF) as a benchmark, barrier elimination, and workforce planning.		Yes		12/31/2019
12/31/2019	3. The FWS will establish the requirement and process for HR officials to coordinate and provide timely information to the Recruitment Program Manager on opportunities that will be advertised on OPM's USA Jobs for seasonal and temporary and term entry-level positions.		Yes		12/31/2019
12/31/2019	4. The FWS will develop a hiring manager toolkit to include the business rules for using the Public Lands Corp Act and OPM's special hiring authorities/flexibilities.				4/1/2020
2/29/2020	5. Directorate and Deputies will prepare and post to the online accountability dashboard their annual step-down communication strategies to identify the specific actions they will take to ensure each employee in their		Yes		3/15/2020

	region/program receives D&I messages and is provided the opportunity to discuss with leadership.			
4/30/2020	6. The FY 2019 BAT will brief the EDC on their findings and recommendations, including the status of previous recommendations, areas for continued focus, and additional actions where warranted.	Yes		5/7/2020
4/30/2020	7. The BAT will brief the EDC on a strategy (inclusive of action items, timeline, and road map) to achieve integration of employee resource groups in the human capital management strategy of the organization.	Yes		5/7/2020
4/30/2020	8. The BAT will brief the ODIWM and Management and Administration on recommendations to improve the exit survey tool as well as recommendations to increase participation in the survey.	Yes		5/7/2020
4/30/2020	9. The FWS will request members from each Directorate member to establish a National Recruitment Team. The team will be charged with a clear mandate and a membership commitment to support recruitment to build a workforce representative of the U.S. population.	Yes		5/5/2020
5/31/2020	10. The FWS will release a FY 2020 Diversity and Inclusion Climate Survey that will supplement the FEVS and other agency-wide surveys. Specific questions will be asked about employee perceptions for diversity and inclusion goals and initiatives, relationships with peers, and additional relevant topics. Survey results will be used to help inform decisions related to diversity and inclusion initiatives and enable management to implement data-driven programs.	Yes		3/25/2020
8/31/2020	11. ODIWM will evaluate previous quarter's hiring success, modify approach as needed, and brief the EDC on needed adjustments.	Yes		8/31/2020
9/30/2020	12. The Director's office will review quarterly dashboard updates, highlighting progress and challenges.	Yes		9/30/2020
05/30/2020	13. Increase communication on Schedule A hiring authority to managers and employees.	Yes		4/1/2020
09/30/2020	14. The BAT will conduct interviews with SUTL and ALDP selection officials regarding barriers to participation for PWD and PWTB.	Yes		8/17/2020
12/31/2021	Recommend NCTC clarify selection process (e.g., requirements, evaluation criteria, timelines, deciding officials) for	Yes		

	SUTL and ALDP to employees during the launch of the two programs in FY 2021.			
<b>Fiscal Year</b>	<b>Accomplishments</b>			
2020	<ol style="list-style-type: none"> <li>1. The FWS assessed recruitment and outreach related activities agency-wide. The Deputy Director for Operations convened all responsible parties in the DIIP and directed the alignment of activities with FWS workforce planning goals in an effort to prevent duplication of efforts. Since then, over 200 vacancies were advertised through a coordinated batch-hiring process led by the Deputies Group. Many of these vacancies have been for developmental professional biology positions.</li> <li>2. The FWS developed messages to support consistent and meaningful D&amp;I communication by leadership. National D&amp;I messages were developed, distributed through a communication plan template, and regions and programs were held accountable for submitting a completed template that addressed the objectives of the plan, as well as for reporting quarterly on their activities.  In FY 2020, the EDC oversaw the development and implementation of a national diversity and inclusion communication requirement that held regions and programs accountable for achieving the following objectives: <ul style="list-style-type: none"> <li>• Create a shared vision for what it means to have a diverse and inclusive organization and provide a clear directive on how we are going to get there;</li> <li>• Distinguish this new unified, singularly-focused approach from previous disjointed efforts;</li> <li>• Establish a sense of urgency around meeting employee expectations for a workplace free of harassment, where different perspectives are valued and all employees are treated with dignity and respect; and</li> <li>• Create two-way communication channels to manage and address concerns and challenges.</li> </ul> </li> <li>3. The FWS established a process for HR officials to coordinate and provide timely information to the National Recruitment Program Manager on job opportunities. The National Recruitment Program Manager has been regularly getting updates on the national announcements for permanent and seasonal vacancies, and is on the distribution lists when those messages go out.</li> <li>4. The FWS developed a hiring manager toolkit including a hiring authorities at-a-glance document, as well as other education material on the hiring process and hiring pathways. FWS Deputies took steps to increase use of SHAs for all permanent, entry-level professional 400 series jobs (GS 5/7/9). FWS Deputies developed “business rules” or processes for hiring entry-level 401, 482, 485, and 486 positions, including the establishment of interview panels. A memo was developed explaining the requirement to use panels along with best practices and helpful resources.</li> <li>5. Directorate and Deputies reported their individual progress on DIIP action items, including communication action items, to the EDC and the Deputy Director for Operations on: March 15, June 15, and September 15 via an online dashboard.</li> <li>6. The FY 2019 BAT briefed the EDC on May 14, 2020 and produced a final report on barriers and recommended actions to remove them. The FY 2019 BAT also produced a 20-minute webinar on their results which is now available to all employees on the ODIWM intranet site.</li> <li>7. The BAT briefed the EDC on a strategy (inclusive of action items, timeline, and road map) to achieve integration of Employee Resource Groups in the human capital management strategy of the organization. A national lead for the Employee Resource Group (ERG) strategy was identified.</li> <li>8. The BAT briefed the ODIWM and Management and Administration programs on recommendations to improve the exit survey tool. In addition, DOI implemented an all-employee exit survey for separating employees. This survey will streamline exit survey reporting. Additionally, the FWS is also utilizing the previous exit survey to ensure data continuity and benchmarking. Participation rose by 17% after the survey link was posted online and included in the exiting employee packet.</li> <li>9. The FWS established a National Recruitment Team. The team is charged with a clear mandate</li> </ol>			



to support the recruitment of individuals that are representative of the population of America. All regions/programs responded to memo from the Director's office by nominating a member. It is now the responsibility of the National Targeted Recruitment Team to brief the Directorate on recommended recruitment actions.

10. The FWS released a Diversity and Inclusion Climate Survey in FY 2020 as part of its barrier analysis effort. The survey was issued to all employees and addressed questions related to perceptions of diversity initiatives, feelings of inclusivity, welcoming environment, fairness in the EEO and grievances processes, and supervisor and team relationships. Approximately 27% of the workforce participated in the survey, which provided valuable insight for the barrier analysis process. Each region and program within FWS received a personalized briefing of their results and leadership held town hall meetings to discuss the findings with their employees.
11. DIWM regularly briefs the Director and the Deputy Director for Operations on recruitment and hiring figures. In addition, ODIWM sends a monthly recruitment report to Directorate members.
12. Directorate and Deputies reported their individual progress on DIIP action items, including communication action items, to the EDC and the Deputy Director for Operations on: March 15, June 15, and September 15 via an online dashboard. The Deputy Director for Operations followed up on delayed action items individually with responsible parties as needed.
13. The FWS increase communication on SHAs, including Schedule A, to managers and employees. The FWS developed a hiring manager toolkit including a Hiring Authorities at-a-glance document, as well as other education material on the hiring process and hiring pathways. FWS Deputies took steps to increase use of SHAs, including Schedule A, for all permanent, entry-level professional 400 series jobs (GS 5/7/9).
14. The BAT conducted an interview with an NCTC official with knowledge of the SUTL and the ALDP selection processes. The interview questions were based on the EEOC's "Questions to Guide the Barrier Analysis Process". The interview did not result in leads for further investigation. However, based on employee focus groups, action items to address perceptions of ALDP and SUTL that may be barriers were included in Part I and Part J of this report.

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

In FY 2020, the majority of items outlined in the prior MD-715 were completed either ahead of time or within a few business days of the target completion date. The barrier analysis briefing was delayed by about a week to facilitate calendar coordination and ensure maximum leadership participation. The DIIP accountability dashboard was rolled out by the target date and leaders were provided a period to input information on their progress towards completing activities which is reflected in the completion date.

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

The framework of the DIIP allowed FWS Leadership to engage in an orderly process of barrier analysis and removal with a focus on coordinated action and accountability. As part of this new approach, the FWS now has a shared vision at the leadership level for what it means to have a diverse and inclusive organization and a clear directive on how to get there. The FWS has a unified, singularly focused approach, which is a departure from previous disjointed efforts. The FWS was successful in establishing a sense of urgency around meeting employee expectations. These employee expectations were communicated to leadership at various points throughout the fiscal year by utilizing the work of the Barrier Analysis Team, the diversity climate survey, and focus group results. This was part of a broader effort focused on listening creating two-way communication channels to manage and address concerns and challenges.

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

The planned activities corrected some procedural deficiencies in hiring, recruitment, onboarding, and development, but robust cultural change and barrier removal will take place over multiple years under the framework of the DIIP. In FY 2020, the work of the Barrier Analysis Team resulted in the identification of more specific barriers, which will be addressed with the action items outlined in this fiscal year's plan. In FY 2020, FWS Leadership focused on action and accountability in its roll out the FY 2020-FY 2024 DIIP. Under the plan, FWS annually commits to a consistent set of expectations across the organization for messaging, coordinated action, adaptive management, and accountability. FWS leadership will continue to listen to employee feedback through surveys, exit interviews, and focus groups in order to refine its annual action plan.

**Fish & Wildlife Service - Servicewide FY2020**

**Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)**

Employment Tenure		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>All-occupations CLF</b>	<b>%</b>	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
<b>Organizational CLF</b>	<b>%</b>	100.00	54.00	46.00	3.59	3.20	43.45	35.27	3.23	3.61	2.77	3.19	0.06	0.05	0.64	0.43	0.25	0.25
<b>TOTAL WORKFORCE</b>																		
<b>Prior FY</b>	<b>#</b>	8279	4963	3316	303	212	4179	2650	159	203	111	114	14	17	150	88	47	32
	<b>%</b>	100.00	59.95	40.05	3.66	2.56	50.48	32.01	1.92	2.45	1.34	1.38	0.17	0.21	1.81	1.06	0.57	0.39
<b>Current FY</b>	<b>#</b>	8485	5006	3479	302	228	4208	2766	150	211	108	115	17	17	149	93	72	49
	<b>%</b>	100.00	59.00	41.00	3.56	2.69	49.59	32.60	1.77	2.49	1.27	1.36	0.20	0.20	1.76	1.10	0.85	0.58
<b>Difference</b>	<b>#</b>	206	43	163	-1	16	29	116	-9	8	-3	1	3	0	-1	5	25	17
<b>Ratio Change</b>	<b>%</b>	0.00	-0.95	0.95	-0.10	0.13	-0.88	0.59	-0.15	0.03	-0.07	-0.02	0.03	0.00	-0.06	0.03	0.28	0.19
<b>Net Change</b>	<b>%</b>	2.49	0.87	4.92	-0.33	7.55	0.69	4.38	-5.66	3.94	-2.70	0.88	21.43	0.00	-0.67	5.68	53.19	53.13
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	<b>#</b>	1246	682	564	40	43	547	428	20	33	16	21	5	1	16	15	38	23
	<b>%</b>	100.00	54.74	45.26	3.21	3.45	43.90	34.35	1.61	2.65	1.28	1.69	0.40	0.08	1.28	1.20	3.05	1.85
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	<b>#</b>																	
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Removal</b>	<b>#</b>	38	25	13	2		18	9	3	1		1		1		1	2	
	<b>%</b>	100.00	65.79	34.21	5.26	0.00	47.37	23.68	7.89	2.63	0.00	2.63	0.00	2.63	0.00	2.63	5.26	0.00
<b>Resignation</b>	<b>#</b>	191	119	72	9	6	91	56	5	2	6	1	1		4	5	3	2
	<b>%</b>	100.00	62.30	37.70	4.71	3.14	47.64	29.32	2.62	1.05	3.14	0.52	0.52	0.00	2.09	2.62	1.57	1.05
<b>Retirement</b>	<b>#</b>	259	152	107	9	9	129	79	5	8	3	10			5	1	1	
	<b>%</b>	100.00	58.69	41.31	3.47	3.47	49.81	30.50	1.93	3.09	1.16	3.86	0.00	0.00	1.93	0.39	0.39	0.00
<b>Other Separations</b>	<b>#</b>	437	275	162	15	5	227	132	13	11	8	7			7	3	5	4
	<b>%</b>	100.00	62.93	37.07	3.43	1.14	51.95	30.21	2.97	2.52	1.83	1.60	0.00	0.00	1.60	0.69	1.14	0.92
<b>Total Separations</b>	<b>#</b>	925	571	354	35	20	465	276	26	22	17	19	1	1	16	10	11	6
	<b>%</b>	100.00	61.73	38.27	3.78	2.16	50.27	29.84	2.81	2.38	1.84	2.05	0.11	0.11	1.73	1.08	1.19	0.65

**Fish & Wildlife Service - Servicewide FY2020**

**Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)**

Employment Tenure		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>All-occupations CLF</b>	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
<b>Organizational CLF</b>	%	100.00	54.00	46.00	3.59	3.20	43.45	35.27	3.23	3.61	2.77	3.19	0.06	0.05	0.64	0.43	0.25	0.25
<b>PERMANENT WORKFORCE</b>																		
<b>Prior FY</b>	#	7447	4446	3001	279	195	3732	2373	149	195	96	110	13	16	139	84	38	28
	%	100.00	59.70	40.30	3.75	2.62	50.11	31.87	2.00	2.62	1.29	1.48	0.17	0.21	1.87	1.13	0.51	0.38
<b>Current FY</b>	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
<b>Difference</b>	#	183	54	129	2	22	42	85	-7	10	2	0	2	-1	-1	3	14	10
<b>Ratio Change</b>	%	0.00	-0.72	0.72	-0.06	0.23	-0.65	0.35	-0.14	0.07	0.00	-0.04	0.02	-0.02	-0.06	0.01	0.17	0.12
<b>Net Change</b>	%	2.46	1.21	4.30	0.72	11.28	1.13	3.58	-4.70	5.13	2.08	0.00	15.38	-6.25	-0.72	3.57	36.84	35.71
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	#	693	345	348	26	37	266	247	14	29	11	14	3		7	10	18	11
	%	100.00	49.78	50.22	3.75	5.34	38.38	35.64	2.02	4.18	1.59	2.02	0.43	0.00	1.01	1.44	2.60	1.59
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Removal</b>	#	24	16	8	2		10	6	3			1				1	1	
	%	100.00	66.67	33.33	8.33	0.00	41.67	25.00	12.50	0.00	0.00	4.17	0.00	0.00	0.00	4.17	4.17	0.00
<b>Resignation</b>	#	75	38	37	4	4	26	28	2	2	3		1		1	2	1	1
	%	100.00	50.67	49.33	5.33	5.33	34.67	37.33	2.67	2.67	4.00	0.00	1.33	0.00	1.33	2.67	1.33	1.33
<b>Retirement</b>	#	256	149	107	9	9	128	79	5	8	3	10			4	1		
	%	100.00	58.20	41.80	3.52	3.52	50.00	30.86	1.95	3.13	1.17	3.91	0.00	0.00	1.56	0.39	0.00	0.00
<b>Other Separations</b>	#	143	81	62	9	2	55	46	10	8	2	3			3	3	2	
	%	100.00	56.64	43.36	6.29	1.40	38.46	32.17	6.99	5.59	1.40	2.10	0.00	0.00	2.10	2.10	1.40	0.00
<b>Total Separations</b>	#	498	284	214	24	15	219	159	20	18	8	14	1	0	8	7	4	1
	%	100.00	57.03	42.97	4.82	3.01	43.98	31.93	4.02	3.61	1.61	2.81	0.20	0.00	1.61	1.41	0.80	0.20

**Fish & Wildlife Service - Servicewide FY2020**

**Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)**

<b>Employment Tenure</b>		<b>Total</b>	<b>Total Males</b>	<b>Total Females</b>	<b>Hispanic or Latino Males</b>	<b>Hispanic or Latino Females</b>	<b>White Males</b>	<b>White Females</b>	<b>Black or African American Males</b>	<b>Black or African American Females</b>	<b>Asian Males</b>	<b>Asian Females</b>	<b>Native Hawaiian or Other Pacific Islander Males</b>	<b>Native Hawaiian or Other Pacific Islander Females</b>	<b>American Indian or Alaska Native Males</b>	<b>American Indian or Alaska Native Females</b>	<b>Two or more races Males</b>	<b>Two or more races Females</b>
<b>All-occupations CLF</b>	<b>%</b>	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
<b>Organizational CLF</b>	<b>%</b>	100.00	54.00	46.00	3.59	3.20	43.45	35.27	3.23	3.61	2.77	3.19	0.06	0.05	0.64	0.43	0.25	0.25
<b>TEMPORARY WORKFORCE</b>																		
<b>Prior FY</b>	<b>#</b>	832	517	315	24	17	447	277	10	8	15	4	1	1	11	4	9	4
	<b>%</b>	100.00	62.14	37.86	2.88	2.04	53.73	33.29	1.20	0.96	1.80	0.48	0.12	0.12	1.32	0.48	1.08	0.48
<b>Current FY</b>	<b>#</b>	855	506	349	21	11	434	308	8	6	10	5	2	2	11	6	20	11
	<b>%</b>	100.00	59.18	40.82	2.46	1.29	50.76	36.02	0.94	0.70	1.17	0.58	0.23	0.23	1.29	0.70	2.34	1.29
<b>Difference</b>	<b>#</b>	23	-11	34	-3	-6	-13	31	-2	-2	-5	1	1	1	0	2	11	7
<b>Ratio Change</b>	<b>%</b>	0.00	-2.96	2.96	-0.43	-0.76	-2.97	2.73	-0.27	-0.26	-0.63	0.10	0.11	0.11	-0.04	0.22	1.26	0.81
<b>Net Change</b>	<b>%</b>	2.76	-2.13	10.79	-12.50	-35.29	-2.91	11.19	-20.00	-25.00	-33.33	25.00	100.00	100.00	0.00	50.00	122.22	175.00
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	<b>#</b>	553	337	216	14	6	281	181	6	4	5	7	2	1	9	5	20	12
	<b>%</b>	100.00	60.94	39.06	2.53	1.08	50.81	32.73	1.08	0.72	0.90	1.27	0.36	0.18	1.63	0.90	3.62	2.17
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	<b>#</b>																	
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Removal</b>	<b>#</b>	14	9	5			8	3		1				1			1	
	<b>%</b>	100.00	64.29	35.71	0.00	0.00	57.14	21.43	0.00	7.14	0.00	0.00	0.00	7.14	0.00	0.00	7.14	0.00
<b>Resignation</b>	<b>#</b>	116	81	35	5	2	65	28	3		3	1			3	3	2	1
	<b>%</b>	100.00	69.83	30.17	4.31	1.72	56.03	24.14	2.59	0.00	2.59	0.86	0.00	0.00	2.59	2.59	1.72	0.86
<b>Retirement</b>	<b>#</b>	3	3				1								1		1	
	<b>%</b>	100.00	100.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	33.33	0.00
<b>Other Separations</b>	<b>#</b>	294	194	100	6	3	172	86	3	3	6	4			4		3	4
	<b>%</b>	100.00	65.99	34.01	2.04	1.02	58.50	29.25	1.02	1.02	2.04	1.36	0.00	0.00	1.36	0.00	1.02	1.36
<b>Total Separations</b>	<b>#</b>	427	287	140	11	5	246	117	6	4	9	5	0	1	8	3	7	5
	<b>%</b>	100.00	67.21	32.79	2.58	1.17	57.61	27.40	1.41	0.94	2.11	1.17	0.00	0.23	1.87	0.70	1.64	1.17









**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Participation Rate)**

Organizational Component		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>All-occupations CLF</b>	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
<b>Organizational CLF</b>	%	100.00	53.82	46.18	3.54	3.10	43.63	35.61	3.10	3.66	2.66	3.08	0.06	0.06	0.59	0.42	0.24	0.24
<b>Permanent Workforce</b>	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
<b>Region 1 (Hadley, MA)</b>	#	582	329	253	10	12	289	219	11	8	5	9	1		8	2	5	3
	%	100.00	56.53	43.47	1.72	2.06	49.66	37.63	1.89	1.37	0.86	1.55	0.17	0.00	1.37	0.34	0.86	0.52
<b>Regions 2 &amp; 4 (Atlanta, GA)</b>	#	1025	667	358	45	25	573	291	27	29	7	5			10	5	5	3
	%	100.00	65.07	34.93	4.39	2.44	55.90	28.39	2.63	2.83	0.68	0.49	0.00	0.00	0.98	0.49	0.49	0.29
<b>Region 3 (Bloomington, MN)</b>	#	810	512	298	13	6	475	277	6	4	2	5	3	1	9	5	4	
	%	100.00	63.21	36.79	1.60	0.74	58.64	34.20	0.74	0.49	0.25	0.62	0.37	0.12	1.11	0.62	0.49	0.00
<b>Regions 5 &amp; 7 (Lakewood, CO)</b>	#	736	471	265	11	17	427	227	3	2	4	2	2		16	14	8	3
	%	100.00	63.99	36.01	1.49	2.31	58.02	30.84	0.41	0.27	0.54	0.27	0.27	0.00	2.17	1.90	1.09	0.41
<b>Regions 6 &amp; 8 (Albuquerque, NM)</b>	#	718	467	251	85	40	336	187	4	11	9	4			29	8	4	1
	%	100.00	65.04	34.96	11.84	5.57	46.80	26.04	0.56	1.53	1.25	0.56	0.00	0.00	4.04	1.11	0.56	0.14
<b>Regions 9 &amp; 12 (Portland, OR)</b>	#	831	495	336	16	14	428	277	6	3	17	22	3	8	13	8	12	4
	%	100.00	59.57	40.43	1.93	1.68	51.50	33.33	0.72	0.36	2.05	2.65	0.36	0.96	1.56	0.96	1.44	0.48
<b>Region 10 (Sacramento, CA)</b>	#	770	446	324	29	25	376	253	6	4	14	26		1	12	5	9	10
	%	100.00	57.92	42.08	3.77	3.25	48.83	32.86	0.78	0.52	1.82	3.38	0.00	0.13	1.56	0.65	1.17	1.30
<b>Region 11 (Anchorage, AK)</b>	#	404	229	175	8	8	188	140	5	3	1	5		1	25	14	2	4
	%	100.00	56.68	43.32	1.98	1.98	46.53	34.65	1.24	0.74	0.25	1.24	0.00	0.25	6.19	3.47	0.50	0.99
<b>Headquarters</b>	#	1754	884	870	64	70	682	587	74	141	39	32	6	4	16	26	3	10
	%	100.00	50.40	49.60	3.65	3.99	38.88	33.47	4.22	8.04	2.22	1.82	0.34	0.23	0.91	1.48	0.17	0.57

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

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Occupational Categories		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
Professional & Administrative	#	6199	3548	2651	213	170	3012	2113	111	164	77	96	9	12	94	65	32	31
	%	100.00	57.24	42.76	3.44	2.74	48.59	34.09	1.79	2.65	1.24	1.55	0.15	0.19	1.52	1.05	0.52	0.50
<b>1. Management</b>																		
Executives	#	143	86	57	6	5	73	47	3	4	1		1		2			1
	%	100.00	60.14	39.86	4.20	3.50	51.05	32.87	2.10	2.80	0.70	0.00	0.70	0.00	1.40	0.00	0.00	0.70
Managers	#	944	620	324	29	21	546	267	15	14	9	13	3	1	14	7	4	1
	%	100.00	65.68	34.32	3.07	2.22	57.84	28.28	1.59	1.48	0.95	1.38	0.32	0.11	1.48	0.74	0.42	0.11
Supervisors	#	359	255	104	16	5	222	90	6	4	1	1		2	7	2	3	
	%	100.00	71.03	28.97	4.46	1.39	61.84	25.07	1.67	1.11	0.28	0.28	0.00	0.56	1.95	0.56	0.84	0.00
Total Management	#	1446	961	485	51	31	841	404	24	22	11	14	4	3	23	9	7	2
	%	100.00	66.46	33.54	3.53	2.14	58.16	27.94	1.66	1.52	0.76	0.97	0.28	0.21	1.59	0.62	0.48	0.14
2. Professionals	#	3122	1780	1342	103	64	1538	1154	32	31	40	49	3	3	47	23	17	18
	%	100.00	57.01	42.99	3.30	2.05	49.26	36.96	1.02	0.99	1.28	1.57	0.10	0.10	1.51	0.74	0.54	0.58
3. Technicians	#	350	284	66	24	8	235	53	3	2	3	2	5		7	1	7	
	%	100.00	81.14	18.86	6.86	2.29	67.14	15.14	0.86	0.57	0.86	0.57	1.43	0.00	2.00	0.29	2.00	0.00
4. Sales Workers	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	478	132	346	19	34	77	237	22	38	10	11		2	1	18	3	6
	%	100.00	27.62	72.38	3.97	7.11	16.11	49.58	4.60	7.95	2.09	2.30	0.00	0.42	0.21	3.77	0.63	1.26
6. Craft Workers	#	459	451	8	24	1	385	7	6		6				21		9	
	%	100.00	98.26	1.74	5.23	0.22	83.88	1.53	1.31	0.00	1.31	0.00	0.00	0.00	4.58	0.00	1.96	0.00
7. Operatives	#	9	9		1		6		1						1			
	%	100.00	100.00	0.00	11.11	0.00	66.67	0.00	11.11	0.00	0.00	0.00	0.00	0.00	11.11	0.00	0.00	0.00
8. Laborers and Helpers	#	46	37	9	1		30	9					1		5			
	%	100.00	80.43	19.57	2.17	0.00	65.22	19.57	0.00	0.00	0.00	0.00	2.17	0.00	10.87	0.00	0.00	0.00
9. Service Workers	#	368	205	163	14	16	174	125	9	6	3	12			5	4		
	%	100.00	55.71	44.29	3.80	4.35	47.28	33.97	2.45	1.63	0.82	3.26	0.00	0.00	1.36	1.09	0.00	0.00
Unknown	#	5	4	1			4	1										
	%	100.00	80.00	20.00	0.00	0.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Occupational Categories		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
Professional & Administrative	#	6199	3548	2651	213	170	3012	2113	111	164	77	96	9	12	94	65	32	31
	%	100.00	57.24	42.76	3.44	2.74	48.59	34.09	1.79	2.65	1.24	1.55	0.15	0.19	1.52	1.05	0.52	0.50

