

Application of Comparing Brio Datamart to Cognos Analysis Studio Quick Reference Guide

- Ensure that the correct tables and/or models are selected from both the BRIO Financial Management Data Mart and the Cognos Cost and Performance Management System.
 - Select appropriate table based on Labor/Non-labor costs

- Filter all non-expense accounts and transactions in the data mart query for non-labor costs.
 - General Ledger Account
 - Transaction Type
 - Vendor Code

- Filter/exclude all budget object class (BOC) codes not included in the activity-based costing model. Refer to Appendix A.

- Filter out specific subactivity codes for grant money (BOC 411G). Refer to Appendix B.

- Crosswalk prior year money (FY 2004, FY 2005) to a current ABC code using the crosswalk instructions and crosswalk provided in Appendix C.

- Crosswalk all old organization codes to new codes using the crosswalk provided in Appendix D.

- If comparing by region, break up Law Enforcement (OLE) by region.

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Application of Comparing Brio Datamart to Cognos Analysis Studio Detailed Reference Guide

- ☑ Ensure that the correct tables and/or models are selected from both the BRIO Financial Management Data Mart and the Cognos Cost and Performance Management System.

In order to ensure that the data from Brio and the ABC system is comparable, you need to make certain that you are querying the correct tables in Brio, as well as the correct package in Cognos Analysis Studio. The following steps can be used to help you to determine which Brio tables you should be using. Always use the **Cost – Unloaded** package in Analysis Studio, as this is the data that does not contain any redistributions/assignments of indirect costs. After extracting a view from the **Cost – Unloaded** package, follow the steps below to ensure that the costs from Brio follow the same methodology.

- Step 1 – Determine if you are interested in viewing Labor or Non-Labor costs. If the answer includes both cost types, you will need to follow both the labor and non-labor portions of the steps below.
- Step 2 – Log in to the Division of Financial Management Data Mart (Brio) by navigating to <http://financedatamart.fws.gov/> and selecting 'Logon' from the main screen.



Figure 1: Log on to Brio by selecting 'Logon'.

- Step 3 – Type your Username and Password in the logon screen.

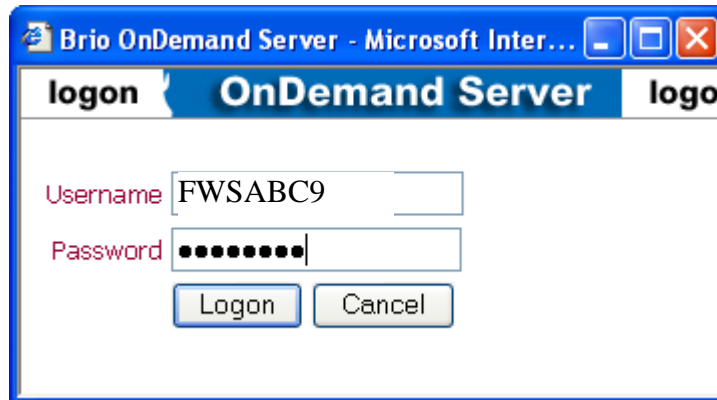


Figure 2: Type your username and password on the logon screen.

- Step 4 – Follow either the Labor or Non-Labor cost section depending upon what you are interested in viewing.

Non-Labor Costs

- Step 1: Once the Brio Reports window opens, navigate to the Obligations/Expenditures folder

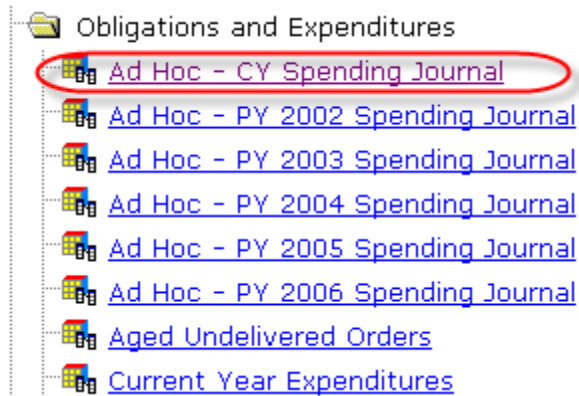


Figure 3: Select 'Ad Hoc – CY Spending Journal' from the Obligations and Expenditures folder.

- Step 2: Open the 'Ad Hoc – CY Spending Journal'

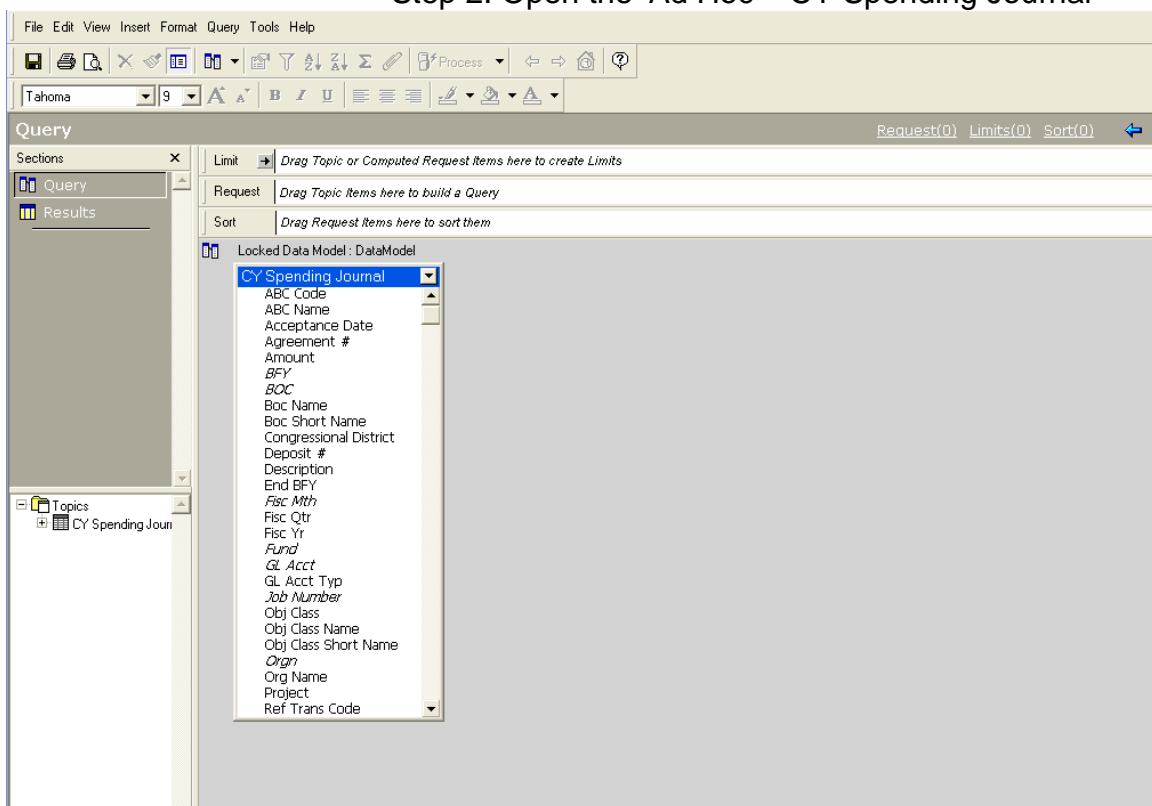


Figure 4: View of Ad Hoc – CY Spending Journal' in Brio.

- Step 3: Proceed to the next item in the checklist

Labor Costs

- Step 1: Navigate to the Labor folder



Figure 5: Select 'Ad Hoc – OARC Payroll' from the Labor folder.

- Step 2: Open the Ad – Hoc OARC Payroll table

Note: When comparing the costs for FY 2008, there should be no distinction between payroll redistribution and regular payroll transactions. As long as you are pulling data for a specific quarter, the costs should match. For prior year data, payroll distribution costs were handled in a different manner. Due to how the Cognos model handles redistributions, you will not be able to match to the dollar from the OARC table. Please contact PES if you are trying to look at data prior to FY 2008.