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A4P: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) -**

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Permanent Workforce</b>	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
<b>Alternative Benchmark</b>	%																	
<b>GS-01</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-02</b>	#	4	1	3			1	3										
	%	100.00	25.00	75.00	0.00	0.00	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-03</b>	#	4	2	2			1	2			1							
	%	100.00	50.00	50.00	0.00	0.00	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-04</b>	#	18	9	9	1		5	9	2						1			
	%	100.00	50.00	50.00	5.56	0.00	27.78	50.00	11.11	0.00	0.00	0.00	0.00	0.00	5.56	0.00	0.00	0.00
<b>GS-05</b>	#	189	110	79	8	8	82	59	12	5	5	4	1	1	2	2		
	%	100.00	58.20	41.80	4.23	4.23	43.39	31.22	6.35	2.65	2.65	2.12	0.53	0.53	1.06	1.06	0.00	0.00
<b>GS-06</b>	#	188	81	107	10	13	61	72	2	7	3	3	2		1	7	2	5
	%	100.00	43.09	56.91	5.32	6.91	32.45	38.30	1.06	3.72	1.60	1.60	1.06	0.00	0.53	3.72	1.06	2.66
<b>GS-07</b>	#	491	222	269	19	26	177	194	6	22	3	12	1	1	6	11	10	3
	%	100.00	45.21	54.79	3.87	5.30	36.05	39.51	1.22	4.48	0.61	2.44	0.20	0.20	1.22	2.24	2.04	0.61
<b>GS-08</b>	#	106	54	52	4	6	37	32	4	9	4	3			3	2	2	
	%	100.00	50.94	49.06	3.77	5.66	34.91	30.19	3.77	8.49	3.77	2.83	0.00	0.00	2.83	1.89	1.89	0.00
<b>GS-09</b>	#	863	453	410	32	37	372	313	19	23	8	16	1	1	17	15	4	5
	%	100.00	52.49	47.51	3.71	4.29	43.11	36.27	2.20	2.67	0.93	1.85	0.12	0.12	1.97	1.74	0.46	0.58
<b>GS-10</b>	#	9		9		1		4		2				1		1		
	%	100.00	0.00	100.00	0.00	11.11	0.00	44.44	0.00	22.22	0.00	0.00	0.00	11.11	0.00	11.11	0.00	0.00
<b>GS-11</b>	#	1499	829	670	64	38	682	541	27	33	27	27	3	3	18	17	8	11
	%	100.00	55.30	44.70	4.27	2.54	45.50	36.09	1.80	2.20	1.80	1.80	0.20	0.20	1.20	1.13	0.53	0.73
<b>GS-12</b>	#	1634	924	710	47	39	788	575	30	50	20	16	1	5	29	17	9	8
	%	100.00	56.55	43.45	2.88	2.39	48.23	35.19	1.84	3.06	1.22	0.98	0.06	0.31	1.77	1.04	0.55	0.49
<b>GS-13</b>	#	1388	849	539	48	37	733	429	23	37	15	21	3	2	20	10	7	3
	%	100.00	61.17	38.83	3.46	2.67	52.81	30.91	1.66	2.67	1.08	1.51	0.22	0.14	1.44	0.72	0.50	0.22
<b>GS-14</b>	#	546	354	192	15	6	318	157	7	13	4	8	1	1	9	5		2
	%	100.00	64.84	35.16	2.75	1.10	58.24	28.75	1.28	2.38	0.73	1.47	0.18	0.18	1.65	0.92	0.00	0.37
<b>GS-15</b>	#	125	76	49	4	4	65	40	2	4	1		1		3			1
	%	100.00	60.80	39.20	3.20	3.20	52.00	32.00	1.60	3.20	0.80	0.00	0.80	0.00	2.40	0.00	0.00	0.80
<b>All other (unspecified GS)</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total GS Employees</b>	#	7064	3964	3100	252	215	3322	2430	134	205	91	110	14	15	109	87	42	38
	%	100.00	56.12	43.88	3.57	3.04	47.03	34.40	1.90	2.90	1.29	1.56	0.20	0.21	1.54	1.23	0.59	0.54

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A4P: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) -**

<b>GS/GM/GL GRADES</b>		<b>Total</b>	<b>Total Males</b>	<b>Total Females</b>	<b>Hispanic or Latino Males</b>	<b>Hispanic or Latino Females</b>	<b>White Males</b>	<b>White Females</b>	<b>Black or African American Males</b>	<b>Black or African American Females</b>	<b>Asian Males</b>	<b>Asian Females</b>	<b>Native Hawaiian or Other Pacific Islander Males</b>	<b>Native Hawaiian or Other Pacific Islander Females</b>	<b>American Indian or Alaska Native Males</b>	<b>American Indian or Alaska Native Females</b>	<b>Two or more races Males</b>	<b>Two or more races Females</b>
<b>Permanent Workforce</b>	<b>#</b>	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	<b>%</b>	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
<b>Alternative Benchmark</b>	<b>%</b>																	
<b>SES</b>	<b>#</b>	24	14	10	2	1	11	9	1									
	<b>%</b>	100.00	58.33	41.67	8.33	4.17	45.83	37.50	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Other Senior Pay</b>	<b>#</b>																	
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Senior Pay</b>	<b>#</b>	24	14	10	2	1	11	9	1	0	0	0	0	0	0	0	0	0
	<b>%</b>	100.00	58.33	41.67	8.33	4.17	45.83	37.50	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A4T: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) -**

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Temporary Workforce</b>	#	855	506	349	21	11	434	308	8	6	10	5	2	2	11	6	20	11
	%	100.00	59.18	40.82	2.46	1.29	50.76	36.02	0.94	0.70	1.17	0.58	0.23	0.23	1.29	0.70	2.34	1.29
<b>Alternative Benchmark</b>	%																	
<b>GS-01</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-02</b>	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-03</b>	#	58	38	20	2	1	27	16		1					2	1	7	1
	%	100.00	65.52	34.48	3.45	1.72	46.55	27.59	0.00	1.72	0.00	0.00	0.00	0.00	3.45	1.72	12.07	1.72
<b>GS-04</b>	#	104	69	35	4	1	61	30			1		1		2	2		2
	%	100.00	66.35	33.65	3.85	0.96	58.65	28.85	0.00	0.00	0.96	0.00	0.96	0.00	1.92	1.92	0.00	1.92
<b>GS-05</b>	#	287	153	134	5	6	133	120	4	1	6	3				2	5	2
	%	100.00	53.31	46.69	1.74	2.09	46.34	41.81	1.39	0.35	2.09	1.05	0.00	0.00	0.00	0.70	1.74	0.70
<b>GS-06</b>	#	30	19	11	1		16	9		1	1				1			1
	%	100.00	63.33	36.67	3.33	0.00	53.33	30.00	0.00	3.33	3.33	0.00	0.00	0.00	3.33	0.00	0.00	3.33
<b>GS-07</b>	#	117	56	61	4		45	52	1	2			1	2	2		3	5
	%	100.00	47.86	52.14	3.42	0.00	38.46	44.44	0.85	1.71	0.00	0.00	0.85	1.71	1.71	0.00	2.56	4.27
<b>GS-08</b>	#	3	3				3											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-09</b>	#	93	42	51	2	2	36	48			1				1	1	2	
	%	100.00	45.16	54.84	2.15	2.15	38.71	51.61	0.00	0.00	1.08	0.00	0.00	0.00	1.08	1.08	2.15	0.00
<b>GS-10</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-11</b>	#	40	26	14	1		24	13	1			1						
	%	100.00	65.00	35.00	2.50	0.00	60.00	32.50	2.50	0.00	0.00	2.50	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-12</b>	#	12	6	6			5	6	1									
	%	100.00	50.00	50.00	0.00	0.00	41.67	50.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-13</b>	#	3	1	2			1	2										
	%	100.00	33.33	66.67	0.00	0.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-14</b>	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-15</b>	#	2	2				1										1	
	%	100.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
<b>All other (unspecified GS)</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total GS Employees</b>	#	751	417	334	19	10	354	296	7	5	9	4	2	2	8	6	18	11
	%	100.00	55.53	44.47	2.53	1.33	47.14	39.41	0.93	0.67	1.20	0.53	0.27	0.27	1.07	0.80	2.40	1.46

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A4T: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) -**

<b>GS/GM/GL GRADES</b>		<b>Total</b>	<b>Total Males</b>	<b>Total Females</b>	<b>Hispanic or Latino Males</b>	<b>Hispanic or Latino Females</b>	<b>White Males</b>	<b>White Females</b>	<b>Black or African American Males</b>	<b>Black or African American Females</b>	<b>Asian Males</b>	<b>Asian Females</b>	<b>Native Hawaiian or Other Pacific Islander Males</b>	<b>Native Hawaiian or Other Pacific Islander Females</b>	<b>American Indian or Alaska Native Males</b>	<b>American Indian or Alaska Native Females</b>	<b>Two or more races Males</b>	<b>Two or more races Females</b>
<b>Temporary Workforce</b>	<b>#</b>	855	506	349	21	11	434	308	8	6	10	5	2	2	11	6	20	11
	<b>%</b>	100.00	59.18	40.82	2.46	1.29	50.76	36.02	0.94	0.70	1.17	0.58	0.23	0.23	1.29	0.70	2.34	1.29
<b>Alternative Benchmark</b>	<b>%</b>																	
<b>SES</b>	<b>#</b>	1		1						1								
	<b>%</b>	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Other Senior Pay</b>	<b>#</b>																	
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Senior Pay</b>	<b>#</b>	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	<b>%</b>	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A4WGP: WAGE GRADE (WG) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent**

WG Grades		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
<b>Permanent Workforce</b>	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
<b>Alternative Benchmark</b>	%																	
<b>WG-01</b>	#	11	6	5			6	5										
	%	100.00	54.55	45.45	0.00	0.00	54.55	45.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-02</b>	#	6	3	3			2	3			1							
	%	100.00	50.00	50.00	0.00	0.00	33.33	50.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-03</b>	#	5	5				4						1					
	%	100.00	100.00	0.00	0.00	0.00	80.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00
<b>WG-04</b>	#	3	2	1	1		1	1										
	%	100.00	66.67	33.33	33.33	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-05</b>	#	27	27				21		1						5			
	%	100.00	100.00	0.00	0.00	0.00	77.78	0.00	3.70	0.00	0.00	0.00	0.00	0.00	18.52	0.00	0.00	0.00
<b>WG-06</b>	#	21	21		1		14		1		3				2			
	%	100.00	100.00	0.00	4.76	0.00	66.67	0.00	4.76	0.00	14.29	0.00	0.00	0.00	9.52	0.00	0.00	0.00
<b>WG-07</b>	#	41	39	2	5		30	2	1						3			
	%	100.00	95.12	4.88	12.20	0.00	73.17	4.88	2.44	0.00	0.00	0.00	0.00	0.00	7.32	0.00	0.00	0.00
<b>WG-08</b>	#	200	195	5	12	1	169	4	1		2				7		4	
	%	100.00	97.50	2.50	6.00	0.50	84.50	2.00	0.50	0.00	1.00	0.00	0.00	0.00	3.50	0.00	2.00	0.00
<b>WG-09</b>	#	86	84	2	3		72	2	1		1				6		1	
	%	100.00	97.67	2.33	3.49	0.00	83.72	2.33	1.16	0.00	1.16	0.00	0.00	0.00	6.98	0.00	1.16	0.00
<b>WG-10</b>	#	118	118		4		106		2						2		4	
	%	100.00	100.00	0.00	3.39	0.00	89.83	0.00	1.69	0.00	0.00	0.00	0.00	0.00	1.69	0.00	3.39	0.00
<b>WG-11</b>	#	4	4		1		2								1			
	%	100.00	100.00	0.00	25.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00
<b>WG-12</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-13</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-14</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-15</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>All other (unspecified WG)</b>	#	5	4	1			4	1										
	%	100.00	80.00	20.00	0.00	0.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total WG Employees</b>	#	527	508	19	27	1	431	18	7	0	7	0	1	0	26	0	9	0
	%	100.00	96.39	3.61	5.12	0.19	81.78	3.42	1.33	0.00	1.33	0.00	0.19	0.00	4.93	0.00	1.71	0.00



**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A4WGT: WAGE GRADE (WG) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary**

WG Grades		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Temporary Workforce</b>	#	855	506	349	21	11	434	308	8	6	10	5	2	2	11	6	20	11
	%	100.00	59.18	40.82	2.46	1.29	50.76	36.02	0.94	0.70	1.17	0.58	0.23	0.23	1.29	0.70	2.34	1.29
<b>Alternative Benchmark</b>	%																	
<b>WG-01</b>	#	5	3	2			3	2										
	%	100.00	60.00	40.00	0.00	0.00	60.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-02</b>	#	3	2	1			2	1										
	%	100.00	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-03</b>	#	11	10	1	1		9	1										
	%	100.00	90.91	9.09	9.09	0.00	81.82	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-04</b>	#	4	1	3			1	2				1						
	%	100.00	25.00	75.00	0.00	0.00	25.00	50.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-05</b>	#	41	35	6			32	6			1				1		1	
	%	100.00	85.37	14.63	0.00	0.00	78.05	14.63	0.00	0.00	2.44	0.00	0.00	0.00	2.44	0.00	2.44	0.00
<b>WG-06</b>	#	11	11				11											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-07</b>	#	7	7				7											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-08</b>	#	17	16	1	1	1	12		1						1		1	
	%	100.00	94.12	5.88	5.88	5.88	70.59	0.00	5.88	0.00	0.00	0.00	0.00	0.00	5.88	0.00	5.88	0.00
<b>WG-09</b>	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-10</b>	#	3	3				2								1			
	%	100.00	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00
<b>WG-11</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-12</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-13</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-14</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-15</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>All other (unspecified WG)</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total WG Employees</b>	#	103	89	14	2	1	80	12	1	0	1	1	0	0	3	0	2	0
	%	100.00	86.41	13.59	1.94	0.97	77.67	11.65	0.97	0.00	0.97	0.97	0.00	0.00	2.91	0.00	1.94	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A4WLP: WAGE LEADER (WL) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent**

WL Grades		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
	<b>Permanent Workforce</b>	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
<b>Alternative Benchmark</b>	%																	
WL-01	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-02	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-03	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-04	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-05	#	2	2												2			
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
WL-06	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-07	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-08	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-09	#	3	3				2								1			
	%	100.00	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00
WL-10	#	4	4				4											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-11	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-12	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-13	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-14	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-15	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>All other (unspecified Wage Leader)</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Wage Leader Employees</b>	#	9	9	0	0	0	6	0	0	0	0	0	0	0	3	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A4WLP: WAGE LEADER (WL) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent**

WL Grades		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Permanent Workforce</b>	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
<b>Alternative Benchmark</b>	%																	



**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A4WLT: WAGE LEADER (WL) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary**

WL Grades		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Temporary Workforce</b>	#	855	506	349	21	11	434	308	8	6	10	5	2	2	11	6	20	11
	%	100.00	59.18	40.82	2.46	1.29	50.76	36.02	0.94	0.70	1.17	0.58	0.23	0.23	1.29	0.70	2.34	1.29
<b>Alternative Benchmark</b>	%																	

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A4WSP: WAGE SUPERVISOR (WS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

WS Grades		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
	<b>Permanent Workforce</b>	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
<b>Alternative Benchmark</b>	%																	
<b>WS-01</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-02</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-03</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-04</b>	#	1	1														1	
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
<b>WS-05</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-06</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-07</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-08</b>	#	1		1				1										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-09</b>	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-10</b>	#	3	3				3											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-11</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-12</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-13</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-14</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-15</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>All other (unspecified Wage Supervisor)</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Wage Supervisor Employees</b>	#	6	5	1	0	0	4	1	0	0	0	0	0	0	0	0	1	0
	%	100.00	83.33	16.67	0.00	0.00	66.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A4WST: WAGE SUPERVISOR (WS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

WS Grades		Total	Total	Total	Hispanic or	Hispanic or	White	White	Black or	Black or	Asian	Asian	Native	Native	American	American	Two or	Two or
		Males	Females	Latino	Latino	Males	Females	African	African	Males	Females	Hawaiian	Hawaiian or	Indian or	Indian or	more	more	
				Males	Females	Males	Females	American	American	Asian	Asian	or Other	or Other	Alaska	Alaska	races	races	
				Latino	Latino	Males	Females	Males	Females	Males	Females	Pacific	Pacific	Native	Native	Males	Females	
				Males	Females	Males	Females	Males	Females	Males	Females	Islander	Islander	Males	Females	Males	Females	
				Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	
<b>Temporary Workforce</b>	#	855	506	349	21	11	434	308	8	6	10	5	2	2	11	6	20	11
	%	100.00	59.18	40.82	2.46	1.29	50.76	36.02	0.94	0.70	1.17	0.58	0.23	0.23	1.29	0.70	2.34	1.29
<b>Alternative Benchmark</b>	%																	
<b>WS-01</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-02</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-03</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-04</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-05</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-06</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-07</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-08</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-09</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-10</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-11</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-12</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-13</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-14</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-15</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>All other (unspecified) Wage Supervisor</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Wage Supervisor Employees</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A5P: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Salary Range		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
<b>Alternative Benchmark</b>	%																	
<b>Up to \$20,000</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$20,001-\$30,000</b>	#	4	1	3			1	3										
	%	100.00	25.00	75.00	0.00	0.00	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$30,001-\$40,000</b>	#	188	110	78	3	9	86	61	8	3	5	4	3		4	1	1	
	%	100.00	58.51	41.49	1.60	4.79	45.74	32.45	4.26	1.60	2.66	2.13	1.60	0.00	2.13	0.53	0.53	0.00
<b>\$40,001-\$50,000</b>	#	528	304	224	33	23	237	160	9	14	6	10	2	1	7	9	10	7
	%	100.00	57.58	42.42	6.25	4.36	44.89	30.30	1.70	2.65	1.14	1.89	0.38	0.19	1.33	1.70	1.89	1.33
<b>\$50,001-\$60,000</b>	#	858	530	328	31	29	429	244	21	23	10	12	1		30	16	8	4
	%	100.00	61.77	38.23	3.61	3.38	50.00	28.44	2.45	2.68	1.17	1.40	0.12	0.00	3.50	1.86	0.93	0.47
<b>\$60,001-\$70,000</b>	#	897	529	368	41	31	433	273	15	27	12	17		3	16	10	12	7
	%	100.00	58.97	41.03	4.57	3.46	48.27	30.43	1.67	3.01	1.34	1.90	0.00	0.33	1.78	1.11	1.34	0.78
<b>\$70,001-\$80,000</b>	#	964	546	418	38	30	464	335	12	27	15	13	1	1	11	7	5	5
	%	100.00	56.64	43.36	3.94	3.11	48.13	34.75	1.24	2.80	1.56	1.35	0.10	0.10	1.14	0.73	0.52	0.52
<b>\$80,001-\$90,000</b>	#	906	512	394	36	18	416	318	23	18	13	13	2	4	17	19	5	4
	%	100.00	56.51	43.49	3.97	1.99	45.92	35.10	2.54	1.99	1.43	1.43	0.22	0.44	1.88	2.10	0.55	0.44
<b>\$90,001-\$100,000</b>	#	833	481	352	23	20	421	290	10	22	9	7	2	3	14	8	2	2
	%	100.00	57.74	42.26	2.76	2.40	50.54	34.81	1.20	2.64	1.08	0.84	0.24	0.36	1.68	0.96	0.24	0.24
<b>\$100,001-\$110,000</b>	#	751	452	299	25	22	387	243	17	20	8	6	1	1	11	3	3	4
	%	100.00	60.19	39.81	3.33	2.93	51.53	32.36	2.26	2.66	1.07	0.80	0.13	0.13	1.46	0.40	0.40	0.53
<b>\$110,001-\$120,000</b>	#	651	401	250	19	12	345	205	11	17	9	8	1	1	11	6	5	1
	%	100.00	61.60	38.40	2.92	1.84	53.00	31.49	1.69	2.61	1.38	1.23	0.15	0.15	1.69	0.92	0.77	0.15
<b>\$120,001-\$130,000</b>	#	379	237	142	15	7	197	110	9	11	5	11			10	1	1	2
	%	100.00	62.53	37.47	3.96	1.85	51.98	29.02	2.37	2.90	1.32	2.90	0.00	0.00	2.64	0.26	0.26	0.53
<b>\$130,001-\$140,000</b>	#	290	169	121	6	9	154	88	1	12	4	5	2	1	2	4		2
	%	100.00	58.28	41.72	2.07	3.10	53.10	30.34	0.34	4.14	1.38	1.72	0.69	0.34	0.69	1.38	0.00	0.69
<b>\$140,001-\$150,000</b>	#	173	104	69	4	3	96	55	3	5		4			1	2		
	%	100.00	60.12	39.88	2.31	1.73	55.49	31.79	1.73	2.89	0.00	2.31	0.00	0.00	0.58	1.16	0.00	0.00
<b>\$150,001-\$160,000</b>	#	95	51	44	1	1	47	38		4	1				2	1		
	%	100.00	53.68	46.32	1.05	1.05	49.47	40.00	0.00	4.21	1.05	0.00	0.00	0.00	2.11	1.05	0.00	0.00
<b>\$161,001-\$170,000</b>	#	37	28	9	2		24	9	1		1							
	%	100.00	75.68	24.32	5.41	0.00	64.86	24.32	2.70	0.00	2.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$170,001-\$180,000</b>	#	58	35	23	3	2	28	19	2	2					2			
	%	100.00	60.34	39.66	5.17	3.45	48.28	32.76	3.45	3.45	0.00	0.00	0.00	0.00	3.45	0.00	0.00	0.00
<b>\$180,001 and Greater</b>	#	18	10	8	1	1	9	7										
	%	100.00	55.56	44.44	5.56	5.56	50.00	38.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A5T: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Temporary Workforce</b>	#	855	506	349	21	11	434	308	8	6	10	5	2	2	11	6	20	11
	%	100.00	59.18	40.82	2.46	1.29	50.76	36.02	0.94	0.70	1.17	0.58	0.23	0.23	1.29	0.70	2.34	1.29
<b>Alternative Benchmark</b>	%																	
<b>Up to \$20,000</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$20,001-\$30,000</b>	#	51	34	17	2	1	25	14							1	7	1	
	%	100.00	66.67	33.33	3.92	1.96	49.02	27.45	0.00	0.00	0.00	0.00	0.00	0.00	1.96	13.73	1.96	
<b>\$30,001-\$40,000</b>	#	401	241	160	9	6	212	141	3	2	5	3	1		5	4	6	4
	%	100.00	60.10	39.90	2.24	1.50	52.87	35.16	0.75	0.50	1.25	0.75	0.25	0.00	1.25	1.00	1.50	1.00
<b>\$40,001-\$50,000</b>	#	209	121	88	5	1	102	76	2	2	4	1	1	2	4		3	6
	%	100.00	57.89	42.11	2.39	0.48	48.80	36.36	0.96	0.96	1.91	0.48	0.48	0.96	1.91	0.00	1.44	2.87
<b>\$50,001-\$60,000</b>	#	102	58	44	2	2	50	41	1	1					2		3	
	%	100.00	56.86	43.14	1.96	1.96	49.02	40.20	0.98	0.98	0.00	0.00	0.00	0.00	1.96	0.00	2.94	0.00
<b>\$60,001-\$70,000</b>	#	46	25	21	2		22	19			1	1			1			
	%	100.00	54.35	45.65	4.35	0.00	47.83	41.30	0.00	0.00	2.17	2.17	0.00	0.00	2.17	0.00	0.00	0.00
<b>\$70,001-\$80,000</b>	#	24	16	8	1	1	13	7	2									
	%	100.00	66.67	33.33	4.17	4.17	54.17	29.17	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$80,001-\$90,000</b>	#	9	4	5			4	5										
	%	100.00	44.44	55.56	0.00	0.00	44.44	55.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$90,001-\$100,000</b>	#	5	2	3			2	3										
	%	100.00	40.00	60.00	0.00	0.00	40.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$100,001-\$110,000</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$110,001-\$120,000</b>	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$120,001-\$130,000</b>	#	4	2	2			2	2										
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$130,001-\$140,000</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$140,001-\$150,000</b>	#	1		1					1									
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$150,001-\$160,000</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$161,001-\$170,000</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$170,001-\$180,000</b>	#	2	2				1										1	
	%	100.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
<b>\$180,001 and Greater</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (0401): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Gen Natural Resources Mgmt &amp; Bio Sciences/0401</b>	#	1701	922	779	55	38	802	669	5	13	22	34	2	4	26	9	10	12
	%	100.00	54.20	45.80	3.23	2.23	47.15	39.33	0.29	0.76	1.29	2.00	0.12	0.24	1.53	0.53	0.59	0.71
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
GS-15	#	6	3	3			3	3										
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	66	47	19	2	1	44	16		1	1	1						
	%	100.00	71.21	28.79	3.03	1.52	66.67	24.24	0.00	1.52	1.52	1.52	0.00	0.00	0.00	0.00	0.00	0.00
GS-13	#	392	220	172	14	8	195	152	2	3	3	6	1	1	4		1	2
	%	100.00	56.12	43.88	3.57	2.04	49.74	38.78	0.51	0.77	0.77	1.53	0.26	0.26	1.02	0.00	0.26	0.51
GS-12	#	583	319	264	15	10	282	231	1	5	7	8		3	11	5	3	2
	%	100.00	54.72	45.28	2.57	1.72	48.37	39.62	0.17	0.86	1.20	1.37	0.00	0.51	1.89	0.86	0.51	0.34
GS-11	#	502	260	242	19	14	218	203	2	1	10	13	1		5	3	5	8
	%	100.00	51.79	48.21	3.78	2.79	43.43	40.44	0.40	0.20	1.99	2.59	0.20	0.00	1.00	0.60	1.00	1.59
GS-09	#	118	62	56	5	3	50	46		2	1	5			6			
	%	100.00	52.54	47.46	4.24	2.54	42.37	38.98	0.00	1.69	0.85	4.24	0.00	0.00	5.08	0.00	0.00	0.00
GS-07	#	32	10	22		2	9	17		1		1				1	1	
	%	100.00	31.25	68.75	0.00	6.25	28.13	53.13	0.00	3.13	0.00	3.13	0.00	0.00	0.00	3.13	3.13	0.00
GS-05	#	2	1	1			1	1										
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (0401): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Gen Natural Resources Mgmt &amp; Bio Sciences/0401</b>	#	1701	922	779	55	38	802	669	5	13	22	34	2	4	26	9	10	12
	%	100.00	54.20	45.80	3.23	2.23	47.15	39.33	0.29	0.76	1.29	2.00	0.12	0.24	1.53	0.53	0.59	0.71
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	1619	891	728	56	30	772	627	5	12	22	35	2	5	26	8	8	11
	%	100.00	55.03	44.97	3.46	1.85	47.68	38.73	0.31	0.74	1.36	2.16	0.12	0.31	1.61	0.49	0.49	0.68
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	98	48	50	1	2	44	47	1						1	1	1	
	%	100.00	48.98	51.02	1.02	2.04	44.90	47.96	1.02	0.00	0.00	0.00	0.00	0.00	1.02	1.02	1.02	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	161	68	93	3	9	58	76		2	4	3			1	3	2	
	%	100.00	42.24	57.76	1.86	5.59	36.02	47.20	0.00	1.24	2.48	1.86	0.00	0.00	0.00	0.62	1.86	1.24