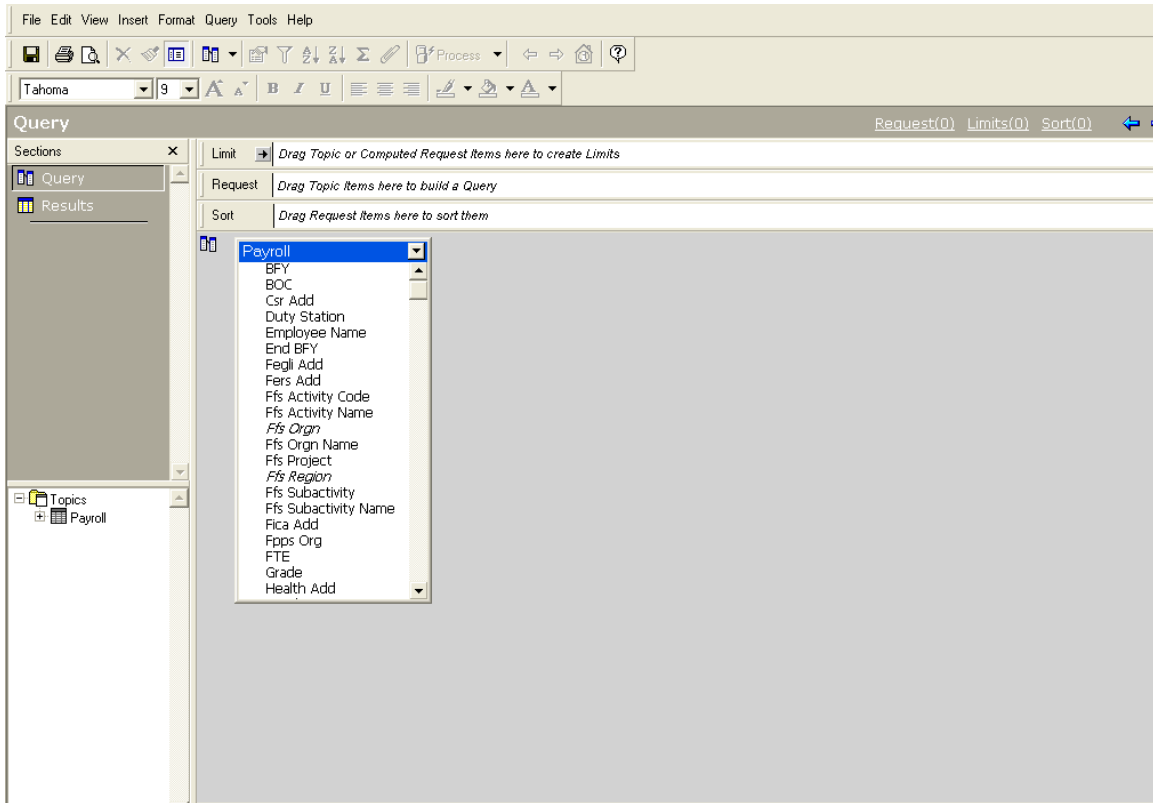


Figure 6: View of 'Ad Hoc – OARC Payroll' in Brio

- Step 3: Proceed to the next item in the checklist

- Filter all non-expense accounts and transactions in the data mart query for Non-Labor costs (only.).

After selecting the proper table, the next step is to filter out the information from Brio that is not used in the calculation of the ABC model. The following filters apply only to **Non-Labor costs** and will not be used to filter the labor data.

- General Ledger Account

The ABC model only includes expenses, therefore in order to match the ABC model, you must filter out all other transactions from the table.

- o Step 1 – Find the GL Acct item in the ‘Ad Hoc – CY Spending Journal’.

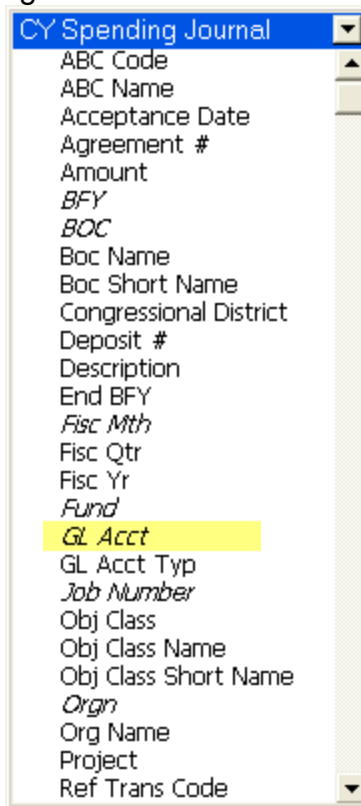


Figure 7: Locate the *GL Acct* field in CY Spending Journal

- o Step 2 – Double-click the GL Acct in order to set a Limit on the field.