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (0404): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
<b>Biological Science Technician/0404</b>	#	165	120	45	4	8	105	36	1		2		3		2	1	3		
	%	100.00	72.73	27.27	2.42	4.85	63.64	21.82	0.61	0.00	1.21	0.00	1.82	0.00	1.21	0.61	1.82	0.00	
<b>Occupational CLF/SOC Code</b>		%	100.00	52.63	47.37	3.44	5.42	37.59	32.33	4.16	2.71	5.19	5.86	0.11	0.02	1.64	0.62	0.48	0.39
<b>GS-09</b>	#	1	1				1												
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>GS-08</b>	#	11	11				11												
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>GS-07</b>	#	68	50	18	3	2	42	16	1				1		1		2		
	%	100.00	73.53	26.47	4.41	2.94	61.76	23.53	1.47	0.00	0.00	0.00	1.47	0.00	1.47	0.00	2.94	0.00	
<b>GS-06</b>	#	48	35	13	1	4	31	8					2			1	1		
	%	100.00	72.92	27.08	2.08	8.33	64.58	16.67	0.00	0.00	0.00	0.00	4.17	0.00	0.00	2.08	2.08	0.00	
<b>GS-05</b>	#	36	23	13		2	20	11			2				1				
	%	100.00	63.89	36.11	0.00	5.56	55.56	30.56	0.00	0.00	5.56	0.00	0.00	0.00	2.78	0.00	0.00	0.00	
<b>GS-04</b>	#	1		1				1											
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (0404): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Biological Science Technician/0404</b>	#	165	120	45	4	8	105	36	1		2		3		2	1	3	
	%	100.00	72.73	27.27	2.42	4.85	63.64	21.82	0.61	0.00	1.21	0.00	1.82	0.00	1.21	0.61	1.82	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	52.63	47.37	3.44	5.42	37.59	32.33	4.16	2.71	5.19	5.86	0.11	0.02	1.64	0.62	0.48	0.39
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	150	111	39	4	5	99	32			3		2		1	1	2	1
	%	100.00	74.00	26.00	2.67	3.33	66.00	21.33	0.00	0.00	2.00	0.00	1.33	0.00	0.67	0.67	1.33	0.67
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	5	5				4										1	
	%	100.00	100.00	0.00	0.00	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	39	26	13	1	3	21	9	1				1		1	1	1	
	%	100.00	66.67	33.33	2.56	7.69	53.85	23.08	2.56	0.00	0.00	0.00	2.56	0.00	2.56	2.56	2.56	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (0480): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Fish and Wildlife Administration/0480</b>	#	239	147	92	6	3	135	79	2	3		2			4	3		2
	%	100.00	61.51	38.49	2.51	1.26	56.49	33.05	0.84	1.26	0.00	0.84	0.00	0.00	1.67	1.26	0.00	0.84
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>ES-00</b>	#	16	9	7	2	1	6	6	1									
	%	100.00	56.25	43.75	12.50	6.25	37.50	37.50	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-15</b>	#	61	38	23	2	2	35	19		1					1			1
	%	100.00	62.30	37.70	3.28	3.28	57.38	31.15	0.00	1.64	0.00	0.00	0.00	0.00	1.64	0.00	0.00	1.64
<b>GS-14</b>	#	156	98	58	2		92	50	1	2		2			3	3		1
	%	100.00	62.82	37.18	1.28	0.00	58.97	32.05	0.64	1.28	0.00	1.28	0.00	0.00	1.92	1.92	0.00	0.64
<b>GS-13</b>	#	6	2	4			2	4										
	%	100.00	33.33	66.67	0.00	0.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (0480): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Fish and Wildlife Administration/0480</b>	#	239	147	92	6	3	135	79	2	3		2			4	3		2
	%	100.00	61.51	38.49	2.51	1.26	56.49	33.05	0.84	1.26	0.00	0.84	0.00	0.00	1.67	1.26	0.00	0.84
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	236	147	89	7	4	135	75	2	4		2			3	3		1
	%	100.00	62.29	37.71	2.97	1.69	57.20	31.78	0.85	1.69	0.00	0.85	0.00	0.00	1.27	1.27	0.00	0.42
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	24	10	14			10	13										1
	%	100.00	41.67	58.33	0.00	0.00	41.67	54.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.17
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	4	1	3			1	3										
	%	100.00	25.00	75.00	0.00	0.00	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (0482): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Fish Biology/0482</b>	#	558	429	129	22	8	382	112	8	5	6	2			9	2	2	
	%	100.00	76.88	23.12	3.94	1.43	68.46	20.07	1.43	0.90	1.08	0.36	0.00	0.00	1.61	0.36	0.36	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>GS-14</b>	#	27	21	6	1	2	19	3	1	1								
	%	100.00	77.78	22.22	3.70	7.41	70.37	11.11	3.70	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-13</b>	#	115	91	24	5		81	23	3		1	1					1	
	%	100.00	79.13	20.87	4.35	0.00	70.43	20.00	2.61	0.00	0.87	0.87	0.00	0.00	0.00	0.00	0.87	0.00
<b>GS-12</b>	#	121	99	22	4		90	20		1	2	1			3			
	%	100.00	81.82	18.18	3.31	0.00	74.38	16.53	0.00	0.83	1.65	0.83	0.00	0.00	2.48	0.00	0.00	0.00
<b>GS-11</b>	#	174	124	50	8	3	109	44	1	2	3				3	1		
	%	100.00	71.26	28.74	4.60	1.72	62.64	25.29	0.57	1.15	1.72	0.00	0.00	0.00	1.72	0.57	0.00	0.00
<b>GS-09</b>	#	99	75	24	3	2	67	20	2	1					3	1		
	%	100.00	75.76	24.24	3.03	2.02	67.68	20.20	2.02	1.01	0.00	0.00	0.00	0.00	3.03	1.01	0.00	0.00
<b>GS-07</b>	#	21	19	2	1		16	2	1								1	
	%	100.00	90.48	9.52	4.76	0.00	76.19	9.52	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.76	0.00
<b>GS-05</b>	#	1		1		1												
	%	100.00	0.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (0482): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Fish Biology/0482</b>	#	558	429	129	22	8	382	112	8	5	6	2			9	2	2	
	%	100.00	76.88	23.12	3.94	1.43	68.46	20.07	1.43	0.90	1.08	0.36	0.00	0.00	1.61	0.36	0.36	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	559	433	126	20	5	387	112	9	5	7	2			9	2	1	
	%	100.00	77.46	22.54	3.58	0.89	69.23	20.04	1.61	0.89	1.25	0.36	0.00	0.00	1.61	0.36	0.18	0.00
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	12	11	1	1		10	1										
	%	100.00	91.67	8.33	8.33	0.00	83.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	24	16	8	3	3	11	5							1		1	
	%	100.00	66.67	33.33	12.50	12.50	45.83	20.83	0.00	0.00	0.00	0.00	0.00	0.00	4.17	0.00	4.17	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (0485): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Wildlife Refuge Management/0485</b>	#	526	367	159	22	15	314	128	10	3	7	4			11	7	3	2
	%	100.00	69.77	30.23	4.18	2.85	59.70	24.33	1.90	0.57	1.33	0.76	0.00	0.00	2.09	1.33	0.57	0.38
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>GS-15</b>	#	2	1	1			1	1										
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-14</b>	#	72	53	19	3		47	18	1		1	1			1			
	%	100.00	73.61	26.39	4.17	0.00	65.28	25.00	1.39	0.00	1.39	1.39	0.00	0.00	1.39	0.00	0.00	0.00
<b>GS-13</b>	#	159	116	43	7	5	95	35	2	1	4	1			5	1	3	
	%	100.00	72.96	27.04	4.40	3.14	59.75	22.01	1.26	0.63	2.52	0.63	0.00	0.00	3.14	0.63	1.89	0.00
<b>GS-12</b>	#	159	117	42	6	4	105	32	3	2	1	1			2	2		1
	%	100.00	73.58	26.42	3.77	2.52	66.04	20.13	1.89	1.26	0.63	0.63	0.00	0.00	1.26	1.26	0.00	0.63
<b>GS-11</b>	#	68	44	24	4	4	36	16	1			1			3	3		
	%	100.00	64.71	35.29	5.88	5.88	52.94	23.53	1.47	0.00	0.00	1.47	0.00	0.00	4.41	4.41	0.00	0.00
<b>GS-09</b>	#	49	29	20	2	1	24	17	2		1					1		1
	%	100.00	59.18	40.82	4.08	2.04	48.98	34.69	4.08	0.00	2.04	0.00	0.00	0.00	0.00	2.04	0.00	2.04
<b>GS-07</b>	#	14	6	8			6	8										
	%	100.00	42.86	57.14	0.00	0.00	42.86	57.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-05</b>	#	3	1	2		1		1	1									
	%	100.00	33.33	66.67	0.00	33.33	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (0485): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Wildlife Refuge Management/0485</b>	#	526	367	159	22	15	314	128	10	3	7	4			11	7	3	2
	%	100.00	69.77	30.23	4.18	2.85	59.70	24.33	1.90	0.57	1.33	0.76	0.00	0.00	2.09	1.33	0.57	0.38
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	537	382	155	21	14	327	126	11	3	6	4			14	7	3	1
	%	100.00	71.14	28.86	3.91	2.61	60.89	23.46	2.05	0.56	1.12	0.74	0.00	0.00	2.61	1.30	0.56	0.19
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	48	30	18		3	25	15	2		1				2			
	%	100.00	62.50	37.50	0.00	6.25	52.08	31.25	4.17	0.00	2.08	0.00	0.00	0.00	4.17	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	14	6	8		1	5	6	1									1
	%	100.00	42.86	57.14	0.00	7.14	35.71	42.86	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.14

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (0486): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Wildlife Biology/0486</b>	#	456	264	192	13	6	241	174	2	1		8			6	2	2	1
	%	100.00	57.89	42.11	2.85	1.32	52.85	38.16	0.44	0.22	0.00	1.75	0.00	0.00	1.32	0.44	0.44	0.22
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>GS-15</b>	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-14</b>	#	12	10	2			10	1				1						
	%	100.00	83.33	16.67	0.00	0.00	83.33	8.33	0.00	0.00	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-13</b>	#	104	73	31	3	3	69	26				1			1	1		
	%	100.00	70.19	29.81	2.88	2.88	66.35	25.00	0.00	0.00	0.00	0.96	0.00	0.00	0.96	0.96	0.00	0.00
<b>GS-12</b>	#	130	72	58	3		64	56	1			1			3		1	1
	%	100.00	55.38	44.62	2.31	0.00	49.23	43.08	0.77	0.00	0.00	0.77	0.00	0.00	2.31	0.00	0.77	0.77
<b>GS-11</b>	#	151	91	60	6	1	81	55	1			3			2	1	1	
	%	100.00	60.26	39.74	3.97	0.66	53.64	36.42	0.66	0.00	0.00	1.99	0.00	0.00	1.32	0.66	0.66	0.00
<b>GS-09</b>	#	44	12	32	1	1	11	29		1		1						
	%	100.00	27.27	72.73	2.27	2.27	25.00	65.91	0.00	2.27	0.00	2.27	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-07</b>	#	13	5	8		1	5	6				1						
	%	100.00	38.46	61.54	0.00	7.69	38.46	46.15	0.00	0.00	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-05</b>	#	1		1				1										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (0486): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Wildlife Biology/0486</b>	#	456	264	192	13	6	241	174	2	1		8			6	2	2	1
	%	100.00	57.89	42.11	2.85	1.32	52.85	38.16	0.44	0.22	0.00	1.75	0.00	0.00	1.32	0.44	0.44	0.22
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	480	281	199	13	7	255	179	3	2	1	8			7	2	2	1
	%	100.00	58.54	41.46	2.71	1.46	53.13	37.29	0.63	0.42	0.21	1.67	0.00	0.00	1.46	0.42	0.42	0.21
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	3	3				3											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	21	6	15	1		5	15										
	%	100.00	28.57	71.43	4.76	0.00	23.81	71.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (1811): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Criminal Investigating/1811</b>	#	211	181	30	12	3	158	21	6	1	1	3	1		3	2		
	%	100.00	85.78	14.22	5.69	1.42	74.88	9.95	2.84	0.47	0.47	1.42	0.47	0.00	1.42	0.95	0.00	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	76.35	23.65	8.24	3.01	57.85	15.30	7.45	4.35	1.58	0.52	0.07	0.03	0.80	0.29	0.35	0.16
<b>ES-00</b>	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-15</b>	#	8	8		1		7											
	%	100.00	100.00	0.00	12.50	0.00	87.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-14</b>	#	45	40	5	2		36	2		1		1	1		1	1		
	%	100.00	88.89	11.11	4.44	0.00	80.00	4.44	0.00	2.22	0.00	2.22	2.22	0.00	2.22	2.22	0.00	0.00
<b>GS-13</b>	#	138	118	20	6	2	104	16	5		1	1			2	1		
	%	100.00	85.51	14.49	4.35	1.45	75.36	11.59	3.62	0.00	0.72	0.72	0.00	0.00	1.45	0.72	0.00	0.00
<b>GS-12</b>	#	2	1	1	1			1										
	%	100.00	50.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-11</b>	#	14	12	2	2		9	2	1									
	%	100.00	85.71	14.29	14.29	0.00	64.29	14.29	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GL-09</b>	#	3	1	2		1	1					1						
	%	100.00	33.33	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (1811): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Criminal Investigating/1811</b>	#	211	181	30	12	3	158	21	6	1	1	3	1		3	2		
	%	100.00	85.78	14.22	5.69	1.42	74.88	9.95	2.84	0.47	0.47	1.42	0.47	0.00	1.42	0.95	0.00	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	76.35	23.65	8.24	3.01	57.85	15.30	7.45	4.35	1.58	0.52	0.07	0.03	0.80	0.29	0.35	0.16
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	218	188	30	12	4	165	20	6	1	1	4	1		3	1		
	%	100.00	86.24	13.76	5.50	1.83	75.69	9.17	2.75	0.46	0.46	1.83	0.46	0.00	1.38	0.46	0.00	0.00
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	4	3	1			3			1								
	%	100.00	75.00	25.00	0.00	0.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	5	3	2			3	1							1			
	%	100.00	60.00	40.00	0.00	0.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (1801LE): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Refuge LE, Land Mgmt LE &amp; Conservation LE/0025LE &amp; 1801LE</b>	#	249	228	21	20	2	189	18	5		4		1		8	1	1	
	%	100.00	91.57	8.43	8.03	0.80	75.90	7.23	2.01	0.00	1.61	0.00	0.40	0.00	3.21	0.40	0.40	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	76.35	23.65	8.24	3.01	57.85	15.30	7.45	4.35	1.58	0.52	0.07	0.03	0.80	0.29	0.35	0.16
GS-15	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	10	8	2	1	1	6	1							1			
	%	100.00	80.00	20.00	10.00	10.00	60.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00
GS-13	#	5	5				4								1			
	%	100.00	100.00	0.00	0.00	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00
GS-12	#	35	32	3	4		25	3	1						2			
	%	100.00	91.43	8.57	11.43	0.00	71.43	8.57	2.86	0.00	0.00	0.00	0.00	0.00	5.71	0.00	0.00	0.00
GS-11	#	63	60	3	4	1	50	2	1		3		1		1			
	%	100.00	95.24	4.76	6.35	1.59	79.37	3.17	1.59	0.00	4.76	0.00	1.59	0.00	1.59	0.00	0.00	0.00
GL-09	#	121	111	10	9		94	9	3		1				3	1	1	
	%	100.00	91.74	8.26	7.44	0.00	77.69	7.44	2.48	0.00	0.83	0.00	0.00	0.00	2.48	0.83	0.83	0.00
GL-07	#	12	9	3	1		8	3										
	%	100.00	75.00	25.00	8.33	0.00	66.67	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-05	#	2	2		1		1											
	%	100.00	100.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6P (1801LE): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Refuge LE, Land Mgmt LE &amp; Conservation LE/0025LE &amp; 1801LE</b>	#	249	228	21	20	2	189	18	5		4		1		8	1	1	
	%	100.00	91.57	8.43	8.03	0.80	75.90	7.23	2.01	0.00	1.61	0.00	0.40	0.00	3.21	0.40	0.40	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	76.35	23.65	8.24	3.01	57.85	15.30	7.45	4.35	1.58	0.52	0.07	0.03	0.80	0.29	0.35	0.16
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	245	226	19	19	2	187	16	5		5		1		8	1	1	
	%	100.00	92.24	7.76	7.76	0.82	76.33	6.53	2.04	0.00	2.04	0.00	0.41	0.00	3.27	0.41	0.41	0.00
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	5	5		2		3											
	%	100.00	100.00	0.00	40.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	12	10	2	2		8	2										
	%	100.00	83.33	16.67	16.67	0.00	66.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (0401): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Gen Natural Resources Mgmt &amp; Bio Sciences/0401</b>	#	48	25	23	1	1	24	22										
	%	100.00	52.08	47.92	2.08	2.08	50.00	45.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
GS-12	#	7	4	3			4	3										
	%	100.00	57.14	42.86	0.00	0.00	57.14	42.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	17	13	4	1		12	4										
	%	100.00	76.47	23.53	5.88	0.00	70.59	23.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	24	8	16		1	8	15										
	%	100.00	33.33	66.67	0.00	4.17	33.33	62.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (0401): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Gen Natural Resources Mgmt &amp; Bio Sciences/0401</b>	#	48	25	23	1	1	24	22										
	%	100.00	52.08	47.92	2.08	2.08	50.00	45.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	65	34	31	2	1	31	30			1							
	%	100.00	52.31	47.69	3.08	1.54	47.69	46.15	0.00	0.00	1.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	2	1	1			1	1										
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	11	5	6			5	6										
	%	100.00	45.45	54.55	0.00	0.00	45.45	54.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (0404): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Biological Science Technician/0404</b>	#	380	198	182	8	4	166	159	3	3	6	2	1	1	6	3	8	10
	%	100.00	52.11	47.89	2.11	1.05	43.68	41.84	0.79	0.79	1.58	0.53	0.26	0.26	1.58	0.79	2.11	2.63
<b>Occupational CLF/SOC Code</b>	%	100.00	52.63	47.37	3.44	5.42	37.59	32.33	4.16	2.71	5.19	5.86	0.11	0.02	1.64	0.62	0.48	0.39
<b>GS-08</b>	#	3	3				3											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-07</b>	#	100	49	51	2		40	44	1	1			1	1	2		3	5
	%	100.00	49.00	51.00	2.00	0.00	40.00	44.00	1.00	1.00	0.00	0.00	1.00	1.00	2.00	0.00	3.00	5.00
<b>GS-06</b>	#	25	15	10	1		12	8		1	1				1			1
	%	100.00	60.00	40.00	4.00	0.00	48.00	32.00	0.00	4.00	4.00	0.00	0.00	0.00	4.00	0.00	0.00	4.00
<b>GS-05</b>	#	219	113	106	3	4	98	95	2	1	5	2				2	5	2
	%	100.00	51.60	48.40	1.37	1.83	44.75	43.38	0.91	0.46	2.28	0.91	0.00	0.00	0.00	0.91	2.28	0.91
<b>GS-04</b>	#	29	14	15	2		11	12							1	1		2
	%	100.00	48.28	51.72	6.90	0.00	37.93	41.38	0.00	0.00	0.00	0.00	0.00	0.00	3.45	3.45	0.00	6.90
<b>GS-03</b>	#	3	3				1								2			
	%	100.00	100.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00
<b>GS-02</b>	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (0404): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Biological Science Technician/0404</b>	#	380	198	182	8	4	166	159	3	3	6	2	1	1	6	3	8	10
	%	100.00	52.11	47.89	2.11	1.05	43.68	41.84	0.79	0.79	1.58	0.53	0.26	0.26	1.58	0.79	2.11	2.63
<b>Occupational CLF/SOC Code</b>	%	100.00	52.63	47.37	3.44	5.42	37.59	32.33	4.16	2.71	5.19	5.86	0.11	0.02	1.64	0.62	0.48	0.39
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	344	206	138	8	6	177	123	5	3	8		1	1	5	2	2	3
	%	100.00	59.88	40.12	2.33	1.74	51.45	35.76	1.45	0.87	2.33	0.00	0.29	0.29	1.45	0.58	0.58	0.87
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	24	15	9	1		13	9	1									
	%	100.00	62.50	37.50	4.17	0.00	54.17	37.50	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	243	121	122	3	3	100	102	1	1	3	4	1		5	2	8	10
	%	100.00	49.79	50.21	1.23	1.23	41.15	41.98	0.41	0.41	1.23	1.65	0.41	0.00	2.06	0.82	3.29	4.12

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (0480): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>Fish and Wildlife Administration/0480</b>	#	2	1	1						1							1	
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>GS-15</b>	#	1	1														1	
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (0480): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Fish and Wildlife Administration/0480</b>	#	2	1	1						1							1	
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	1	1														1	
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	1		1						1								
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (0482): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Fish Biology/0482</b>	#	54	29	25	2	1	26	22				1				1	1	
	%	100.00	53.70	46.30	3.70	1.85	48.15	40.74	0.00	0.00	0.00	1.85	0.00	0.00	0.00	1.85	1.85	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>GS-12</b>	#	1		1				1										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-11</b>	#	10	6	4			6	3				1						
	%	100.00	60.00	40.00	0.00	0.00	60.00	30.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-09</b>	#	40	23	17	2	1	20	15								1	1	
	%	100.00	57.50	42.50	5.00	2.50	50.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.50	2.50	0.00
<b>GS-07</b>	#	3		3				3										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (0482): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Fish Biology/0482</b>	#	54	29	25	2	1	26	22				1				1	1	
	%	100.00	53.70	46.30	3.70	1.85	48.15	40.74	0.00	0.00	0.00	1.85	0.00	0.00	0.00	1.85	1.85	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	44	24	20	4		20	18				1				1		
	%	100.00	54.55	45.45	9.09	0.00	45.45	40.91	0.00	0.00	0.00	2.27	0.00	0.00	0.00	2.27	0.00	0.00
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	8	7	1			7	1										
	%	100.00	87.50	12.50	0.00	0.00	87.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	14	9	5		1	8	4									1	
	%	100.00	64.29	35.71	0.00	7.14	57.14	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.14	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (0485): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
<b>Wildlife Refuge Management/0485</b>	#	9	3	6			2	6									1		
	%	100.00	33.33	66.67	0.00	0.00	22.22	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00	
<b>Occupational CLF/SOC Code</b>		%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>GS-09</b>	#	8	3	5			2	5									1		
	%	100.00	37.50	62.50	0.00	0.00	25.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	
<b>GS-05</b>	#	1		1				1											
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (0485): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Wildlife Refuge Management/0485</b>	#	9	3	6			2	6									1	
	%	100.00	33.33	66.67	0.00	0.00	22.22	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	5	1	4			1	4										
	%	100.00	20.00	80.00	0.00	0.00	20.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	5	2	3			1	2									1	1
	%	100.00	40.00	60.00	0.00	0.00	20.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	20.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (0486): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#																
<b>Wildlife Biology/0486</b>	#	9	3	6	1		2	6										
	%	100.00	33.33	66.67	11.11	0.00	22.22	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>GS-13</b>	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-11</b>	#	3		3				3										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-09</b>	#	4	1	3			1	3										
	%	100.00	25.00	75.00	0.00	0.00	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-05</b>	#	1	1		1													
	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (0486): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Wildlife Biology/0486</b>	#	9	3	6	1		2	6										
	%	100.00	33.33	66.67	11.11	0.00	22.22	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.20
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	16	3	13	1	2	2	11										
	%	100.00	18.75	81.25	6.25	12.50	12.50	68.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (1811): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

<b>Mission-Critical Occupations</b>		<b>Total</b>	<b>Total Males</b>	<b>Total Females</b>	<b>Hispanic or Latino Males</b>	<b>Hispanic or Latino Females</b>	<b>White Males</b>	<b>White Females</b>	<b>Black or African American Males</b>	<b>Black or African American Females</b>	<b>Asian Males</b>	<b>Asian Females</b>	<b>Native Hawaiian or Other Pacific Islander Males</b>	<b>Native Hawaiian or Other Pacific Islander Females</b>	<b>American Indian or Alaska Native Males</b>	<b>American Indian or Alaska Native Females</b>	<b>Two or more races Males</b>	<b>Two or more races Females</b>
<b>Criminal Investigating/1811</b>	<b>#</b>																	
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Occupational CLF/SOC Code</b>	<b>%</b>	100.00	76.35	23.65	8.24	3.01	57.85	15.30	7.45	4.35	1.58	0.52	0.07	0.03	0.80	0.29	0.35	0.16

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (1811): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Criminal Investigating/1811</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	76.35	23.65	8.24	3.01	57.85	15.30	7.45	4.35	1.58	0.52	0.07	0.03	0.80	0.29	0.35	0.16
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (1801LE): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Refuge LE, Land Mgmt LE & Conservation LE/0025LE & 1801LE	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	%	100.00	76.35	23.65	8.24	3.01	57.85	15.30	7.45	4.35	1.58	0.52	0.07	0.03	0.80	0.29	0.35	0.16



**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table A6T (1801LE): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Refuge LE, Land Mgmt LE &amp; Conservation LE/0025LE &amp; 1801LE</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Occupational CLF/SOC Code</b>	%	100.00	76.35	23.65	8.24	3.01	57.85	15.30	7.45	4.35	1.58	0.52	0.07	0.03	0.80	0.29	0.35	0.16
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Fish & Wildlife Service - Servicewide FY2020																		
Table A7 (SES): Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce																		
Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
Professional/Administrative	#	6384	3638	2746	217	173	3091	2200	113	165	78	98	9	13	95	66	35	31.00
	%	100.00	56.99	43.01	3.40	2.71	48.42	34.46	1.77	2.58	1.22	1.54	0.14	0.20	1.49	1.03	0.55	0.49
Total Senior Grades	#	2083	1293	790	69	48	1127	635	33	54	20	29	5	3	32	15	7	6
	%	100.00	62.07	37.93	3.31	2.30	54.10	30.48	1.58	2.59	0.96	1.39	0.24	0.14	1.54	0.72	0.34	0.29
<b>SES or Equivalent:</b>																		
	#	24	14	10	2	1	11	9	1									
	%	100.00	58.33	41.67	8.33	4.17	45.83	37.50	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	#	146	90	56	8	5	75	48	2	3	1		1		3			
	%	100.00	61.64	38.36	5.48	3.42	51.37	32.88	1.37	2.05	0.68	0.00	0.68	0.00	2.05	0.00	0.00	0.00
Internal Applications	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	2	1	1			1	1										
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	1		1				1										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Career Development Program</b>																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table A7 (SeniorOther): Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
Professional/Administrative	#	6384	3638	2746	217	173	3091	2200	113	165	78	98	9	13	95	66	35	31.00
	%	100.00	56.99	43.01	3.40	2.71	48.42	34.46	1.77	2.58	1.22	1.54	0.14	0.20	1.49	1.03	0.55	0.49
Total Senior Grades	#	2083	1293	790	69	48	1127	635	33	54	20	29	5	3	32	15	7	6
	%	100.00	62.07	37.93	3.31	2.30	54.10	30.48	1.58	2.59	0.96	1.39	0.24	0.14	1.54	0.72	0.34	0.29
<b>Senior Other:</b>																		
Senior Other:	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Career Development Program</b>																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table A7 (GS15): Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		<b>Permanent Workforce</b>	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
<b>Professional/Administrative</b>	#	6384	3638	2746	217	173	3091	2200	113	165	78	98	9	13	95	66	35	31.00
	%	100.00	56.99	43.01	3.40	2.71	48.42	34.46	1.77	2.58	1.22	1.54	0.14	0.20	1.49	1.03	0.55	0.49
<b>Total Senior Grades</b>	#	2083	1293	790	69	48	1127	635	33	54	20	29	5	3	32	15	7	6
	%	100.00	62.07	37.93	3.31	2.30	54.10	30.48	1.58	2.59	0.96	1.39	0.24	0.14	1.54	0.72	0.34	0.29
<b>Internal Competitive Promotions</b>																		
<b>GS15 or Equivalent:</b>	#	125	76	49	4	4	65	40	2	4	1		1		3			1
	%	100.00	60.80	39.20	3.20	3.20	52.00	32.00	1.60	3.20	0.80	0.00	0.80	0.00	2.40	0.00	0.00	0.80
<b>Vacancy Announcements</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	535	347	188	13	7	313	155	10	11	2	7	1	1	8	5		2
	%	100.00	64.86	35.14	2.43	1.31	58.50	28.97	1.87	2.06	0.37	1.31	0.19	0.19	1.50	0.93	0.00	0.37
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	8	3	5			3	4										1
	%	100.00	37.50	62.50	0.00	0.00	37.50	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	6	4	2			3	2	1									
	%	100.00	66.67	33.33	0.00	0.00	50.00	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Career Development Program</b>																		
<b>Slots for Career Development Program</b>	#																	
<b>Eligible for Career Development Program</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Applicants for Career Development Program</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Selections for Career Development Program</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table A7 (GS14): Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
Professional/Administrative	#	6384	3638	2746	217	173	3091	2200	113	165	78	98	9	13	95	66	35	31.00
	%	100.00	56.99	43.01	3.40	2.71	48.42	34.46	1.77	2.58	1.22	1.54	0.14	0.20	1.49	1.03	0.55	0.49
Total Senior Grades	#	2083	1293	790	69	48	1127	635	33	54	20	29	5	3	32	15	7	6
	%	100.00	62.07	37.93	3.31	2.30	54.10	30.48	1.58	2.59	0.96	1.39	0.24	0.14	1.54	0.72	0.34	0.29
<b>Internal Competitive Promotions</b>																		
GS14 or Equivalent:	#	546	354	192	15	6	318	157	7	13	4	8	1	1	9	5		2
	%	100.00	64.84	35.16	2.75	1.10	58.24	28.75	1.28	2.38	0.73	1.47	0.18	0.18	1.65	0.92	0.00	0.37
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	#	1368	855	513	46	37	737	401	24	36	18	26	2	1	20	9	8	3
	%	100.00	62.50	37.50	3.36	2.70	53.87	29.31	1.75	2.63	1.32	1.90	0.15	0.07	1.46	0.66	0.58	0.22
Internal Applications	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	40	22	18	1	1	20	15		1	1							1
	%	100.00	55.00	45.00	2.50	2.50	50.00	37.50	0.00	2.50	2.50	0.00	0.00	0.00	0.00	0.00	0.00	2.50
<b>New Hires</b>																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	18	9	9			8	6	1	1		1			1			
	%	100.00	50.00	50.00	0.00	0.00	44.44	33.33	5.56	5.56	0.00	5.56	0.00	0.00	0.00	5.56	0.00	0.00
<b>Career Development Program</b>																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Fish & Wildlife Service - Servicewide FY2020																		
Table A7 (GS13): Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce																		
Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
Professional/Administrative	#	6384	3638	2746	217	173	3091	2200	113	165	78	98	9	13	95	66	35	31.00
	%	100.00	56.99	43.01	3.40	2.71	48.42	34.46	1.77	2.58	1.22	1.54	0.14	0.20	1.49	1.03	0.55	0.49
Total Senior Grades	#	2083	1293	790	69	48	1127	635	33	54	20	29	5	3	32	15	7	6
	%	100.00	62.07	37.93	3.31	2.30	54.10	30.48	1.58	2.59	0.96	1.39	0.24	0.14	1.54	0.72	0.34	0.29
<b>Internal Competitive Promotions</b>																		
GS13 or Equivalent:	#	1388	849	539	48	37	733	429	23	37	15	21	3	2	20	10	7	3
	%	100.00	61.17	38.83	3.46	2.67	52.81	30.91	1.66	2.67	1.08	1.51	0.22	0.14	1.44	0.72	0.50	0.22
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	#	1610	918	692	48	35	787	565	29	46	20	19	1	5	28	17	5	5
	%	100.00	57.02	42.98	2.98	2.17	48.88	35.09	1.80	2.86	1.24	1.18	0.06	0.31	1.74	1.06	0.31	0.31
Internal Applications	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	67	36	31	2	1	32	28	1	1	1			1				
	%	100.00	53.73	46.27	2.99	1.49	47.76	41.79	1.49	1.49	1.49	0.00	0.00	1.49	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	54	27	27	2		24	21		4		1			1			1
	%	100.00	50.00	50.00	3.70	0.00	44.44	38.89	0.00	7.41	0.00	1.85	0.00	0.00	1.85	0.00	0.00	1.85
<b>Career Development Program</b>																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Upward Mobility To Management Positions		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#																
Permanent Workforce	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
Professional/Administrative	#	6199	3548	2651	213	170	3012	2113	111	164	77	96	9	12	94	65	32	31.00
	%	100.00	57.24	42.76	3.44	2.74	48.59	34.09	1.79	2.65	1.24	1.55	0.15	0.19	1.52	1.05	0.52	0.50
Total Management	#	2793	1598	1195	95	94	1325	872	69	128	36	36	6	10	51	41	16	14
	%	100.00	57.21	42.79	3.40	3.37	47.44	31.22	2.47	4.58	1.29	1.29	0.21	0.36	1.83	1.47	0.57	0.50
Executives	#	143	86	57	6	5	73	47	3	4	1		1		2			1
	%	100.00	60.14	39.86	4.20	3.50	51.05	32.87	2.10	2.80	0.70	0.00	0.70	0.00	1.40	0.00	0.00	0.70
ES-00	#	24	14	10	2	1	11	9	1									
	%	100.00	58.33	41.67	8.33	4.17	45.83	37.50	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	119	72	47	4	4	62	38	2	4	1		1		2			1
	%	100.00	60.50	39.50	3.36	3.36	52.10	31.93	1.68	3.36	0.84	0.00	0.84	0.00	1.68	0.00	0.00	0.84
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	#	402	271	131	10	6	252	109	4	6	1	5			4	3		2.00
	%	100.00	67.41	32.59	2.49	1.49	62.69	27.11	1.00	1.49	0.25	1.24	0.00	0.00	1.00	0.75	0.00	0.50
Internal Applications	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	10	4	6			4	5										1
	%	100.00	40.00	60.00	0.00	0.00	40.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00
<b>New Hires</b>																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	6	3	3			3	3										
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Career Development Program</b>																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Upward Mobility To Management Positions		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
Professional/Administrative	#	6199	3548	2651	213	170	3012	2113	111	164	77	96	9	12	94	65	32	31.00
	%	100.00	57.24	42.76	3.44	2.74	48.59	34.09	1.79	2.65	1.24	1.55	0.15	0.19	1.52	1.05	0.52	0.50
Total Management	#	2793	1598	1195	95	94	1325	872	69	128	36	36	6	10	51	41	16	14
	%	100.00	57.21	42.79	3.40	3.37	47.44	31.22	2.47	4.58	1.29	1.29	0.21	0.36	1.83	1.47	0.57	0.50
Managers	#	944	620	324	29	21	546	267	15	14	9	13	3	1	14	7	4	1
	%	100.00	65.68	34.32	3.07	2.22	57.84	28.28	1.59	1.48	0.95	1.38	0.32	0.11	1.48	0.74	0.42	0.11
GS-14	#	449	294	155	14	5	263	130	7	8	3	7	1		6	5		
	%	100.00	65.48	34.52	3.12	1.11	58.57	28.95	1.56	1.78	0.67	1.56	0.22	0.00	1.34	1.11	0.00	0.00
GS-13	#	495	326	169	15	16	283	137	8	6	6	6	2	1	8	2	4	1
	%	100.00	65.86	34.14	3.03	3.23	57.17	27.68	1.62	1.21	1.21	1.21	0.40	0.20	1.62	0.40	0.81	0.20
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	#	2086	1306	780	73	42	1127	650	30	33	29	30	2	4	35	14	10	7.00
	%	100	63	37	3	2	54	31	1	2	1	1	0	0	2	1	0	0.34
Internal Applications	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	69	40	29	2	1	37	26		2	1							
	%	100.00	57.97	42.03	2.90	1.45	53.62	37.68	0.00	2.90	1.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	16	10	6			9	5	1			1						
	%	100.00	62.50	37.50	0.00	0.00	56.25	31.25	6.25	0.00	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00
<b>Career Development Program</b>																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



Fish & Wildlife Service - Servicewide FY2020

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce

Upward Mobility To Management Positions	Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
	<b>Permanent Workforce</b>	# 7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52
	% 100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
<b>Professional/Administrative</b>	# 6199	3548	2651	213	170	3012	2113	111	164	77	96	9	12	94	65	32	31.00
	% 100.00	57.24	42.76	3.44	2.74	48.59	34.09	1.79	2.65	1.24	1.55	0.15	0.19	1.52	1.05	0.52	0.50
<b>Total Management</b>	# 2793	1598	1195	95	94	1325	872	69	128	36	36	6	10	51	41	16	14
	% 100.00	57.21	42.79	3.40	3.37	47.44	31.22	2.47	4.58	1.29	1.29	0.21	0.36	1.83	1.47	0.57	0.50
<b>Supervisors</b>	# 359	255	104	16	5	222	90	6	4	1	1		2	7	2	3	
	% 100.00	71.03	28.97	4.46	1.39	61.84	25.07	1.67	1.11	0.28	0.28	0.00	0.56	1.95	0.56	0.84	0.00
<b>WS-10</b>	# 3	3				3											
	% 100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-09</b>	# 1	1				1											
	% 100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-08</b>	# 1		1				1										
	% 100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WS-04</b>	# 1	1														1	
	% 100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
<b>GS-12</b>	# 283	204	79	14	5	176	68	5	2	1	1		1	6	2	2	
	% 100.00	72.08	27.92	4.95	1.77	62.19	24.03	1.77	0.71	0.35	0.35	0.00	0.35	2.12	0.71	0.71	0.00
<b>GS-11</b>	# 58	39	19	2		36	16	1	2				1				
	% 100.00	67.24	32.76	3.45	0.00	62.07	27.59	1.72	3.45	0.00	0.00	0.00	1.72	0.00	0.00	0.00	0.00
<b>GS-09</b>	# 8	3	5			3	5										
	% 100.00	37.50	62.50	0.00	0.00	37.50	62.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-08</b>	# 4	4				3								1			
	% 100.00	100.00	0.00	0.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
<b>Vacancy Announcements</b>	#																
<b>Relevant Applicant Pool</b>	# 1048	580	468	41	24	481	389	11	13	18	22	3		21	10	5	10.00
	% 100	55	45	4	2	46	37	1	1	2	2	0	0	2	1	0	0.95
<b>Internal Applications</b>	#																
	% 100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																
	% 100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	% 100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	% 100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	# 28	12	16		4	11	10	1	2								
	% 100.00	42.86	57.14	0.00	14.29	39.29	35.71	3.57	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
<b>Vacancy Announcements</b>	#																
<b>Voluntarily Identified Applicants</b>	#																
	% 100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																
	% 100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	% 100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	% 100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	# 9	8	1			6	1							1		1	
	% 100.00	88.89	11.11	0.00	0.00	66.67	11.11	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00	11.11	0.00
<b>Career Development Program</b>																	
<b>Slots for Career Development Program</b>	#																
<b>Eligible for Career Development Program</b>	#																
	% 100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Applicants for Career Development Program</b>	#																
	% 100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Selections for Career Development Program</b>	#																

**Fish & Wildlife Service - Servicewide FY2020**

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Upward Mobility To Management Positions		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Permanent Workforce</b>	#	7630	4500	3130	281	217	3774	2458	142	205	98	110	15	15	138	87	52	38
	%	100.00	58.98	41.02	3.68	2.84	49.46	32.21	1.86	2.69	1.28	1.44	0.20	0.20	1.81	1.14	0.68	0.50
<b>Professional/Administrative</b>	#	6199	3548	2651	213	170	3012	2113	111	164	77	96	9	12	94	65	32	31.00
	%	100.00	57.24	42.76	3.44	2.74	48.59	34.09	1.79	2.65	1.24	1.55	0.15	0.19	1.52	1.05	0.52	0.50
<b>Total Management</b>	#	2793	1598	1195	95	94	1325	872	69	128	36	36	6	10	51	41	16	14
	%	100.00	57.21	42.79	3.40	3.37	47.44	31.22	2.47	4.58	1.29	1.29	0.21	0.36	1.83	1.47	0.57	0.50
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Awards		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Permanent Workforce (9/30/2019)	#	7447	4446	3001	279	195	3732	2373	149	195	96	110	13	16	139	84	38	28
	%	100.00	59.70	40.30	3.75	2.62	50.11	31.87	2.00	2.62	1.29	1.48	0.17	0.21	1.87	1.13	0.51	0.38
Alternative Benchmark	%																	
<b>Time Off Awards</b>																		
Time-Off Awards: 1-10 hours	#	543	296	247	20	15	249	189	9	15	6	17	1	1	9	8	2	2
	%	100.00	54.51	45.49	3.68	2.76	45.86	34.81	1.66	2.76	1.10	3.13	0.18	0.18	1.66	1.47	0.37	0.37
Total Hours	#	4362	2439	1923	166	119	2042	1450	83	134	53	129	9	7	68	72	18	12
Average Hours	#	8.03	8.24	7.79	8.30	7.93	8.20	7.67	9.22	8.93	8.83	7.59	9.00	7.00	7.56	9.00	9.00	6.00
Time-Off Awards: 11-20 hours	#	639	357	282	23	7	296	227	15	21	7	16		1	13	6	3	4
	%	100.00	55.87	44.13	3.60	1.10	46.32	35.52	2.35	3.29	1.10	2.50	0.00	0.16	2.03	0.94	0.47	0.63
Total Hours	#	11119	6195	4924	383	115	5152	3948	260	380	124	283		15	224	111	52	72
Average Hours	#	17.40	17.35	17.46	16.65	16.43	17.41	17.39	17.33	18.10	17.71	17.69	0.00	15.00	17.23	18.50	17.33	18.00
Time-Off Awards: 21-30 hours	#	495	275	220	14	12	239	172	9	11	4	7	1	2	7	12	1	4
	%	100.00	55.56	44.44	2.83	2.42	48.28	34.75	1.82	2.22	0.81	1.41	0.20	0.40	1.41	2.42	0.20	0.81
Total Hours	#	12833	7171	5662	357	305	6255	4451	222	272	100	182	24	48	183	308	30	96
Average Hours	#	25.93	26.08	25.74	25.50	25.42	26.17	25.88	24.67	24.73	25.00	26.00	24.00	24.00	26.14	25.67	30.00	24.00
Time-Off Awards: 31-40 hours	#	1363	735	628	35	38	642	524	17	25	14	15	1	3	21	14	5	9
	%	100.00	53.93	46.07	2.57	2.79	47.10	38.44	1.25	1.83	1.03	1.10	0.07	0.22	1.54	1.03	0.37	0.66
Total Hours	#	50936	27148	23788	1284	1435	23698	19817	664	976	527	594	32	116	751	504	192	346
Average Hours	#	37.37	36.94	37.88	36.69	37.76	36.91	37.82	39.06	39.04	37.64	39.60	32.00	38.67	35.76	36.00	38.40	38.44
Time-Off Awards: 41 or more hours	#	2	2				2											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	105	105				105											
Average Hours	#	52.50	52.50	0.00	0.00	0.00	52.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total TimeOff Awards	#	3042	1665	1377	92	72	1428	1112	50	72	31	55	3	7	50	40	11	19
	%	100.00	54.73	45.27	3.02	2.37	46.94	36.55	1.64	2.37	1.02	1.81	0.10	0.23	1.64	1.31	0.36	0.62
Total Hours	#	79355	43058	36297	2190	1974	37252	29666	1229	1762	804	1188	65	186	1226	995	292	526
Average Hours	#	26.09	25.86	26.36	23.80	27.42	26.09	26.68	24.58	24.47	25.94	21.60	21.67	26.57	24.52	24.88	26.55	27.68