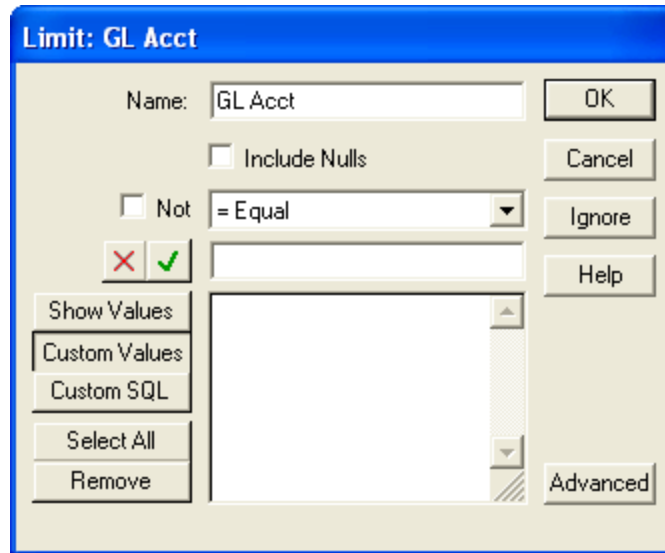


Figure 8: Open the Limit dialog box for the GL Acct

- Step 3 – Type '4901,4902' into the Custom Values text box and select the green check mark.

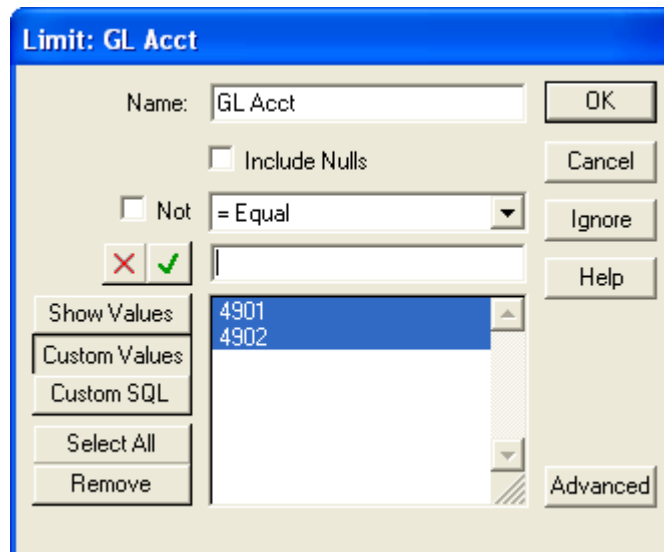


Figure 9: Select GL Accounts 4901 and 4902.

- Step 4 – Click 'OK' and ensure that the GL Acct field is now in the Limit row.