**Fish & Wildlife Service - Servicewide FY2020**

**Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Awards		Total	Total	Total	Hispanic	Hispanic	White	White	Black or	Black or	Asian	Asian	Native	Native	American	American	Two or	Two or
		Males	Females	or Latino	or Latino	Males	Females	Males	Females	African	African	Males	Females	Hawaiian or	Hawaiian or	Indian or	Indian or	more races
					Males	Females			Males	Females			Other Pacific	Other Pacific	Alaska	Alaska	Males	Females
Permanent Workforce (9/30/2019)	#	7447	4446	3001	279	195	3732	2373	149	195	96	110	13	16	139	84	38	28
	%	100.00	59.70	40.30	3.75	2.62	50.11	31.87	2.00	2.62	1.29	1.48	0.17	0.21	1.87	1.13	0.51	0.38
Alternative Benchmark	%																	
<b>Cash Awards</b>																		
Cash Awards: \$500 and Under	#	1226	720	506	35	28	614	410	17	20	17	22	2	2	28	18	7	6
	%	100.00	58.73	41.27	2.85	2.28	50.08	33.44	1.39	1.63	1.39	1.79	0.16	0.16	2.28	1.47	0.57	0.49
Total Amount	\$	504318	296852	207466	14354	10245	252303	168272	6611	8794	7600	8815	1000	1000	11484	7498	3500	2842
Average Amount	\$	411.35	412.29	410.01	410.11	365.89	410.92	410.42	388.88	439.70	447.06	400.68	500.00	500.00	410.14	416.56	500.00	473.67
Cash Awards: \$501 - \$999	#	1243	730	513	32	28	616	433	26	19	11	12	5	3	27	13	13	5
	%	100.00	58.73	41.27	2.57	2.25	49.56	34.84	2.09	1.53	0.88	0.97	0.40	0.24	2.17	1.05	1.05	0.40
Total Amount	\$	933293	544871	388422	24406	20911	459930	328894	18397	13923	7624	9470	3333	1800	20890	9663	10291	3761
Average Amount	\$	750.84	746.40	757.16	762.69	746.82	746.64	759.57	707.58	732.79	693.09	789.17	666.60	600.00	773.70	743.31	791.62	752.20
Cash Awards: \$1000 - \$1999	#	3251	1995	1256	128	72	1707	1045	59	49	36	46	2	6	49	26	14	12
	%	100.00	61.37	38.63	3.94	2.21	52.51	32.14	1.81	1.51	1.11	1.41	0.06	0.18	1.51	0.80	0.43	0.37
Total Amount	\$	4346737	2663002	1683735	176605	98861	2267502	1400418	81613	66840	47744	59320	2909	9324	66720	35169	19909	13803
Average Amount	\$	1337.05	1334.84	1340.55	1379.73	1373.07	1328.36	1340.11	1383.27	1364.08	1326.22	1289.57	1454.50	1554.00	1361.63	1352.65	1422.07	1150.25
Cash Awards: \$2000 - \$2999	#	1457	796	661	55	52	670	517	18	44	22	24	1	2	24	20	6	2
	%	100.00	54.63	45.37	3.77	3.57	45.98	35.48	1.24	3.02	1.51	1.65	0.07	0.14	1.65	1.37	0.41	0.14
Total Amount	\$	3365457	1828722	1536735	123958	120227	1538410	1199280	42777	105355	52679	56224	2297	4000	55092	46833	13509	4816
Average Amount	\$	2309.85	2297.39	2324.86	2253.78	2312.06	2296.13	2319.69	2376.50	2394.43	2394.50	2342.67	2297.00	2000.00	2295.50	2341.65	2251.50	2408.00
Cash Awards: \$3000 - \$3999	#	477	264	213	19	15	218	156	10	21	4	11	1	3	11	6	1	1
	%	100.00	55.35	44.65	3.98	3.14	45.70	32.70	2.10	4.40	0.84	2.31	0.21	0.63	2.31	1.26	0.21	0.21
Total Amount	\$	1567846	871168	696678	60990	48422	721601	511478	33747	69929	13912	36093	3890	9233	34028	18523	3000	3000
Average Amount	\$	3286.89	3299.88	3270.79	3210.00	3228.13	3310.10	3278.71	3374.70	3329.95	3478.00	3281.18	3890.00	3077.67	3093.45	3087.17	3000.00	3000.00
Cash Awards: \$4000 - \$4999	#	163	80	83	1	8	74	60	2	11	2	2			1	1		1
	%	100.00	49.08	50.92	0.61	4.91	45.40	36.81	1.23	6.75	1.23	1.23	0.00	0.00	0.61	0.61	0.00	0.61
Total Amount	\$	718894	355044	363850	4800	34777	328057	263106	9272	48457	8752	8281			4163	4587		4642
Average Amount	\$	4410.39	4438.05	4383.73	4800.00	4347.13	4433.20	4385.10	4636.00	4405.18	4376.00	4140.50	0.00	0.00	4163.00	4587.00	0.00	4642.00
Cash Awards: \$5000 or more	#	213	110	103	11	8	93	82	4	8	1	5			1			
	%	100.00	51.64	48.36	5.16	3.76	43.66	38.50	1.88	3.76	0.47	2.35	0.00	0.00	0.47	0.00	0.00	0.00
Total Amount	\$	1775240	961987	813253	102686	70663	816889	667323	29994	45641	7418	29626			5000			
Average Amount	\$	8334.46	8745.34	7895.66	9335.09	8832.88	8783.75	8138.09	7498.50	5705.13	7418.00	5925.20	0.00	0.00	5000.00	0.00	0.00	0.00
<b>Other Awards</b>																		
Quality Step Increases (QSI)	#	423	217	206	11	17	183	163	12	16	5	7			3	3	3	
	%	100.00	51.30	48.70	2.60	4.02	43.26	38.53	2.84	3.78	1.18	1.65	0.00	0.00	0.71	0.71	0.71	0.00
Total Benefit	\$	1192333	623779	568554	28880	47817	529971	457276	33054	39227	12995	18196			11301	6038	7578	
Average Benefit	\$	2818.75	2874.56	2759.97	2625.45	2812.76	2896.02	2805.37	2754.50	2451.69	2599.00	2599.43	0.00	0.00	3767.00	2012.67	2526.00	0.00
Performance Based Pay Increase	#	18	11	7	2	1	8	6	1									
	%	100.00	61.11	38.89	11.11	5.56	44.44	33.33	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit	\$	95682	58504	37178	11479	5000	43689	32178	3336									
Average Benefit	\$	5315.67	5318.55	5311.14	5739.50	5000.00	5461.13	5363.00	3336.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Monetary Awards	#	8471	4923	3548	294	229	4183	2872	149	188	98	129	11	16	144	87	44	27
	%	100.00	58.12	41.88	3.47	2.70	49.38	33.90	1.76	2.22	1.16	1.52	0.13	0.19	1.70	1.03	0.52	0.32

**Fish & Wildlife Service - Servicewide FY2020**

**Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Awards		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Permanent Workforce (9/30/2019)</b>	#	7447	4446	3001	279	195	3732	2373	149	195	96	110	13	16	139	84	38	28
	%	100.00	59.70	40.30	3.75	2.62	50.11	31.87	2.00	2.62	1.29	1.48	0.17	0.21	1.87	1.13	0.51	0.38
<b>Alternative Benchmark</b>	%																	
<b>Total Value</b>	\$	14499800	8203929	6295871	548158	456923	6958352	5028225	258801	398166	158724	226025	13429	25357	208678	128311	57787	32864
<b>Average Value</b>	\$	1711.70	1666.45	1774.48	1864.48	1995.30	1663.48	1750.77	1736.92	2117.90	1619.63	1752.13	1220.82	1584.81	1449.15	1474.84	1313.34	1217.19

**Fish & Wildlife Service - Servicewide FY2020**

**Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)**

Employment Tenure		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>TOTAL WORKFORCE</b>																		
Prior FY	#	8279	7016	387	876	188	2	9	39	12	8	8	29	17	1	61		2
	%	100.00	84.74	4.67	10.58	2.27	0.02	0.11	0.47	0.14	0.10	0.10	0.35	0.21	0.01	0.74	0.00	0.02
Current FY	#	8485	7099	492	894	194	2	11	39	12	8	6	27	17	1	69		2
	%	100.00	83.67	5.80	10.54	2.29	0.02	0.13	0.46	0.14	0.09	0.07	0.32	0.20	0.01	0.81	0.00	0.02
<b>501 Goal</b>	%				12.00%	2.00%												
Difference	#	206	83	105	18	6	0	2	0	0	0	-2	-2	0	0	8	0	0
Ratio Change	%	0.00	-1.08	1.12	-0.04	0.02	0.00	0.02	-0.01	0.00	0.00	-0.03	-0.03	0.00	0.00	0.08	0.00	0.00
Net Change	%	2.49	1.18	27.13	2.05	3.19	0.00	22.22	0.00	0.00	0.00	-25.00	-6.90	0.00	0.00	13.11	0.00	0.00
<b>EMPLOYEE GAINS</b>																		
New Hires	#	1246	924	180	142	39	1	5	9	1			2	4		17		
	%	100.00	74.16	14.45	11.40	3.13	0.08	0.40	0.72	0.08	0.00	0.00	0.16	0.32	0.00	1.36	0.00	0.00
<b>EMPLOYEE LOSSES</b>																		
Reduction in Force	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	38	26	4	8	2							1			1		
	%	100.00	68.42	10.53	21.05	5.26	0.00	0.00	0.00	0.00	0.00	0.00	2.63	0.00	0.00	2.63	0.00	0.00
Resignation	#	191	161	14	16	5	1		1							3		
	%	100.00	84.29	7.33	8.38	2.62	0.52	0.00	0.52	0.00	0.00	0.00	0.00	0.00	0.00	1.57	0.00	0.00
Retirement	#	259	215	15	29	5			1			1	1	1		1		
	%	100.00	83.01	5.79	11.20	1.93	0.00	0.00	0.39	0.00	0.00	0.39	0.39	0.39	0.00	0.39	0.00	0.00
Other Separations	#	437	355	29	53	16		3	6			1	2	2		2		
	%	100.00	81.24	6.64	12.13	3.66	0.00	0.69	1.37	0.00	0.00	0.23	0.46	0.46	0.00	0.46	0.00	0.00
Total Separations	#	925	757	62	106	28	1	3	8	0	0	2	4	3	0	7	0	0
	%	100.00	81.84	6.70	11.46	3.03	0.11	0.32	0.86	0.00	0.00	0.22	0.43	0.32	0.00	0.76	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**  
**Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)**

Employment Tenure		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>PERMANENT WORKFORCE</b>																		
<b>Prior FY</b>	#	7447	6332	326	789	163	2	8	33	11	8	8	27	13	1	51		1
	%	100.00	85.03	4.38	10.59	2.19	0.03	0.11	0.44	0.15	0.11	0.11	0.36	0.17	0.01	0.68	0.00	0.01
<b>Current FY</b>	#	7630	6405	407	818	174	1	10	34	12	8	6	25	14	1	62		1
	%	100.00	83.94	5.33	10.72	2.28	0.01	0.13	0.45	0.16	0.10	0.08	0.33	0.18	0.01	0.81	0.00	0.01
<b>Difference</b>	#	183	73	81	29	11	-1	2	1	1	0	-2	-2	1	0	11	0	0
<b>Ratio Change</b>	%	0.00	-1.08	0.96	0.13	0.09	-0.01	0.02	0.00	0.01	0.00	-0.03	-0.03	0.01	0.00	0.13	0.00	0.00
<b>Net Change</b>	%	2.46	1.15	24.85	3.68	6.75	-50.00	25.00	3.03	9.09	0.00	-25.00	-7.41	7.69	0.00	21.57	0.00	0.00
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	#	693	481	113	99	28		3	5	1				3		16		
	%	100.00	69.41	16.31	14.29	4.04	0.00	0.43	0.72	0.14	0.00	0.00	0.00	0.43	0.00	2.31	0.00	0.00
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Removal</b>	#	24	16	2	6	2							1			1		
	%	100.00	66.67	8.33	25.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	4.17	0.00	0.00	4.17	0.00	0.00
<b>Resignation</b>	#	75	58	6	11	3	1									2		
	%	100.00	77.33	8.00	14.67	4.00	1.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.67	0.00	0.00
<b>Retirement</b>	#	256	213	14	29	5			1			1	1	1		1		
	%	100.00	83.20	5.47	11.33	1.95	0.00	0.00	0.39	0.00	0.00	0.39	0.39	0.39	0.00	0.39	0.00	0.00
<b>Other Separations</b>	#	143	113	8	22	7		1	3			1		1		1		
	%	100.00	79.02	5.59	15.38	4.90	0.00	0.70	2.10	0.00	0.00	0.70	0.00	0.70	0.00	0.70	0.00	0.00
<b>Total Separations</b>	#	498	400	30	68	17	1	1	4	0	0	2	2	2	0	5	0	0
	%	100.00	80.32	6.02	13.65	3.41	0.20	0.20	0.80	0.00	0.00	0.40	0.40	0.40	0.00	1.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**  
**Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)**

<b>Employment Tenure</b>	<b>Total</b>	<b>No Disability (05)</b>	<b>Not Identified (01)</b>	<b>Disability (02-03, 06 99)</b>	<b>Persons With Targeted Disability</b>	<b>Developmental Disability (2)</b>	<b>Traumatic Brain Injury (3)</b>	<b>Deaf or Serious Difficulty Hearing (19)</b>	<b>Blind or Serious Difficulty Seeing (20)</b>	<b>Missing Extremities (31)</b>	<b>Significant Mobility Impairment (40)</b>	<b>Partial or Complete Paralysis (60)</b>	<b>Epilepsy or Other Seizure Disorders (82)</b>	<b>Intellectual Disability (90)</b>	<b>Significant Psychiatric Disorder (91)</b>	<b>Dwarfism (92)</b>	<b>Significant Disfigurement (93)</b>	
<b>TEMPORARY WORKFORCE</b>																		
<b>Prior FY</b>	<b>#</b>	832	684	61	87	25		1	6	1			2	4		10	1	
	<b>%</b>	100.00	82.21	7.33	10.46	3.00	0.00	0.12	0.72	0.12	0.00	0.00	0.24	0.48	0.00	1.20	0.00	0.12
<b>Current FY</b>	<b>#</b>	855	694	85	76	20	1	1	5				2	3		7	1	
	<b>%</b>	100.00	81.17	9.94	8.89	2.34	0.12	0.12	0.58	0.00	0.00	0.00	0.23	0.35	0.00	0.82	0.00	0.12
<b>Difference</b>	<b>#</b>	23	10	24	-11	-5	1	0	-1	-1	0	0	0	-1	0	-3	0	0
<b>Ratio Change</b>	<b>%</b>	0.00	-1.04	2.61	-1.57	-0.67	0.12	0.00	-0.14	-0.12	0.00	0.00	-0.01	-0.13	0.00	-0.38	0.00	0.00
<b>Net Change</b>	<b>%</b>	2.76	1.46	39.34	-12.64	-20.00	0.00	0.00	-16.67	-100.00	0.00	0.00	0.00	-25.00	0.00	-30.00	0.00	0.00
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	<b>#</b>	553	443	67	43	11	1	2	4				2	1		1		
	<b>%</b>	100.00	80.11	12.12	7.78	1.99	0.18	0.36	0.72	0.00	0.00	0.00	0.36	0.18	0.00	0.18	0.00	0.00
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	<b>#</b>																	
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Removal</b>	<b>#</b>	14	10	2	2													
	<b>%</b>	100.00	71.43	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Resignation</b>	<b>#</b>	116	103	8	5	2		1							1			
	<b>%</b>	100.00	88.79	6.90	4.31	1.72	0.00	0.00	0.86	0.00	0.00	0.00	0.00	0.00	0.86	0.00	0.00	
<b>Retirement</b>	<b>#</b>	3	2	1														
	<b>%</b>	100.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Other Separations</b>	<b>#</b>	294	242	21	31	9		2	3			2	1		1			
	<b>%</b>	100.00	82.31	7.14	10.54	3.06	0.00	0.68	1.02	0.00	0.00	0.68	0.34	0.00	0.34	0.00	0.00	
<b>Total Separations</b>	<b>#</b>	427	357	32	38	11	0	2	4	0	0	2	1	0	2	0	0	
	<b>%</b>	100.00	83.61	7.49	8.90	2.58	0.00	0.47	0.94	0.00	0.00	0.47	0.23	0.00	0.47	0.00	0.00	



**Fish & Wildlife Service - Servicewide FY2020**  
**Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)**

Employment Tenure	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE</b>																		
Prior FY	#	30		4	26	10			1	2			2		5			
	%	100.00	0.00	13.33	86.67	33.33	0.00	0.00	3.33	6.67	0.00	0.00	0.00	6.67	0.00	16.67	0.00	0.00
Current FY	#	54		7	47	16		2	4	3			3		4			
	%	100.00	0.00	12.96	87.04	29.63	0.00	3.70	7.41	5.56	0.00	0.00	0.00	5.56	0.00	7.41	0.00	0.00
Difference	#	24	0	3	21	6	0	2	3	1	0	0	0	1	0	-1	0	0
Ratio Change	%	0.00	0.00	-0.37	0.37	-3.70	0.00	3.70	4.07	-1.11	0.00	0.00	0.00	-1.11	0.00	-9.26	0.00	0.00
Net Change	%	80.00	0.00	75.00	80.77	60.00	0.00	0.00	300.00	50.00	0.00	0.00	0.00	50.00	0.00	-20.00	0.00	0.00
<b>EMPLOYEE GAINS</b>																		
New Hires	#	28		5	23	7		2	1	1			2		1			
	%	100.00	0.00	17.86	82.14	25.00	0.00	7.14	3.57	3.57	0.00	0.00	0.00	7.14	0.00	3.57	0.00	0.00
<b>EMPLOYEE LOSSES</b>																		
Convert to Career	#	8		2	6	3							1		2			
	%	100.00	0.00	25.00	75.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	25.00	0.00	0.00
Total Separations	#	1			1													
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

**Fish & Wildlife Service - Servicewide FY2020**

**Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)**

Employment Tenure	Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>TOTAL WORKFORCE</b>																			
Prior FY	#	8279	7403	7016	387	876	188	2	9	39	12	8	8	29	17	1	61		2
	%	100.00	89.42	84.74	4.67	10.58	2.27	0.02	0.11	0.47	0.14	0.10	0.10	0.35	0.21	0.01	0.74	0.00	0.02
Current FY	#	8485	7591	7099	492	894	194	2	11	39	12	8	6	27	17	1	69		2
	%	100.00	89.46	83.67	5.80	10.54	2.29	0.02	0.13	0.46	0.14	0.09	0.07	0.32	0.20	0.01	0.81	0.00	0.02
<b>501 Goal</b>	%					12.00%	2.00%												
Difference	#	206	188	83	105	18	6	0	2	0	0	0	-2	-2	0	0	8	0	0
Ratio Change	%	0.00	0.04	-1.08	1.12	-0.04	0.02	0.00	0.02	-0.01	0.00	0.00	-0.03	-0.03	0.00	0.00	0.08	0.00	0.00
Net Change	%	2.49	2.54	1.18	27.13	2.05	3.19	0.00	22.22	0.00	0.00	0.00	-25.00	-6.90	0.00	0.00	13.11	0.00	0.00
<b>EMPLOYEE GAINS (Current FY Inclusion Rate)</b>																			
New Hires	#	1246	1104	924	180	142	39	1	5	9	1			2	4		17		
	%	14.68	14.54	13.02	36.59	15.88	20.10	50.00	45.45	23.08	8.33	0.00	0.00	7.41	23.53	0.00	24.64	0.00	0.00
<b>EMPLOYEE LOSSES (Prior FY Inclusion Rate)</b>																			
Reduction in Force	#		0																
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	38	30	26	4	8	2							1			1		
	%	0.46	0.41	0.37	1.03	0.91	1.06	0.00	0.00	0.00	0.00	0.00	0.00	3.45	0.00	0.00	1.64	0.00	0.00
Resignation	#	191	175	161	14	16	5	1		1							3		
	%	2.31	2.36	2.29	3.62	1.83	2.66	50.00	0.00	2.56	0.00	0.00	0.00	0.00	0.00	0.00	4.92	0.00	0.00
Retirement	#	259	230	215	15	29	5			1			1	1	1		1		
	%	3.13	3.11	3.06	3.88	3.31	2.66	0.00	0.00	2.56	0.00	0.00	12.50	3.45	5.88	0.00	1.64	0.00	0.00
Other Separations	#	437	384	355	29	53	16		3	6			1	2	2		2		
	%	5.28	5.19	5.06	7.49	6.05	8.51	0.00	33.33	15.38	0.00	0.00	12.50	6.90	11.76	0.00	3.28	0.00	0.00
Total Separations	#	925	819	757	62	106	28	1	3	8	0	0	2	4	3	0	7	0	0
	%	11.17	11.06	10.79	16.02	12.10	14.89	50.00	33.33	20.51	0.00	0.00	25.00	13.79	17.65	0.00	11.48	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)**

Employment Tenure	Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>PERMANENT WORKFORCE</b>																			
Prior FY	#	7447	6658	6332	326	789	163	2	8	33	11	8	8	27	13	1	51	1	
	%	100.00	89.41	85.03	4.38	10.59	2.19	0.03	0.11	0.44	0.15	0.11	0.11	0.36	0.17	0.01	0.68	0.00	0.01
Current FY	#	7630	6812	6405	407	818	174	1	10	34	12	8	6	25	14	1	62	1	
	%	100.00	89.28	83.94	5.33	10.72	2.28	0.01	0.13	0.45	0.16	0.10	0.08	0.33	0.18	0.01	0.81	0.00	0.01
Difference	#	183	154	73	81	29	11	-1	2	1	1	0	-2	-2	1	0	11	0	0
Ratio Change	%	0.00	-0.13	-1.08	0.96	0.13	0.09	-0.01	0.02	0.00	0.01	0.00	-0.03	-0.03	0.01	0.00	0.13	0.00	0.00
Net Change	%	2.46	2.31	1.15	24.85	3.68	6.75	-50.00	25.00	3.03	9.09	0.00	-25.00	-7.41	7.69	0.00	21.57	0.00	0.00
<b>EMPLOYEE GAINS (Current FY Inclusion Rate)</b>																			
New Hires	#	693	594	481	113	99	28		3	5	1			3		16			
	%	9.08	8.72	7.51	27.76	12.10	16.09	0.00	30.00	14.71	8.33	0.00	0.00	0.00	21.43	0.00	25.81	0.00	0.00
<b>EMPLOYEE LOSSES (Prior FY Inclusion Rate)</b>																			
Reduction in Force	#		0																
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Removal	#	24	18	16	2	6	2						1			1			
	%	0.32	0.27	0.25	0.61	0.76	1.23	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	0.00	1.96	0.00	0.00
Resignation	#	75	64	58	6	11	3	1									2		
	%	1.01	0.96	0.92	1.84	1.39	1.84	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.92	0.00	0.00
Retirement	#	256	227	213	14	29	5			1			1	1	1		1		
	%	3.44	3.41	3.36	4.29	3.68	3.07	0.00	0.00	3.03	0.00	0.00	12.50	3.70	7.69	0.00	1.96	0.00	0.00
Other Separations	#	143	121	113	8	22	7		1	3			1		1		1		
	%	1.92	1.82	1.78	2.45	2.79	4.29	0.00	12.50	9.09	0.00	0.00	12.50	0.00	7.69	0.00	1.96	0.00	0.00
Total Separations	#	498	430	400	30	68	17	1	1	4	0	0	2	2	2	0	5	0	0
	%	6.69	6.46	6.32	9.20	8.62	10.43	50.00	12.50	12.12	0.00	0.00	25.00	7.41	15.38	0.00	9.80	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)**

Employment Tenure	Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Prior FY	#	832	745	684	61	87	25		1	6	1		2	4		10		1
	%	100.00	89.54	82.21	7.33	10.46	3.00	0.00	0.12	0.72	0.12	0.00	0.00	0.24	0.48	0.00	1.20	0.00
Current FY	#	855	779	694	85	76	20	1	1	5			2	3		7		1
	%	100.00	91.11	81.17	9.94	8.89	2.34	0.12	0.12	0.58	0.00	0.00	0.23	0.35	0.00	0.82	0.00	0.12
Difference	#	23	34	10	24	-11	-5	1	0	-1	-1	0	0	-1	0	-3	0	0
Ratio Change	%	0.00	1.57	-1.04	2.61	-1.57	-0.67	0.12	0.00	-0.14	-0.12	0.00	0.00	-0.01	-0.13	0.00	-0.38	0.00
Net Change	%	2.76	4.56	1.46	39.34	-12.64	-20.00	0.00	0.00	-16.67	-100.00	0.00	0.00	0.00	-25.00	0.00	-30.00	0.00
<b>EMPLOYEE GAINS (Current FY Inclusion Rate)</b>																		
New Hires	#	553	510	443	67	43	11	1	2	4			2	1		1		
	%	64.68	65.47	63.83	78.82	56.58	55.00	100.00	200.00	80.00	0.00	0.00	0.00	100.00	33.33	0.00	14.29	0.00
<b>EMPLOYEE LOSSES (Prior FY Inclusion Rate)</b>																		
Reduction in Force	#		0															
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	14	12	10	2	2												
	%	1.68	1.61	1.46	3.28	2.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	116	111	103	8	5	2			1						1		
	%	13.94	14.90	15.06	13.11	5.75	8.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	10.00	0.00	0.00
Retirement	#	3	3	2	1													
	%	0.36	0.40	0.29	1.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Separations	#	294	263	242	21	31	9		2	3			2	1		1		
	%	35.34	35.30	35.38	34.43	35.63	36.00	0.00	200.00	50.00	0.00	0.00	100.00	25.00	0.00	10.00	0.00	0.00
Total Separations	#	427	389	357	32	38	11	0	2	4	0	0	2	1	0	2	0	0
	%	51.32	52.21	52.19	52.46	43.68	44.00	0.00	200.00	66.67	0.00	0.00	100.00	25.00	0.00	20.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)**

Employment Tenure	Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
																			<b>SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE</b>
Prior FY	#	30	4		4	26	10			1	2			2		5			
	%	100.00	13.33	0.00	13.33	86.67	33.33	0.00	0.00	3.33	6.67	0.00	0.00	0.00	6.67	0.00	16.67	0.00	0.00
Current FY	#	54	7		7	47	16		2	4	3			3		4			
	%	100.00	12.96	0.00	12.96	87.04	29.63	0.00	3.70	7.41	5.56	0.00	0.00	0.00	5.56	0.00	7.41	0.00	0.00
Difference	#	24	3	0	3	21	6	0	2	3	1	0	0	0	1	0	-1	0	0
Ratio Change	%	0.00	-0.37	0.00	-0.37	0.37	-3.70	0.00	3.70	4.07	-1.11	0.00	0.00	0.00	-1.11	0.00	-9.26	0.00	0.00
Net Change	%	80.00	75.00	0.00	75.00	80.77	60.00	0.00	0.00	300.00	50.00	0.00	0.00	0.00	50.00	0.00	-20.00	0.00	0.00
<b>EMPLOYEE GAINS (Current FY Inclusion Rate)</b>																			
New Hires	#	28	5		5	23	7		2	1	1			2		1			
	%	51.85	71.43	0.00	71.43	48.94	43.75	0.00	100.00	25.00	33.33	0.00	0.00	0.00	66.67	0.00	25.00	0.00	0.00
<b>EMPLOYEE LOSSES (Prior FY Inclusion Rate)</b>																			
Convert to Career	#	8	2		2	6	3							1		2			
	%	26.67	50.00	0.00	50.00	23.08	30.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	40.00	0.00	0.00
Separations	#	1	0			1													
	%	3.33	0.00	0.00	0.00	3.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate)**

Organizational Component	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>			12.00%	2.00%												
<b>Permanent Workforce</b>	#	7630	6405	407	818	174	1	10	34	12	8	6	25	14	1	62	1
	%	100.00	83.94	5.33	10.72	2.28	0.01	0.13	0.45	0.16	0.10	0.08	0.33	0.18	0.01	0.81	0.00
<b>Region 1 (Hadley, MA)</b>	#	582	497	28	57	15		1	7		1		4	2			
	%	100.00	85.40	4.81	9.79	2.58	0.00	0.17	1.20	0.00	0.17	0.00	0.69	0.34	0.00	0.00	0.00
<b>Regions 2 &amp; 4 (Atlanta, GA)</b>	#	1025	887	54	84	16			3	1	1	1	4	1		5	
	%	100.00	86.54	5.27	8.20	1.56	0.00	0.00	0.29	0.10	0.10	0.10	0.39	0.10	0.00	0.49	0.00
<b>Region 3 (Bloomington, MN)</b>	#	810	695	47	68	16		2	2		2		3			7	
	%	100.00	85.80	5.80	8.40	1.98	0.00	0.25	0.25	0.00	0.25	0.00	0.37	0.00	0.00	0.86	0.00
<b>Regions 5 &amp; 7 (Lakewood, CO)</b>	#	736	649	30	57	11			3	1			2	2	1	2	
	%	100.00	88.18	4.08	7.74	1.49	0.00	0.00	0.41	0.14	0.00	0.00	0.27	0.27	0.14	0.27	0.00
<b>Regions 6 &amp; 8 (Albuquerque, NM)</b>	#	718	600	30	88	15		2	2	2				1		7	1
	%	100.00	83.57	4.18	12.26	2.09	0.00	0.28	0.28	0.28	0.00	0.00	0.00	0.14	0.00	0.97	0.00
<b>Regions 9 &amp; 12 (Portland, OR)</b>	#	831	698	46	87	13	1	2	1	1		1	1	2		4	
	%	100.00	84.00	5.54	10.47	1.56	0.12	0.24	0.12	0.12	0.00	0.12	0.12	0.24	0.00	0.48	0.00
<b>Region 10 (Sacramento, CA)</b>	#	770	664	35	71	11			1		1		2	1		6	
	%	100.00	86.23	4.55	9.22	1.43	0.00	0.00	0.13	0.00	0.13	0.00	0.26	0.13	0.00	0.78	0.00
<b>Region 11 (Anchorage, AK)</b>	#	404	333	28	43	13			5	1		1	1	1		4	
	%	100.00	82.43	6.93	10.64	3.22	0.00	0.00	1.24	0.25	0.00	0.25	0.25	0.25	0.00	0.99	0.00
<b>Headquarters</b>	#	1754	1382	109	263	64		3	10	6	3	3	8	4		27	
	%	100.00	78.79	6.21	14.99	3.65	0.00	0.17	0.57	0.34	0.17	0.17	0.46	0.23	0.00	1.54	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B3: OCCUPATIONAL CATEGORIES - Distribution by Disability (Participation Rate) - Permanent Workforce**

Occupational Categories	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>			<b>12.00%</b>	<b>2.00%</b>												
<b>1. Management</b>																	
<b>Executives</b>	#	143	131	3	9												
	%	100.00	91.61	2.10	6.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Managers</b>	#	944	856	31	57	16	1	6	2			2	2		2		1
	%	100.00	90.68	3.28	6.04	1.69	0.00	0.11	0.64	0.21	0.00	0.21	0.21	0.00	0.21	0.00	0.11
<b>Supervisors</b>	#	359	324	9	26	3		1	1	1							
	%	100.00	90.25	2.51	7.24	0.84	0.00	0.00	0.28	0.28	0.28	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Management</b>	#	1446	1311	43	92	19	0	7	3	1	0	2	2	0	2	0	1
	%	100.00	90.66	2.97	6.36	1.31	0.00	0.48	0.21	0.07	0.00	0.14	0.14	0.00	0.14	0.00	0.07
<b>2. Professionals</b>	#	3122	2714	134	274	52		3	14	3	2	4	4		19		
	%	100.00	86.93	4.29	8.78	1.67	0.00	0.10	0.45	0.10	0.06	0.13	0.13	0.00	0.61	0.00	0.00
<b>3. Technicians</b>	#	350	299	26	25	1									1		
	%	100.00	85.43	7.43	7.14	0.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.29	0.00	0.00
<b>4. Sales Workers</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>5. Administrative Support Workers</b>	#	478	291	51	136	47	1	3	8	1	1	8	3	1	20		
	%	100.00	60.88	10.67	28.45	9.83	0.21	0.63	1.67	0.21	0.21	1.67	0.63	0.21	4.18	0.00	0.00
<b>6. Craft Workers</b>	#	459	378	30	51	5		1	1			1			2		
	%	100.00	82.35	6.54	11.11	1.09	0.00	0.00	0.22	0.22	0.00	0.22	0.00	0.00	0.44	0.00	0.00
<b>7. Operatives</b>	#	9	7	1	1												
	%	100.00	77.78	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>8. Laborers and Helpers</b>	#	46	35	7	4	1									1		
	%	100.00	76.09	15.22	8.70	2.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.17	0.00	0.00
<b>9. Service Workers</b>	#	368	324	18	26	6			1	1		4					
	%	100.00	88.04	4.89	7.07	1.63	0.00	0.00	0.27	0.27	0.00	1.09	0.00	0.00	0.00	0.00	0.00
<b>Unknown</b>	#	5	4		1												
	%	100.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B4GSP: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate) - Permanent Workforce**

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				<b>12.00%</b>	<b>2.00%</b>												
GS-01	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	4	1		3													
	%	100.00	25.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	4	1	1	2	2									1	1		
	%	100.00	25.00	25.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	25.00	0.00	0.00
GS-04	#	18	8	2	8	5		1	1	1			1	1				
	%	100.00	44.44	11.11	44.44	27.78	0.00	5.56	5.56	5.56	0.00	0.00	5.56	5.56	0.00	0.00	0.00	0.00
GS-05	#	189	128	25	36	13		1					3	1		8		
	%	100.00	67.72	13.23	19.05	6.88	0.00	0.53	0.00	0.00	0.00	0.00	1.59	0.53	0.00	4.23	0.00	0.00
GS-06	#	188	131	16	41	12	1	1	5							5		
	%	100.00	69.68	8.51	21.81	6.38	0.53	0.53	2.66	0.00	0.00	0.00	0.00	0.00	0.00	2.66	0.00	0.00
GS-07	#	491	356	57	78	16			2	1		1	3	1		8		
	%	100.00	72.51	11.61	15.89	3.26	0.00	0.00	0.41	0.20	0.00	0.20	0.61	0.20	0.00	1.63	0.00	0.00
GS-08	#	106	88	4	14	4					1					3		
	%	100.00	83.02	3.77	13.21	3.77	0.00	0.00	0.00	0.00	0.94	0.00	0.00	0.00	0.00	2.83	0.00	0.00
GS-09	#	863	680	71	112	22		3	2		1	1	4	3		8		
	%	100.00	78.79	8.23	12.98	2.55	0.00	0.35	0.23	0.00	0.12	0.12	0.46	0.35	0.00	0.93	0.00	0.00
GS-10	#	9	8		1													
	%	100.00	88.89	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	1499	1276	63	160	35		1	7	1	3	2	4	4		13		
	%	100.00	85.12	4.20	10.67	2.33	0.00	0.07	0.47	0.07	0.20	0.13	0.27	0.27	0.00	0.87	0.00	0.00
GS-12	#	1634	1413	63	158	31		1	8	5	3	2	3	1		8		
	%	100.00	86.47	3.86	9.67	1.90	0.00	0.06	0.49	0.31	0.18	0.12	0.18	0.06	0.00	0.49	0.00	0.00
GS-13	#	1388	1240	48	100	16		2	7				3	1		3		
	%	100.00	89.34	3.46	7.20	1.15	0.00	0.14	0.50	0.00	0.00	0.00	0.22	0.07	0.00	0.22	0.00	0.00
GS-14	#	546	495	15	36	12			1	3			3	2		2		1
	%	100.00	90.66	2.75	6.59	2.20	0.00	0.00	0.18	0.55	0.00	0.00	0.55	0.37	0.00	0.37	0.00	0.18
GS-15	#	125	114	3	8													
	%	100.00	91.20	2.40	6.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS)	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees	#	24	23		1													
	%	100.00	95.83	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B4GSP: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate) - Permanent Workforce**

GS/GM/GL GRADES	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%			12.00%	2.00%													
SES	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Other Senior Pay	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total Senior Pay	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-1 to GS-10	#	1872	1401	176	295	74	1	6	10	2	2	2	11	6	1	33	0	0
	%	100.00	74.84	9.40	15.76	3.95	0.05	0.32	0.53	0.11	0.11	0.11	0.59	0.32	0.05	1.76	0.00	0.00
GS-11 to SES	#	5192	4538	192	462	94	0	4	23	9	6	4	13	8	0	26	0	1
	%	100.00	87.40	3.70	8.90	1.81	0.00	0.08	0.44	0.17	0.12	0.08	0.25	0.15	0.00	0.50	0.00	0.02

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B4GST: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate) - Temporary Workforce**

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				12.00%	2.00%												
GS-01	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	1	1															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	58	44	10	4													
	%	100.00	75.86	17.24	6.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	104	85	11	8	1										1		
	%	100.00	81.73	10.58	7.69	0.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.96	0.00	0.00
GS-05	#	287	236	20	31	6	1		2					1		2		
	%	100.00	82.23	6.97	10.80	2.09	0.35	0.00	0.70	0.00	0.00	0.00	0.00	0.35	0.00	0.70	0.00	0.00
GS-06	#	30	28	1	1													
	%	100.00	93.33	3.33	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	117	96	10	11	6							1	1		3		1
	%	100.00	82.05	8.55	9.40	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.85	0.85	0.00	2.56	0.00	0.85
GS-08	#	3	3															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	93	77	9	7	3			1					1		1		
	%	100.00	82.80	9.68	7.53	3.23	0.00	0.00	1.08	0.00	0.00	0.00	0.00	1.08	0.00	1.08	0.00	0.00
GS-10	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	40	34	4	2													
	%	100.00	85.00	10.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12	#	12	9	1	2	1			1									
	%	100.00	75.00	8.33	16.67	8.33	0.00	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13	#	3	2		1													
	%	100.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	1		1														
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	2	2															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS)	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees	#	1	1															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B4GST: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate) - Temporary Workforce**

GS/GM/GL GRADES	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%			12.00%	2.00%												
SES	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-1 to GS-10	#	693	570	61	62	16	1	0	3	0	0	1	3	0	7	0	1
	%	100.00	82.25	8.80	8.95	2.31	0.14	0.00	0.43	0.00	0.00	0.14	0.43	0.00	1.01	0.00	0.14
GS-11 to SES	#	58	47	6	5	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	81.03	10.34	8.62	1.72	0.00	0.00	1.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B4WGP: WAGE GRADE (WG) GRADES - Distribution by Disability (Participation Rate) - Permanent Workforce**

WG GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				<b>12.00%</b>	<b>2.00%</b>												
WG-01	#	11	10	1														
	%	100.00	90.91	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02	#	6	4		2													
	%	100.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03	#	5	2	1	2	1										1		
	%	100.00	40.00	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00
WG-04	#	3	2	1														
	%	100.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05	#	27	22	2	3	1										1		
	%	100.00	81.48	7.41	11.11	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	0.00
WG-06	#	21	15	2	4													
	%	100.00	71.43	9.52	19.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07	#	41	34	2	5	1										1		
	%	100.00	82.93	4.88	12.20	2.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.44	0.00	0.00
WG-08	#	200	154	15	31	2				1			1					
	%	100.00	77.00	7.50	15.50	1.00	0.00	0.00	0.00	0.50	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.00
WG-09	#	86	75	8	3	1			1									
	%	100.00	87.21	9.30	3.49	1.16	0.00	0.00	1.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-10	#	118	106	5	7													
	%	100.00	89.83	4.24	5.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11	#	4	3		1													
	%	100.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-12	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified WG)	#	5	4		1													
	%	100.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Employees	#	527	431	37	59	6	0	0	1	1	0	0	1	0	0	3	0	0
	%	100.00	81.78	7.02	11.20	1.14	0.00	0.00	0.19	0.19	0.00	0.00	0.19	0.00	0.00	0.57	0.00	0.00
WG-1 to WG-11	#	522	427	37	58	6	0	0	1	1	0	0	1	0	0	3	0	0
	%	100.00	81.80	7.09	11.11	1.15	0.00	0.00	0.19	0.19	0.00	0.00	0.19	0.00	0.00	0.57	0.00	0.00
WG-12 to WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B4WGT: WAGE GRADE (WG) GRADES - Distribution by Disability (Participation Rate) - Temporary Workforce**

WG GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				<b>12.00%</b>	<b>2.00%</b>												
<b>WG-01</b>	#	5	2		3	1							1					
	%	100.00	40.00	0.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00
<b>WG-02</b>	#	3	3															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-03</b>	#	11	8	1	2	1		1										
	%	100.00	72.73	9.09	18.18	9.09	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-04</b>	#	4	2	2														
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-05</b>	#	41	31	9	1													
	%	100.00	75.61	21.95	2.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-06</b>	#	11	8	3														
	%	100.00	72.73	27.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-07</b>	#	7	5	1	1													
	%	100.00	71.43	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-08</b>	#	17	14	1	2	1			1									
	%	100.00	82.35	5.88	11.76	5.88	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-09</b>	#	1	1															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-10</b>	#	3	2	1														
	%	100.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-11</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-12</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-13</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-14</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>WG-15</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>All other (unspecified WG)</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total WG Employees</b>	#	103	76	18	9	3	0	1	1	0	0	0	1	0	0	0	0	0
	%	100.00	73.79	17.48	8.74	2.91	0.00	0.97	0.97	0.00	0.00	0.00	0.97	0.00	0.00	0.00	0.00	0.00
<b>WG-1 to WG-11</b>	#	103	76	18	9	3	0	1	1	0	0	0	1	0	0	0	0	0
	%	100.00	73.79	17.48	8.74	2.91	0.00	0.97	0.97	0.00	0.00	0.00	0.97	0.00	0.00	0.00	0.00	0.00
<b>WG-12 to WG-15</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B4WLP: WAGE LEADER (WL) GRADES - Distribution by Disability (Participation Rate) - Permanent Workforce**

WL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				<b>12.00%</b>	<b>2.00%</b>												
WL-01	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-02	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-03	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-04	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-05	#	2	1	1														
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-06	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-07	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-08	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-09	#	3	3															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-10	#	4	3	1														
	%	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-11	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-12	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-13	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-14	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-15	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified Wage Leader)	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WL Employees	#	9	7	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	77.78	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-01 to WL-09	#	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-10 to WL-15	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Fish & Wildlife Service - Servicewide as of September 30, 2020

Table B4WLT: WAGE LEADER (WL) GRADES - Distribution by Disability (Participation Rate) - Temporary Workforce

WL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				12.00%	2.00%												
WL-01	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-02	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-03	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-04	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-05	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-06	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-07	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-08	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-09	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-10	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-11	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-12	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-13	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-14	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-15	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified Wage Leader)	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WL Employees	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-01 to WL-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-10 to WL-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B4WSP: WAGE SUPERVISOR (WS) GRADES - Distribution by Disability (Participation Rate) - Permanent Workforce**

WS GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				12.00%	2.00%												
WS-01	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-02	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-03	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-04	#	1	1															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-05	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-06	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-07	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-08	#	1	1															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-09	#	1			1													
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-10	#	3	3															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-11	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-12	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-13	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-14	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-15	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified Wage)	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WS Employees	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	83.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-01 to WS-06	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-07 to WS-15	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B4WST: WAGE SUPERVISOR (WS) GRADES - Distribution by Disability (Participation Rate) - Temporary Workforce**

WS GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				12.00%	2.00%												
WS-01	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-02	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-03	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-04	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-05	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-06	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-07	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-08	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-09	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-10	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-11	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-12	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-13	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-14	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-15	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified Wage)	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WS Employees	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-01 to WS-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-07 to WS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**  
**Table B5P: SALARY - Distribution by Disability (Participation Rate) - Permanent Workforce**

Salary Range	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>			12.00%	2.00%												
<b>Up to \$20,000</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$20,001-\$30,000</b>	#	4	1		3												
	%	100.00	25.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$30,001-\$40,000</b>	#	188	128	27	33	15		1	2	1			1	1	9		
	%	100.00	68.09	14.36	17.55	7.98	0.00	0.53	1.06	0.53	0.00	0.00	0.53	0.53	4.79	0.00	0.00
<b>\$40,001-\$50,000</b>	#	528	370	63	95	25	1	2	4	1		5	2		10		
	%	100.00	70.08	11.93	17.99	4.73	0.19	0.38	0.76	0.19	0.00	0.95	0.38	0.00	1.89	0.00	0.00
<b>\$50,001-\$60,000</b>	#	858	657	87	114	25		3	2	1	1	2	1		14		
	%	100.00	76.57	10.14	13.29	2.91	0.00	0.35	0.23	0.12	0.12	0.23	0.12	0.00	1.63	0.00	0.00
<b>\$60,001-\$70,000</b>	#	897	739	47	111	19		1	2		1	3	4	1	7		
	%	100.00	82.39	5.24	12.37	2.12	0.00	0.11	0.22	0.00	0.11	0.33	0.45	0.11	0.78	0.00	0.00
<b>\$70,001-\$80,000</b>	#	964	820	38	106	25			6	1	2		5	4	7		
	%	100.00	85.06	3.94	11.00	2.59	0.00	0.00	0.62	0.10	0.21	0.00	0.52	0.41	0.73	0.00	0.00
<b>\$80,001-\$90,000</b>	#	906	764	44	98	18			4	4	3		2	1	4		
	%	100.00	84.33	4.86	10.82	1.99	0.00	0.00	0.44	0.44	0.33	0.00	0.22	0.11	0.44	0.00	0.00
<b>\$90,001-\$100,000</b>	#	833	731	26	76	12			3		1		1	1	6		
	%	100.00	87.76	3.12	9.12	1.44	0.00	0.00	0.36	0.00	0.12	0.00	0.12	0.12	0.72	0.00	0.00
<b>\$100,001-\$110,000</b>	#	751	679	24	48	9		2	3	1		2			1		
	%	100.00	90.41	3.20	6.39	1.20	0.00	0.27	0.40	0.13	0.00	0.27	0.00	0.00	0.13	0.00	0.00
<b>\$110,001-\$120,000</b>	#	651	579	21	51	10		1	5			1	1		2		
	%	100.00	88.94	3.23	7.83	1.54	0.00	0.15	0.77	0.00	0.00	0.15	0.15	0.00	0.31	0.00	0.00
<b>\$120,001-\$130,000</b>	#	379	326	16	37	4			2			2					
	%	100.00	86.02	4.22	9.76	1.06	0.00	0.00	0.53	0.00	0.00	0.53	0.00	0.00	0.00	0.00	0.00
<b>\$130,001-\$140,000</b>	#	290	265	5	20	4			1	1		1			1		
	%	100.00	91.38	1.72	6.90	1.38	0.00	0.00	0.34	0.34	0.00	0.34	0.00	0.00	0.34	0.00	0.00
<b>\$140,001-\$150,000</b>	#	173	158	4	11	4						2	1		1		
	%	100.00	91.33	2.31	6.36	2.31	0.00	0.00	0.00	0.00	0.00	1.16	0.58	0.00	0.58	0.00	0.00
<b>\$150,001-\$160,000</b>	#	95	86	3	6	3				2							1
	%	100.00	90.53	3.16	6.32	3.16	0.00	0.00	0.00	2.11	0.00	0.00	0.00	0.00	0.00	0.00	1.05
<b>\$161,001-\$170,000</b>	#	37	36		1												
	%	100.00	97.30	0.00	2.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>\$170,001-\$180,000</b>	#	58	49	2	7	1							1				
	%	100.00	84.48	3.45	12.07	1.72	0.00	0.00	0.00	0.00	0.00	0.00	1.72	0.00	0.00	0.00	0.00
<b>\$180,001 and Greater</b>	#	18	17		1												
	%	100.00	94.44	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**  
**Table B5T: SALARY - Distribution by Disability (Participation Rate) - Temporary Workforce**

Salary Range	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>				12.00%	2.00%												
Up to \$20,000	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000	#	51	38	10	3												
	%	100.00	74.51	19.61	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000	#	401	324	35	42	7	1		2			1	1		2		
	%	100.00	80.80	8.73	10.47	1.75	0.25	0.00	0.50	0.00	0.00	0.25	0.25	0.00	0.50	0.00	0.00
\$40,001-\$50,000	#	209	169	22	18	8		1	1				1		4		1
	%	100.00	80.86	10.53	8.61	3.83	0.00	0.48	0.48	0.00	0.00	0.00	0.48	0.00	1.91	0.00	0.48
\$50,001-\$60,000	#	102	87	9	6	3			1			1			1		
	%	100.00	85.29	8.82	5.88	2.94	0.00	0.00	0.98	0.00	0.00	0.98	0.00	0.00	0.98	0.00	0.00
\$60,001-\$70,000	#	46	38	4	4	1							1				
	%	100.00	82.61	8.70	8.70	2.17	0.00	0.00	0.00	0.00	0.00	0.00	2.17	0.00	0.00	0.00	0.00
\$70,001-\$80,000	#	24	23	1													
	%	100.00	95.83	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000	#	9	7	1	1												
	%	100.00	77.78	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000	#	5	2	2	1	1			1								
	%	100.00	40.00	40.00	20.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000	#	4	2	1	1												
	%	100.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$161,001-\$170,000	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000	#	2	2														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6P (0401): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)			
																		%		
<b>501 Goal</b>	<b>%</b>														<b>12.00%</b>	<b>2.00%</b>				
<b>Gen Natural Resources Mgmt &amp; Bio Sciences/0401</b>	<b>#</b>	1701	1507	63	131	20		2	5		1	1	3			8				
	<b>%</b>	100.00	88.59	3.70	7.70	1.18	0.00	0.12	0.29	0.00	0.06	0.06	0.18	0.00	0.00	0.47	0.00	0.00		
<b>GS-15</b>	<b>#</b>	6	6																	
	<b>%</b>	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>GS-14</b>	<b>#</b>	66	62	1	3															
	<b>%</b>	100.00	93.94	1.52	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>GS-13</b>	<b>#</b>	392	352	10	30	4			2			2								
	<b>%</b>	100.00	89.80	2.55	7.65	1.02	0.00	0.00	0.51	0.00	0.00	0.51	0.00	0.00	0.00	0.00	0.00	0.00		
<b>GS-12</b>	<b>#</b>	583	521	17	45	3			1		1					1				
	<b>%</b>	100.00	89.37	2.92	7.72	0.51	0.00	0.00	0.17	0.00	0.17	0.00	0.00	0.00	0.00	0.17	0.00	0.00		
<b>GS-11</b>	<b>#</b>	502	446	21	35	10		1	2			1	1			5				
	<b>%</b>	100.00	88.84	4.18	6.97	1.99	0.00	0.20	0.40	0.00	0.00	0.20	0.20	0.00	0.00	1.00	0.00	0.00		
<b>GS-09</b>	<b>#</b>	118	96	10	12	3		1								2				
	<b>%</b>	100.00	81.36	8.47	10.17	2.54	0.00	0.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.69	0.00	0.00		
<b>GS-07</b>	<b>#</b>	32	22	4	6															
	<b>%</b>	100.00	68.75	12.50	18.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>GS-05</b>	<b>#</b>	2	2																	
	<b>%</b>	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>Internal Competitive Promotions</b>																				
<b>Vacancy Announcements</b>	<b>#</b>																			
<b>Relevant Applicant Pool</b>	<b>#</b>	1619	1441	52	126	18		2	4		1	1	3			7				
	<b>%</b>	100.00	89.01	3.21	7.78	1.11	0.00	0.12	0.25	0.00	0.06	0.06	0.19	0.00	0.00	0.43	0.00	0.00		
<b>Internal Applications</b>	<b>#</b>																			
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>Qualified Internal Applicants</b>	<b>#</b>																			
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>Referred Applicants</b>	<b>#</b>																			
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>Interviewed Applicants</b>	<b>#</b>																			
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>Internal Selections</b>	<b>#</b>	98	91	2	5															
	<b>%</b>	100.00	92.86	2.04	5.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>New Hires</b>																				
<b>Vacancy Announcements</b>	<b>#</b>																			
<b>Voluntarily Identified</b>	<b>#</b>																			
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>Qualified External Applicants</b>	<b>#</b>																			
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>Referred Applicants</b>	<b>#</b>																			
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>Interviewed Applicants</b>	<b>#</b>																			
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>External Selections</b>	<b>#</b>	161	135	16	10	2			1							1				
	<b>%</b>	100.00	83.85	9.94	6.21	1.24	0.00	0.00	0.62	0.00	0.00	0.00	0.00	0.00	0.00	0.62	0.00	0.00		

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6P (0404): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				<b>12.00%</b>	<b>2.00%</b>											
<b>Biological Science Technician/0404</b>	<b>#</b>	165	137	13	15	1									1		
	<b>%</b>	100.00	83.03	7.88	9.09	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.61	0.00	0.00
<b>GS-09</b>	<b>#</b>	1	1														
	<b>%</b>	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-08</b>	<b>#</b>	11	11														
	<b>%</b>	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-07</b>	<b>#</b>	68	56	6	6												
	<b>%</b>	100.00	82.35	8.82	8.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-06</b>	<b>#</b>	48	40	3	5												
	<b>%</b>	100.00	83.33	6.25	10.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-05</b>	<b>#</b>	36	29	3	4	1									1		
	<b>%</b>	100.00	80.56	8.33	11.11	2.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.78	0.00	0.00
<b>GS-04</b>	<b>#</b>	1		1													
	<b>%</b>	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
<b>Vacancy Announcements</b>	<b>#</b>																
<b>Relevant Applicant Pool</b>	<b>#</b>	150	128	5	17	3		1	1						1		
	<b>%</b>	100.00	85.33	3.33	11.33	2.00	0.00	0.67	0.67	0.00	0.00	0.00	0.00	0.00	0.67	0.00	0.00
<b>Internal Applications</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	<b>#</b>	5	4	1													
	<b>%</b>	100.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
<b>Vacancy Announcements</b>	<b>#</b>																
<b>Voluntarily Identified</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	<b>#</b>	39	27	9	3												
	<b>%</b>	100.00	69.23	23.08	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6P (0480): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>			<b>12.00%</b>	<b>2.00%</b>												
<b>Fish and Wildlife Administration/0480</b>	<b>#</b>	239	221	4	14	2		1				1					
	<b>%</b>	100.00	92.47	1.67	5.86	0.84	0.00	0.42	0.00	0.00	0.00	0.42	0.00	0.00	0.00	0.00	0.00
<b>ES-00</b>	<b>#</b>	16	15		1												
	<b>%</b>	100.00	93.75	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-15</b>	<b>#</b>	61	57	1	3												
	<b>%</b>	100.00	93.44	1.64	4.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-14</b>	<b>#</b>	156	143	3	10	2		1				1					
	<b>%</b>	100.00	91.67	1.92	6.41	1.28	0.00	0.64	0.00	0.00	0.00	0.64	0.00	0.00	0.00	0.00	0.00
<b>GS-13</b>	<b>#</b>	6	6														
	<b>%</b>	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
<b>Vacancy Announcements</b>	<b>#</b>																
<b>Relevant Applicant Pool</b>	<b>#</b>	236	221	3	12	1						1					
	<b>%</b>	100.00	93.64	1.27	5.08	0.42	0.00	0.00	0.00	0.00	0.00	0.42	0.00	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	<b>#</b>	24	22	1	1												
	<b>%</b>	100.00	91.67	4.17	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
<b>Vacancy Announcements</b>	<b>#</b>																
<b>Voluntarily Identified</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	<b>#</b>	4	4														
	<b>%</b>	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6P (0482): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%			12.00%	2.00%													
<b>Fish Biology/0482</b>	#	558	507	21	30	4		1							3			
	%	100.00	90.86	3.76	5.38	0.72	0.00	0.18	0.00	0.00	0.00	0.00	0.00	0.00	0.54	0.00	0.00	
<b>GS-14</b>	#	27	25	2														
	%	100.00	92.59	7.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>GS-13</b>	#	115	109	2	4													
	%	100.00	94.78	1.74	3.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>GS-12</b>	#	121	110	5	6	2		1							1			
	%	100.00	90.91	4.13	4.96	1.65	0.00	0.83	0.00	0.00	0.00	0.00	0.00	0.00	0.83	0.00	0.00	
<b>GS-11</b>	#	174	160	6	8													
	%	100.00	91.95	3.45	4.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>GS-09</b>	#	99	88	3	8													
	%	100.00	88.89	3.03	8.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>GS-07</b>	#	21	14	3	4	2									2			
	%	100.00	66.67	14.29	19.05	9.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.52	0.00	0.00	
<b>GS-05</b>	#	1	1															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	559	510	22	27	3		1							2			
	%	100.00	91.23	3.94	4.83	0.54	0.00	0.18	0.00	0.00	0.00	0.00	0.00	0.00	0.36	0.00	0.00	
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Internal Selections</b>	#	12	11	1														
	%	100.00	91.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>External Selections</b>	#	24	21	1	2													
	%	100.00	87.50	4.17	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6P (0485): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	<b>%</b>			12.00%	2.00%													
<b>Wildlife Refuge Management/0485</b>	#	526	472	23	31	7	1	2	1	1			1				1	
	%	100.00	89.73	4.37	5.89	1.33	0.00	0.19	0.38	0.19	0.19	0.00	0.00	0.19	0.00	0.00	0.00	0.19
<b>GS-15</b>	#	2	2															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>GS-14</b>	#	72	64	3	5	1											1	
	%	100.00	88.89	4.17	6.94	1.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.39
<b>GS-13</b>	#	159	148	5	6	2	1	1										
	%	100.00	93.08	3.14	3.77	1.26	0.00	0.63	0.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-12</b>	#	159	144	3	12	2			1	1								
	%	100.00	90.57	1.89	7.55	1.26	0.00	0.00	0.00	0.63	0.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-11</b>	#	68	62	2	4	1		1										
	%	100.00	91.18	2.94	5.88	1.47	0.00	0.00	1.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-09</b>	#	49	39	6	4	1							1					
	%	100.00	79.59	12.24	8.16	2.04	0.00	0.00	0.00	0.00	0.00	0.00	2.04	0.00	0.00	0.00	0.00	0.00
<b>GS-07</b>	#	14	11	3														
	%	100.00	78.57	21.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-05</b>	#	3	2	1														
	%	100.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
<b>Relevant Applicant Pool</b>	#	537	485	17	35	8	1	3	1	1			1				1	
	%	100.00	90.32	3.17	6.52	1.49	0.00	0.19	0.56	0.19	0.19	0.00	0.00	0.19	0.00	0.00	0.00	0.19
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	48	42	3	3	2		1		1								
	%	100.00	87.50	6.25	6.25	4.17	0.00	0.00	2.08	0.00	2.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
Vacancy Announcements	#																	
<b>Voluntarily Identified</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	14	9	5														
	%	100.00	64.29	35.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



Fish & Wildlife Service - Servicewide as of September 30, 2020

Table B6P (0486): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%			12.00%	2.00%												
<b>Wildlife Biology/0486</b>	#	456	401	16	39	7		3	1	1					2		
	%	100.00	87.94	3.51	8.55	1.54	0.00	0.66	0.22	0.22	0.00	0.00	0.00	0.00	0.44	0.00	0.00
<b>GS-15</b>	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-14</b>	#	12	10		2	1			1								
	%	100.00	83.33	0.00	16.67	8.33	0.00	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-13</b>	#	104	95	1	8												
	%	100.00	91.35	0.96	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-12</b>	#	130	115	3	12	2		1		1							
	%	100.00	88.46	2.31	9.23	1.54	0.00	0.77	0.00	0.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-11</b>	#	151	132	7	12	1		1									
	%	100.00	87.42	4.64	7.95	0.66	0.00	0.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-09</b>	#	44	36	4	4	3		1							2		
	%	100.00	81.82	9.09	9.09	6.82	0.00	2.27	0.00	0.00	0.00	0.00	0.00	0.00	4.55	0.00	0.00
<b>GS-07</b>	#	13	11	1	1												
	%	100.00	84.62	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-05</b>	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
Vacancy Announcements	#																
<b>Relevant Applicant Pool</b>	#	480	430	12	38	7		3	1	1					2		
	%	100.00	89.58	2.50	7.92	1.46	0.00	0.63	0.21	0.21	0.00	0.00	0.00	0.00	0.42	0.00	0.00
<b>Internal Applications</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	3	3														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
Vacancy Announcements	#																
<b>Voluntarily Identified</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	21	17	3	1												
	%	100.00	80.95	14.29	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6P (1811): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
																		%
<b>501 Goal</b>	%					12.00%	2.00%											
Criminal Investigating/1811	#	211	197	10	4													
	%	100.00	93.36	4.74	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ES-00	#	1	1															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	8	8															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	45	43	1	1													
	%	100.00	95.56	2.22	2.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13	#	138	131	6	1													
	%	100.00	94.93	4.35	0.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12	#	2	2															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	14	10	2	2													
	%	100.00	71.43	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-09	#	3	2	1														
	%	100.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	#	218	203	10	5													
	%	100.00	93.12	4.59	2.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	4	4															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
Vacancy Announcements	#																	
Voluntarily Identified	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	5	4	1														
	%	100.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6P (1801LE): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	<b>%</b>			<b>12.00%</b>	<b>2.00%</b>													
Refuge LE, Land Mgmt LE & Conservation LE/0025LE & 1801LE	#	249	212	15	22	5	1								4			
	%	100.00	85.14	6.02	8.84	2.01	0.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.61	0.00	0.00	
GS-15	#	1	1															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-14	#	10	10															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-13	#	5	5															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-12	#	35	35															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-11	#	63	58	1	4	1									1			
	%	100.00	92.06	1.59	6.35	1.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.59	0.00	0.00	
GL-09	#	121	96	10	15	2	1								1			
	%	100.00	79.34	8.26	12.40	1.65	0.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.83	0.00	0.00	
GL-07	#	12	6	3	3	2									2			
	%	100.00	50.00	25.00	25.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00	
GL-05	#	2	1	1														
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	#	245	210	13	22	5	1	1							3			
	%	100.00	85.71	5.31	8.98	2.04	0.41	0.41	0.00	0.00	0.00	0.00	0.00	0.00	1.22	0.00	0.00	
Internal Applications	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Qualified Internal Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Internal Selections	#	5	5															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>New Hires</b>																		
Vacancy Announcements	#																	
Voluntarily Identified	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Qualified External Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
External Selections	#	12	7	4	1	1									1			
	%	100.00	58.33	33.33	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.33	0.00	0.00	

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6T (0401): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>			<b>12.00%</b>	<b>2.00%</b>												
<b>Gen Natural Resources Mgmt &amp; Bio Sciences/0401</b>	<b>#</b>	48	41	4	3	1									1		
	<b>%</b>	100.00	85.42	8.33	6.25	2.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.08	0.00	0.00
<b>GS-12</b>	<b>#</b>	7	6	1													
	<b>%</b>	100.00	85.71	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-11</b>	<b>#</b>	17	13	3	1												
	<b>%</b>	100.00	76.47	17.65	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-09</b>	<b>#</b>	24	22		2	1									1		
	<b>%</b>	100.00	91.67	0.00	8.33	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.17	0.00	0.00
<b>Internal Competitive Promotions</b>																	
<b>Vacancy Announcements</b>	<b>#</b>																
<b>Relevant Applicant Pool</b>	<b>#</b>	65	54	4	7	2			1						1		
	<b>%</b>	100.00	83.08	6.15	10.77	3.08	0.00	0.00	1.54	0.00	0.00	0.00	0.00	0.00	1.54	0.00	0.00
<b>Internal Applications</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	<b>#</b>	2	1	1													
	<b>%</b>	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
<b>Vacancy Announcements</b>	<b>#</b>																
<b>Voluntarily Identified</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	<b>#</b>	11	10	1													
	<b>%</b>	100.00	90.91	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6T (0404): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>			<b>12.00%</b>	<b>2.00%</b>												
<b>Biological Science Technician/0404</b>	<b>#</b>	380	317	30	33	10		2				1	2		4		1
	<b>%</b>	100.00	83.42	7.89	8.68	2.63	0.00	0.53	0.00	0.00	0.00	0.26	0.53	0.00	1.05	0.00	0.26
<b>GS-08</b>	<b>#</b>	3	3														
	<b>%</b>	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-07</b>	<b>#</b>	100	83	8	9	5						1	1		2		1
	<b>%</b>	100.00	83.00	8.00	9.00	5.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	0.00	2.00	0.00	1.00
<b>GS-06</b>	<b>#</b>	25	23	1	1												
	<b>%</b>	100.00	92.00	4.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-05</b>	<b>#</b>	219	183	15	21	4		2					1		1		
	<b>%</b>	100.00	83.56	6.85	9.59	1.83	0.00	0.91	0.00	0.00	0.00	0.00	0.46	0.00	0.46	0.00	0.00
<b>GS-04</b>	<b>#</b>	29	21	6	2	1									1		
	<b>%</b>	100.00	72.41	20.69	6.90	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.45	0.00	0.00
<b>GS-03</b>	<b>#</b>	3	3														
	<b>%</b>	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-02</b>	<b>#</b>	1	1														
	<b>%</b>	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
<b>Vacancy Announcements</b>	<b>#</b>																
<b>Relevant Applicant Pool</b>	<b>#</b>	344	293	23	28	8		2					2		3		1
	<b>%</b>	100.00	85.17	6.69	8.14	2.33	0.00	0.58	0.00	0.00	0.00	0.00	0.58	0.00	0.87	0.00	0.29
<b>Internal Applications</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	<b>#</b>	24	22	1	1												
	<b>%</b>	100.00	91.67	4.17	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
<b>Vacancy Announcements</b>	<b>#</b>																
<b>Voluntarily Identified</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	<b>#</b>																
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	<b>#</b>	243	203	21	19	5		2				1	1		1		
	<b>%</b>	100.00	83.54	8.64	7.82	2.06	0.00	0.82	0.00	0.00	0.00	0.41	0.41	0.00	0.41	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6T (0480): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>			<b>12.00%</b>	<b>2.00%</b>												
Fish and Wildlife Administration/0480	#	2	2														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
Vacancy Announcements	#																
Relevant Applicant Pool	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
Vacancy Announcements	#																
Voluntarily Identified	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6T (0482): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%			12.00%	2.00%												
Fish Biology/0482	#	54	43	5	6	2		1					1				
	%	100.00	79.63	9.26	11.11	3.70	0.00	1.85	0.00	0.00	0.00	0.00	1.85	0.00	0.00	0.00	0.00
GS-12	#	1			1												
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	10	8	1	1												
	%	100.00	80.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	40	32	4	4	2		1					1				
	%	100.00	80.00	10.00	10.00	5.00	0.00	2.50	0.00	0.00	0.00	0.00	2.50	0.00	0.00	0.00	0.00
GS-07	#	3	3														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
Vacancy Announcements	#																
Relevant Applicant Pool	#	44	38	1	5	1							1				
	%	100.00	86.36	2.27	11.36	2.27	0.00	0.00	0.00	0.00	0.00	0.00	2.27	0.00	0.00	0.00	0.00
Internal Applications	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	8	7	1													
	%	100.00	87.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
Vacancy Announcements	#																
Voluntarily Identified	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	14	8	4	2	1		1									
	%	100.00	57.14	28.57	14.29	7.14	0.00	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6T (0485): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>			<b>12.00%</b>	<b>2.00%</b>												
Wildlife Refuge Management/0485	#	9	8	1													
	%	100.00	88.89	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	8	7	1													
	%	100.00	87.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
Vacancy Announcements	#																
Relevant Applicant Pool	#	5	5														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
Vacancy Announcements	#																
Voluntarily Identified	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	5	3	2													
	%	100.00	60.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6T (0486): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>			<b>12.00%</b>	<b>2.00%</b>												
<b>Wildlife Biology/0486</b>	#	9	7	1	1												
	%	100.00	77.78	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-13</b>	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-11</b>	#	3	3														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-09</b>	#	4	3	1													
	%	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-05</b>	#	1			1												
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
<b>Vacancy Announcements</b>	#																
<b>Relevant Applicant Pool</b>	#	16	11	3	2												
	%	100.00	68.75	18.75	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
<b>Vacancy Announcements</b>	#																
<b>Voluntarily Identified</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Fish & Wildlife Service - Servicewide as of September 30, 2020

Table B6T (1811): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%			12.00%	2.00%												
<b>Criminal Investigating/1811</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
<b>Vacancy Announcements</b>	#																
<b>Relevant Applicant Pool</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
<b>Vacancy Announcements</b>	#																
<b>Voluntarily Identified</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide as of September 30, 2020**

**Table B6T (1801LE): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%			12.00%	2.00%												
Refuge LE, Land Mgmt LE & Conservation LE/0025LE & 1801LE	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
Vacancy Announcements	#																
Relevant Applicant Pool	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
Vacancy Announcements	#																
Voluntarily Identified	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table B7 (SES): SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%				12.00%	2.00%													
<b>Total Senior Grades</b>	#	2083	1872	66	145	28	0	2	8	3	0	0	6	3	0	5	0	1	
	%	100.00	89.87	3.17	6.96	1.34	0.00	0.10	0.38	0.14	0.00	0.00	0.29	0.14	0.00	0.24	0.00	0.05	
<b>Internal Competitive Promotions</b>																			
<b>Vacancy Announcements</b>	#																		
<b>Relevant Applicant Pool</b>	#	146	133	4	9														
	%	100.00	91.10	2.74	6.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	2	2																
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																			
<b>Vacancy Announcements</b>	#																		
<b>Voluntarily Identified</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	1	1																
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Career Development Program</b>																			
<b>Slots for Career Development Program</b>	#																		
<b>Eligible for Career Development Program</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Applicants for Career Development Program</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table B7 (SES): SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%				12.00%	2.00%												
<b>Total Senior Grades</b>	#	2083	1872	66	145	28	0	2	8	3	0	0	6	3	0	5	0	1
	%	100.00	89.87	3.17	6.96	1.34	0.00	0.10	0.38	0.14	0.00	0.00	0.29	0.14	0.00	0.24	0.00	0.05
<b>Selections for Career Development Program</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table B7 (SeniorOther): SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%				12.00%	2.00%													
<b>Total Senior Grades</b>	#	2083	1872	66	145	28	0	2	8	3	0	0	6	3	0	5	0	1	
	%	100.00	89.87	3.17	6.96	1.34	0.00	0.10	0.38	0.14	0.00	0.00	0.29	0.14	0.00	0.24	0.00	0.05	
<b>Senior Other:</b>																			
	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																			
<b>Vacancy Announcements</b>	#																		
<b>Relevant Applicant Pool</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																			
<b>Vacancy Announcements</b>	#																		
<b>Voluntarily Identified</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Career Development Program</b>																			
<b>Slots for Career Development Program</b>	#																		
<b>Eligible for Career Development Program</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Applicants for Career Development Program</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table B7 (SeniorOther): SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%				12.00%	2.00%												
<b>Total Senior Grades</b>	#	2083	1872	66	145	28	0	2	8	3	0	0	6	3	0	5	0	1
	%	100.00	89.87	3.17	6.96	1.34	0.00	0.10	0.38	0.14	0.00	0.00	0.29	0.14	0.00	0.24	0.00	0.05
<b>Selections for Career Development Program</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table B7 (GS15): SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%				12.00%	2.00%												
<b>Total Senior Grades</b>	#	2083	1872	66	145	28	0	2	8	3	0	0	6	3	0	5	0	1
	%	100.00	89.87	3.17	6.96	1.34	0.00	0.10	0.38	0.14	0.00	0.00	0.29	0.14	0.00	0.24	0.00	0.05
<b>GS15 or Equivalent:</b>	#	125	114	3	8													
	%	100.00	91.20	2.40	6.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	535	486	14	35	10				3			3	2		1		1
	%	100.00	90.84	2.62	6.54	1.87	0.00	0.00	0.00	0.56	0.00	0.00	0.56	0.37	0.00	0.19	0.00	0.19
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	8	8															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	6	5		1													
	%	100.00	83.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Career Development Program</b>																		
<b>Slots for Career Development Program</b>	#																	
<b>Eligible for Career Development Program</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Applicants for Career Development Program</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



**Fish & Wildlife Service - Servicewide FY2020**

**Table B7 (GS15): SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%				12.00%	2.00%												
<b>Total Senior Grades</b>	#	2083	1872	66	145	28	0	2	8	3	0	0	6	3	0	5	0	1
	%	100.00	89.87	3.17	6.96	1.34	0.00	0.10	0.38	0.14	0.00	0.00	0.29	0.14	0.00	0.24	0.00	0.05
<b>Selections for Career Development Program</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table B7 (GS14): SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%				12.00%	2.00%													
<b>Total Senior Grades</b>	#	2083	1872	66	145	28	0	2	8	3	0	0	6	3	0	5	0	1	
	%	100.00	89.87	3.17	6.96	1.34	0.00	0.10	0.38	0.14	0.00	0.00	0.29	0.14	0.00	0.24	0.00	0.05	
<b>GS14 or Equivalent:</b>	#	546	495	15	36	12			1	3			3	2		2		1	
	%	100.00	90.66	2.75	6.59	2.20	0.00	0.00	0.18	0.55	0.00	0.00	0.55	0.37	0.00	0.37	0.00	0.18	
<b>Internal Competitive Promotions</b>																			
<b>Vacancy Announcements</b>	#																		
<b>Relevant Applicant Pool</b>	#	1368	1223	45	100	17		2	7				4	2		2			
	%	100.00	89.40	3.29	7.31	1.24	0.00	0.15	0.51	0.00	0.00	0.00	0.29	0.15	0.00	0.15	0.00	0.00	
<b>Internal Applications</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Qualified Internal Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Referred Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Interviewed Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Internal Selections</b>	#	40	37	2	1														
	%	100.00	92.50	5.00	2.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>New Hires</b>																			
<b>Vacancy Announcements</b>	#																		
<b>Voluntarily Identified</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Qualified External Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Referred Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Interviewed Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>External Selections</b>	#	18	16		2	1										1			
	%	100.00	88.89	0.00	11.11	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.56	0.00	0.00	
<b>Career Development Program</b>																			
<b>Slots for Career Development Program</b>	#																		
<b>Eligible for Career Development Program</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Applicants for Career Development Program</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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**Table B7 (GS14): SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%				12.00%	2.00%												
<b>Total Senior Grades</b>	#	2083	1872	66	145	28	0	2	8	3	0	0	6	3	0	5	0	1
	%	100.00	89.87	3.17	6.96	1.34	0.00	0.10	0.38	0.14	0.00	0.00	0.29	0.14	0.00	0.24	0.00	0.05
<b>Selections for Career Development Program</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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**Table B7 (GS13): SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%				12.00%	2.00%													
<b>Total Senior Grades</b>	#	2083	1872	66	145	28	0	2	8	3	0	0	6	3	0	5	0	1	
	%	100.00	89.87	3.17	6.96	1.34	0.00	0.10	0.38	0.14	0.00	0.00	0.29	0.14	0.00	0.24	0.00	0.05	
<b>GS13 or Equivalent:</b>	#	1388	1240	48	100	16		2	7				3	1		3			
	%	100.00	89.34	3.46	7.20	1.15	0.00	0.14	0.50	0.00	0.00	0.00	0.22	0.07	0.00	0.22	0.00	0.00	
<b>Internal Competitive Promotions</b>																			
<b>Vacancy Announcements</b>	#																		
<b>Relevant Applicant Pool</b>	#	1610	1410	55	145	26			8	5	2	2	2			7			
	%	100.00	87.58	3.42	9.01	1.61	0.00	0.00	0.50	0.31	0.12	0.12	0.12	0.00	0.00	0.43	0.00	0.00	
<b>Internal Applications</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Qualified Internal Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Referred Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Interviewed Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Internal Selections</b>	#	67	59	3	5	1			1										
	%	100.00	88.06	4.48	7.46	1.49	0.00	0.00	1.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>New Hires</b>																			
<b>Vacancy Announcements</b>	#																		
<b>Voluntarily Identified</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Qualified External Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Referred Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Interviewed Applicants</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>External Selections</b>	#	54	43	6	5	2										2			
	%	100.00	79.63	11.11	9.26	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	0.00	
<b>Career Development Program</b>																			
<b>Slots for Career Development Program</b>	#																		
<b>Eligible for Career Development Program</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Applicants for Career Development Program</b>	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

**Fish & Wildlife Service - Servicewide FY2020**

**Table B7 (GS13): SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%				12.00%	2.00%												
<b>Total Senior Grades</b>	#	2083	1872	66	145	28	0	2	8	3	0	0	6	3	0	5	0	1
	%	100.00	89.87	3.17	6.96	1.34	0.00	0.10	0.38	0.14	0.00	0.00	0.29	0.14	0.00	0.24	0.00	0.05
<b>Selections for Career Development Program</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce

Upward Mobility to Management Positions	Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%			12.00%	2.00%												
<b>Total Management</b>	#	2793	2353	140	300	62	4	11	6	4	2	8	7		19		1
	%	100.00	84.25	5.01	10.74	2.22	0.00	0.14	0.39	0.21	0.14	0.07	0.29	0.25	0.00	0.68	0.00
<b>Executives</b>	#	143	131	3	9												
	%	100.00	91.61	2.10	6.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>ES-00</b>	#	24	23		1												
	%	100.00	95.83	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-15</b>	#	119	108	3	8												
	%	100.00	90.76	2.52	6.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
<b>Vacancy Announcements</b>	#																
<b>Relevant Applicant Pool</b>	#	402	371	9	22	3			1			1					1
	%	100.00	92.29	2.24	5.47	0.75	0.00	0.00	0.00	0.25	0.00	0.00	0.25	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	10	10														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
<b>Vacancy Announcements</b>	#																
<b>Voluntarily Identified</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	6	5		1												
	%	100.00	83.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Career Development Program</b>																	
<b>Slots for Career Development Program</b>	#																
<b>Eligible for Career Development Program</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Applicants for Career Development Program</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Selections for Career Development Program</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce

Upward Mobility to Management Positions		Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>		%			12.00%	2.00%													
<b>Total Management</b>		#	2793	2353	140	300	62	4	11	6	4	2	8	7		19		1	
		%	100.00	84.25	5.01	10.74	2.22	0.00	0.14	0.39	0.21	0.14	0.07	0.29	0.25	0.00	0.68	0.00	0.04
<b>Managers</b>		#	944	856	31	57	16	1	6	2			2	2		2		1	
		%	100.00	90.68	3.28	6.04	1.69	0.00	0.11	0.64	0.21	0.00	0.21	0.21	0.00	0.21	0.00	0.11	
<b>GS-14</b>		#	449	405	13	31	10		1	2			2	2		2		1	
		%	100.00	90.20	2.90	6.90	2.23	0.00	0.00	0.22	0.45	0.00	0.45	0.45	0.00	0.45	0.00	0.22	
<b>GS-13</b>		#	495	451	18	26	6		1	5									
		%	100.00	91.11	3.64	5.25	1.21	0.00	0.20	1.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Internal Competitive Promotions</b>																			
<b>Vacancy Announcements</b>		#																	
<b>Relevant Applicant Pool</b>		#	2086	1864	63	159	27	2	12	3	2	1	2	1		4			
		%	100.00	89.36	3.02	7.62	1.29	0.00	0.10	0.58	0.14	0.10	0.05	0.10	0.05	0.00	0.19	0.00	0.00
<b>Internal Applications</b>		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Qualified Internal Applicants</b>		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Referred Applicants</b>		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Interviewed Applicants</b>		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Internal Selections</b>		#	69	61	3	5	1		1										
		%	100.00	88.41	4.35	7.25	1.45	0.00	0.00	1.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>New Hires</b>																			
<b>Vacancy Announcements</b>		#																	
<b>Voluntarily Identified</b>		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Qualified External Applicants</b>		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Referred Applicants</b>		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Interviewed Applicants</b>		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>External Selections</b>		#	16	14		2	1									1			
		%	100.00	87.50	0.00	12.50	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00	0.00	
<b>Career Development Program</b>																			
<b>Slots for Career Development Program</b>		#																	
<b>Eligible for Career Development Program</b>		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Applicants for Career Development Program</b>		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Selections for Career Development Program</b>		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	





**Fish & Wildlife Service - Servicewide FY2020**

**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Upward Mobility to Management Positions	Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%			12.00%	2.00%												
<b>Total Management</b>	#	2793	2353	140	300	62	4	11	6	4	2	8	7		19		1
	%	100.00	84.25	5.01	10.74	2.22	0.00	0.14	0.39	0.21	0.14	0.07	0.29	0.25	0.00	0.68	0.00
<b>Applicants for Career Development Program</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Selections for Career Development Program</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Recognition and Awards		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>Permanent Workforce (9/30/2019)</b>	#	7447	6332	326	789	163	2	8	33	11	8	8	27	13	1	51		1
	%	100.00	85.03	4.38	10.59	2.19	0.03	0.11	0.44	0.15	0.11	0.11	0.36	0.17	0.01	0.68	0.00	0.01
<b>Time Off Awards</b>																		
<b>Time-Off Awards: 1-10 hours</b>	#	543	458	27	58	12			2				1	1		8		
	%	100.00	84.35	4.97	10.68	2.21	0.00	0.00	0.37	0.00	0.00	0.00	0.18	0.18	0.00	1.47	0.00	0.00
<b>Total Hours</b>	#	4362	3702	189	471	100			18				10	8		64		
<b>Average Hours</b>	#	8.03	8.08	7.00	8.12	8.33	0.00	0.00	9.00	0.00	0.00	0.00	10.00	8.00	0.00	8.00	0.00	0.00
<b>Time-Off Awards: 11-20 hours</b>	#	639	520	34	85	16			4	4		1	2	2		3		
	%	100.00	81.38	5.32	13.30	2.50	0.00	0.00	0.63	0.63	0.00	0.16	0.31	0.31	0.00	0.47	0.00	0.00
<b>Total Hours</b>	#	11119	9013	581	1525	282			63	76		15	36	36		56		
<b>Average Hours</b>	#	17.40	17.33	17.09	17.94	17.63	0.00	0.00	15.75	19.00	0.00	15.00	18.00	18.00	0.00	18.67	0.00	0.00
<b>Time-Off Awards: 21-30 hours</b>	#	495	408	18	69	15			1	1		1	4	1	1		6	
	%	100.00	82.42	3.64	13.94	3.03	0.00	0.20	0.20	0.00	0.20	0.81	0.20	0.20	0.00	1.21	0.00	0.00
<b>Total Hours</b>	#	12833	10613	442	1778	379			24	24		21	106	30	24		150	
<b>Average Hours</b>	#	25.93	26.01	24.56	25.77	25.27	0.00	24.00	24.00	0.00	21.00	26.50	30.00	24.00	0.00	25.00	0.00	0.00
<b>Time-Off Awards: 31-40 hours</b>	#	1363	1175	56	132	32	1	2	6	2	1	1	3	2	1	13		
	%	100.00	86.21	4.11	9.68	2.35	0.07	0.15	0.44	0.15	0.07	0.07	0.22	0.15	0.07	0.95	0.00	0.00
<b>Total Hours</b>	#	50936	43769	2171	4996	1231	40	80	232	80	31	40	111	80	32	505		
<b>Average Hours</b>	#	37.37	37.25	38.77	37.85	38.47	40.00	40.00	38.67	40.00	31.00	40.00	37.00	40.00	32.00	38.85	0.00	0.00
<b>Time-Off Awards: 41 or more hours</b>	#	2	2															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Hours</b>	#	105	105															
<b>Average Hours</b>	#	52.50	52.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Time-off Awards</b>	#	3042	2563	135	344	75	1	3	13	6	2	6	7	6	1	30	0	0
	%	100.00	84.25	4.44	11.31	2.47	0.03	0.10	0.43	0.20	0.07	0.20	0.23	0.20	0.03	0.99	0.00	0.00
<b>Total Hours</b>	#	79355	67202	3383	8770	1992	40	104	337	156	52	161	187	148	32	775	0	0
<b>Average Hours</b>	#	26.09	26.22	25.06	25.49	26.56	40.00	34.67	25.92	26.00	26.00	26.83	26.71	24.67	32.00	25.83	0.00	0.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Recognition and Awards		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Permanent Workforce (9/30/2019)	#	7447	6332	326	789	163	2	8	33	11	8	8	27	13	1	51		1
	%	100.00	85.03	4.38	10.59	2.19	0.03	0.11	0.44	0.15	0.11	0.11	0.36	0.17	0.01	0.68	0.00	0.01
<b>Cash Awards</b>																		
Cash Awards: \$500 and Under	#	1226	1020	62	144	26			5	3		2	3	2	1	10		
	%	100.00	83.20	5.06	11.75	2.12	0.00	0.00	0.41	0.24	0.00	0.16	0.24	0.16	0.08	0.82	0.00	0.00
Total Amount	\$	504318	420327	26370	57621	9859			2415	1230		560	1200	1000	373	3081		
Average Amount	\$	411.35	412.09	425.32	400.15	379.19	0.00	0.00	483.00	410.00	0.00	280.00	400.00	500.00	373.00	308.10	0.00	0.00
Cash Awards: \$501 - \$999	#	1243	1060	55	128	27			5	1	3		6	3		9		
	%	100.00	85.28	4.42	10.30	2.17	0.00	0.00	0.40	0.08	0.24	0.00	0.48	0.24	0.00	0.72	0.00	0.00
Total Amount	\$	933293	796769	40136	96388	20515			4115	551	2403		4487	2350		6609		
Average Amount	\$	750.84	751.67	729.75	753.03	759.81	0.00	0.00	823.00	551.00	801.00	0.00	747.83	783.33	0.00	734.33	0.00	0.00
Cash Awards: \$1000 - \$1999	#	3251	2775	149	327	62		4	9	6	3		11	10		19		
	%	100.00	85.36	4.58	10.06	1.91	0.00	0.12	0.28	0.18	0.09	0.00	0.34	0.31	0.00	0.58	0.00	0.00
Total Amount	\$	4346737	3706912	200537	439288	82159		6847	10896	8240	3250		13983	12741		26202		
Average Amount	\$	1337.05	1335.82	1345.89	1343.39	1325.15	0.00	1711.75	1210.67	1373.33	1083.33	0.00	1271.18	1274.10	0.00	1379.05	0.00	0.00
Cash Awards: \$2000 - \$2999	#	1457	1295	50	112	25			7	1	1	1	5			10		
	%	100.00	88.88	3.43	7.69	1.72	0.00	0.00	0.48	0.07	0.07	0.07	0.34	0.00	0.00	0.69	0.00	0.00
Total Amount	\$	3365457	2986595	118564	260298	57550			16696	2000	2000	2500	11808			22546		
Average Amount	\$	2309.85	2306.25	2371.28	2324.09	2302.00	0.00	0.00	2385.14	2000.00	2000.00	2500.00	2361.60	0.00	0.00	2254.60	0.00	0.00
Cash Awards: \$3000 - \$3999	#	477	425	12	40	9			1	1		1	2	2		1		1
	%	100.00	89.10	2.52	8.39	1.89	0.00	0.00	0.21	0.21	0.00	0.21	0.42	0.42	0.00	0.21	0.00	0.21
Total Amount	\$	1567846	1393391	40567	133888	29203			3100	3442		3202	6916	6500		3043		3000
Average Amount	\$	3286.89	3278.57	3380.58	3347.20	3244.78	0.00	0.00	3100.00	3442.00	0.00	3202.00	3458.00	3250.00	0.00	3043.00	0.00	3000.00
Cash Awards: \$4000 - \$4999	#	163	144	7	12	2				1						1		
	%	100.00	88.34	4.29	7.36	1.23	0.00	0.00	0.00	0.61	0.00	0.00	0.00	0.00	0.00	0.61	0.00	0.00
Total Amount	\$	718894	634992	30277	53625	9229				4642						4587		
Average Amount	\$	4410.39	4409.67	4325.29	4468.75	4614.50	0.00	0.00	0.00	4642.00	0.00	0.00	0.00	0.00	0.00	4587.00	0.00	0.00
Cash Awards: \$5000 or more	#	213	187	6	20	3				1				2				
	%	100.00	87.79	2.82	9.39	1.41	0.00	0.00	0.00	0.47	0.00	0.00	0.00	0.94	0.00	0.00	0.00	0.00
Total Amount	\$	1775240	1556508	40937	177795	20550				6573				13977				
Average Amount	\$	8334.46	8323.57	6822.83	8889.75	6850.00	0.00	0.00	0.00	6573.00	0.00	0.00	0.00	6988.50	0.00	0.00	0.00	0.00
<b>Other Awards</b>																		
Quality Step Increases (QSI)	#	423	361	19	43	9		1	2			2	2	1		1		
	%	100.00	85.34	4.49	10.17	2.13	0.00	0.24	0.47	0.00	0.00	0.47	0.47	0.24	0.00	0.24	0.00	0.00
Total Benefit	\$	1192333	1032050	50111	110172	24946		3061	3824			5494	6607	3294		2666		
Average Benefit	\$	2818.75	2858.86	2637.42	2562.14	2771.78	0.00	3061.00	1912.00	0.00	0.00	2747.00	3303.50	3294.00	0.00	2666.00	0.00	0.00
Performance Based Pay Increase	#	18	17		1													
	%	100.00	94.44	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit	\$	95682	90682		5000													
Average Benefit	\$	5315.67	5334.24	0.00	5000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Monetary Awards	#	8471	7284	360	827	163	0	5	29	14	7	6	29	20	1	51	0	1
	%	100.00	85.99	4.25	9.76	1.92	0.00	0.06	0.34	0.17	0.08	0.07	0.34	0.24	0.01	0.60	0.00	0.01

**Fish & Wildlife Service - Servicewide FY2020**

**Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Recognition and Awards		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>Permanent Workforce (9/30/2019)</b>	#	7447	6332	326	789	163	2	8	33	11	8	8	27	13	1	51		1
	%	100.00	85.03	4.38	10.59	2.19	0.03	0.11	0.44	0.15	0.11	0.11	0.36	0.17	0.01	0.68	0.00	0.01
<b>Total Value</b>	\$	14499800	12618226	547499	1334075	254011	0	9908	41046	26678	7653	11756	45001	39862	373	68734	0	3000
<b>Average Value</b>	\$	1711.70	1732.32	1520.83	1613.15	1558.35	0.00	1981.60	1415.38	1905.57	1093.29	1959.33	1551.76	1993.10	373.00	1347.73	0.00	3000.00

**Fish & Wildlife Service - Servicewide FY2020**

**Table B9-2: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Inclusion Rate) - Permanent Workforce**

Recognition and Awards		Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>Permanent Workforce (9/30/2019)</b>	#	7447	6658	6332	326	789	163	2	8	33	11	8	8	27	13	1	51		1	
	%	100.00	89.41	85.03	4.38	10.59	2.19	0.03	0.11	0.44	0.15	0.11	0.11	0.36	0.17	0.01	0.68	0.00	0.01	
<b>Time Off Awards</b>																				
<b>Time Off Awards 1-10 hours</b>	#	543	485	458	27	58	12			2				1	1		8			
	%	7.29	7.28	7.23	8.28	7.35	7.36	0.00	0.00	6.06	0.00	0.00	0.00	0.00	3.70	7.69	0.00	15.69	0.00	0.00
<b>Total Hours</b>	#	4362	3891	3702	189	471	100			18				10	8		64			
<b>Average Hours</b>	#	0.59	0.58	0.58	0.58	0.60	0.61	0.00	0.00	0.55	0.00	0.00	0.00	0.37	0.62	0.00	1.25	0.00	0.00	
<b>Time Off Awards 11-20 hours</b>	#	639	554	520	34	85	16			4	4		1	2	2		3			
	%	8.58	8.32	8.21	10.43	10.77	9.82	0.00	0.00	12.12	36.36	0.00	12.50	7.41	15.38	0.00	5.88	0.00	0.00	
<b>Total Hours</b>	#	11119	9594	9013	581	1525	282			63	76		15	36	36		56			
<b>Average Hours</b>	#	1.49	1.44	1.42	1.78	1.93	1.73	0.00	0.00	1.91	6.91	0.00	1.88	1.33	2.77	0.00	1.10	0.00	0.00	
<b>Time Off Awards 21-30 hours</b>	#	495	426	408	18	69	15			1	1		1	4	1	1	6			
	%	6.65	6.40	6.44	5.52	8.75	9.20	0.00	12.50	3.03	0.00	12.50	50.00	3.70	7.69	0.00	11.76	0.00	0.00	
<b>Total Hours</b>	#	12833	11055	10613	442	1778	379			24	24		21	106	30	24	150			
<b>Average Hours</b>	#	1.72	1.66	1.68	1.36	2.25	2.33	0.00	3.00	0.73	0.00	2.63	13.25	1.11	1.85	0.00	2.94	0.00	0.00	
<b>Time Off Awards 31-40 hours</b>	#	1363	1231	1175	56	132	32	1	2	6	2	1	1	3	2	1	13			
	%	18.30	18.49	18.56	17.18	16.73	19.63	50.00	25.00	18.18	18.18	12.50	12.50	11.11	15.38	100.00	25.49	0.00	0.00	
<b>Total Hours</b>	#	50936	45940	43769	2171	4996	1231	40	80	232	80	31	40	111	80	32	505			
<b>Average Hours</b>	#	6.84	6.90	6.91	6.66	6.33	7.55	20.00	10.00	7.03	7.27	3.88	5.00	4.11	6.15	32.00	9.90	0.00	0.00	
<b>Time Off Awards 40+ hours</b>	#	2	2	2																
	%	0.03	0.03	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Total Hours</b>	#	105	105	105																
<b>Average Hours</b>	#	0.01	0.02	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Total Time-off Awards</b>	#	3042	2698	2563	135	344	75	1	3	13	6	2	6	7	6	1	30	0	0	
	%	40.85	40.52	40.48	41.41	43.60	46.01	50.00	37.50	39.39	54.55	25.00	75.00	25.93	46.15	100.00	58.82	0.00	0.00	
<b>Total Hours</b>	#	79355	70585	67202	3383	8770	1992	40	104	337	156	52	161	187	148	32	775	0	0	
<b>Average Hours</b>	#	10.66	10.60	10.61	10.38	11.12	12.22	20.00	13.00	10.21	14.18	6.50	20.13	6.93	11.38	32.00	15.20	0.00	0.00	

**Fish & Wildlife Service - Servicewide FY2020**  
**Table B9-2: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Inclusion Rate) - Permanent Workforce**

Recognition and Awards		Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
																				#
<b>Permanent Workforce (9/30/2019)</b>		#	7447	6658	6332	326	789	163	2	8	33	11	8	8	27	13	1	51		1
		%	100.00	89.41	85.03	4.38	10.59	2.19	0.03	0.11	0.44	0.15	0.11	0.11	0.36	0.17	0.01	0.68	0.00	0.01
<b>Cash Awards</b>																				
<b>Cash Awards: \$500 and Under</b>		#	1226	1082	1020	62	144	26		5	3		2	3	2	1	10			
		%	16.46	16.25	16.11	19.02	18.25	15.95	0.00	0.00	15.15	27.27	0.00	25.00	11.11	15.38	100.00	19.61	0.00	0.00
<b>Total Amount</b>		\$	504318	446697	420327	26370	57621	9859		2415	1230		560	1200	1000	373	3081			
<b>Average Amount</b>		\$	67.72	67.09	66.38	80.89	73.03	60.48	0.00	0.00	73.18	111.82	0.00	70.00	44.44	76.92	373.00	60.41	0.00	0.00
<b>Cash Awards: \$501 - \$999</b>		#	1243	1115	1060	55	128	27		5	1	3		6	3		9			
		%	16.69	16.75	16.74	16.87	16.22	16.56	0.00	0.00	15.15	9.09	37.50	0.00	22.22	23.08	0.00	17.65	0.00	0.00
<b>Total Amount</b>		\$	933293	836905	796769	40136	96388	20515		4115	551	2403		4487	2350		6609			
<b>Average Amount</b>		\$	125.32	125.70	125.83	123.12	122.16	125.86	0.00	0.00	124.70	50.09	300.38	0.00	166.19	180.77	0.00	129.59	0.00	0.00
<b>Cash Awards: \$1000 - \$1999</b>		#	3251	2924	2775	149	327	62		4	9	6	3		11	10		19		
		%	43.66	43.92	43.83	45.71	41.44	38.04	0.00	50.00	27.27	54.55	37.50	0.00	40.74	76.92	0.00	37.25	0.00	0.00
<b>Total Amount</b>		\$	4346737	3907449	3706912	200537	439288	82159		6847	10896	8240	3250		13983	12741		26202		
<b>Average Amount</b>		\$	583.69	586.88	585.43	615.14	556.77	504.04	0.00	855.88	330.18	749.09	406.25	0.00	517.89	980.08	0.00	513.76	0.00	0.00
<b>Cash Awards: \$2000 - \$2999</b>		#	1457	1345	1295	50	112	25		7	1	1	1	5			10			
		%	19.56	20.20	20.45	15.34	14.20	15.34	0.00	0.00	21.21	9.09	12.50	12.50	18.52	0.00	0.00	19.61	0.00	0.00
<b>Total Amount</b>		\$	3365457	3105159	2986595	118564	260298	57550		16696	2000	2000	2500		11808			22546		
<b>Average Amount</b>		\$	451.92	466.38	471.67	363.69	329.91	353.07	0.00	0.00	505.94	181.82	250.00	312.50	437.33	0.00	0.00	442.08	0.00	0.00
<b>Cash Awards: \$3000 - \$3999</b>		#	477	437	425	12	40	9		1	1		1	2	2		1			1
		%	6.41	6.56	6.71	3.68	5.07	5.52	0.00	0.00	3.03	9.09	0.00	12.50	7.41	15.38	0.00	1.96	0.00	100.00
<b>Total Amount</b>		\$	1567846	1433958	1393391	40567	133888	29203		3100	3442		3202	6916	6500		3043			3000
<b>Average Amount</b>		\$	210.53	215.37	220.06	124.44	169.69	179.16	0.00	0.00	93.94	312.91	0.00	400.25	256.15	500.00	0.00	59.67	0.00	3000.00
<b>Cash Awards: \$4000 - \$4999</b>		#	163	151	144	7	12	2			1						1			
		%	2.19	2.27	2.27	2.15	1.52	1.23	0.00	0.00	0.00	9.09	0.00	0.00	0.00	0.00	0.00	1.96	0.00	0.00
<b>Total Amount</b>		\$	718894	665269	634992	30277	53625	9229			4642							4587		
<b>Average Amount</b>		\$	96.53	99.92	100.28	92.87	67.97	56.62	0.00	0.00	0.00	422.00	0.00	0.00	0.00	0.00	0.00	89.94	0.00	0.00
<b>Cash Awards: \$5000 or more</b>		#	213	193	187	6	20	3			1				2					
		%	2.86	2.90	2.95	1.84	2.53	1.84	0.00	0.00	0.00	9.09	0.00	0.00	0.00	15.38	0.00	0.00	0.00	0.00
<b>Total Amount</b>		\$	1775240	1597445	1556508	40937	177795	20550			6573				13977					
<b>Average Amount</b>		\$	238.38	239.93	245.82	125.57	225.34	126.07	0.00	0.00	0.00	597.55	0.00	0.00	0.00	1075.15	0.00	0.00	0.00	0.00
<b>Other Awards</b>																				
<b>Quality Step Increases</b>		#	423	380	361	19	43	9		1	2		2	2	1		1			
		%	5.68	5.71	5.70	5.83	5.45	5.52	0.00	12.50	6.06	0.00	0.00	25.00	7.41	7.69	0.00	1.96	0.00	0.00
<b>Total Benefit</b>		\$	1192333	1082161	1032050	50111	110172	24946		3061	3824		5494	6607	3294		2666			
<b>Average Benefit</b>		\$	160.11	162.54	162.99	153.71	139.63	153.04	0.00	382.63	115.88	0.00	0.00	686.75	244.70	253.38	0.00	52.27	0.00	0.00
<b>Performance Based Pay Increase</b>		#	18	17	17		1													
		%	0.24	0.26	0.27	0.00	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Benefit</b>		\$	95682	90682	90682		5000													
<b>Average Benefit</b>		\$	12.85	13.62	14.32	0.00	6.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Monetary Awards</b>		#	8471	7644	7284	360	827	163	0	5	29	14	7	6	29	20	1	51	0	1
		%	113.75	114.81	115.03	110.43	104.82	100.00	0.00	62.50	87.88	127.27	87.50	75.00	107.41	153.85	100.00	100.00	0.00	100.00
<b>Total Value</b>		\$	14499800	13165725	12618226	547499	1334075	254011	0	9908	41046	26678	7653	11756	45001	39862	373	68734	0	3000
<b>Average Value</b>		\$	1947.07	1977.43	1992.77	1679.44	1690.84	1558.35	0.00	1238.50	1243.82	2425.27	956.63	1469.50	1666.70	3066.31	373.00	1347.73	0.00	3000.00