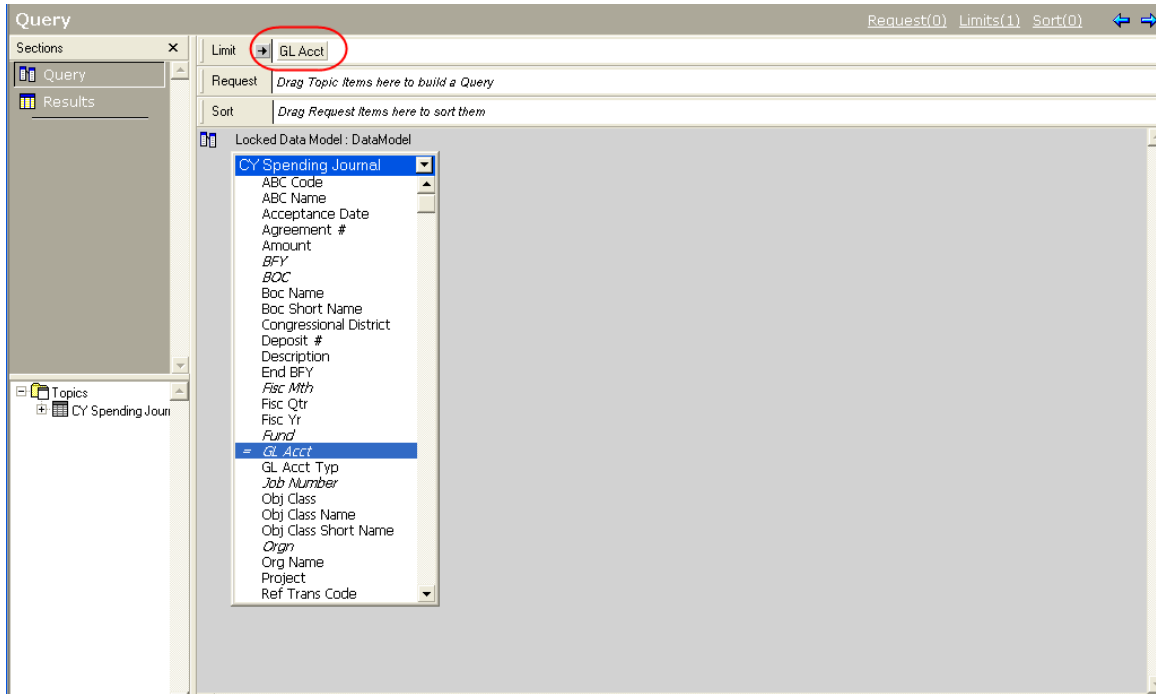


Figure 10: Verify that the GL Acct is a limit.



Transaction Code

The ABC model excludes all transaction types that are not equal to expense (i.e., revenue, accounting entry).

- Step 1 – Find the Trans Code item in the 'Ad Hoc – CY Spending Journal'.

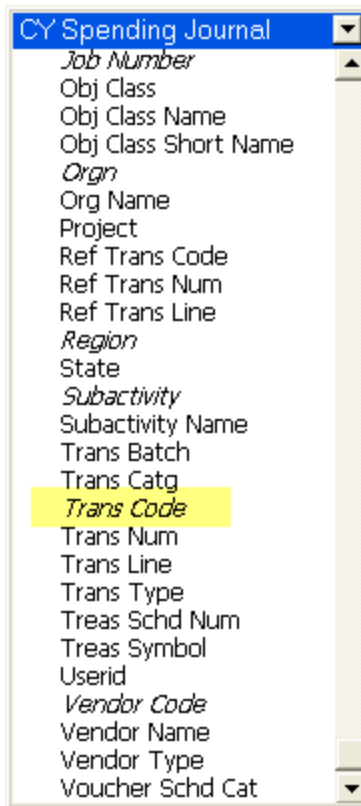


Figure 11: Navigate to the Trans Code field in the CY Spending Journal.

- Step 2 – Double-click the Trans Code field in order to set a Limit on the field.

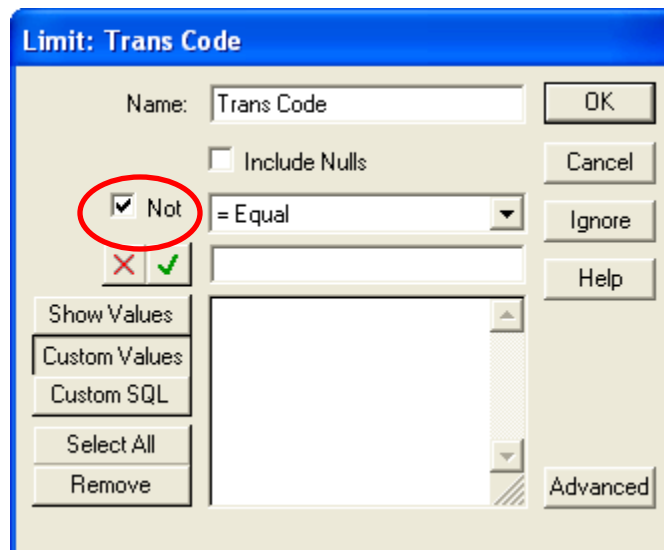


Figure 12: Open the Limit dialog box for the Trans Code account

- Step 3 – Type the following into the 'Custom Values' area or select from 'Show Values'. Ensure that you have selected

the 'Not' checkbox since these costs are excluded from the ABC model.

Transaction Code
BV
CG
CR
JV
SV
YA
YR

Figure 13: Transaction Codes excluded from the ABC model.

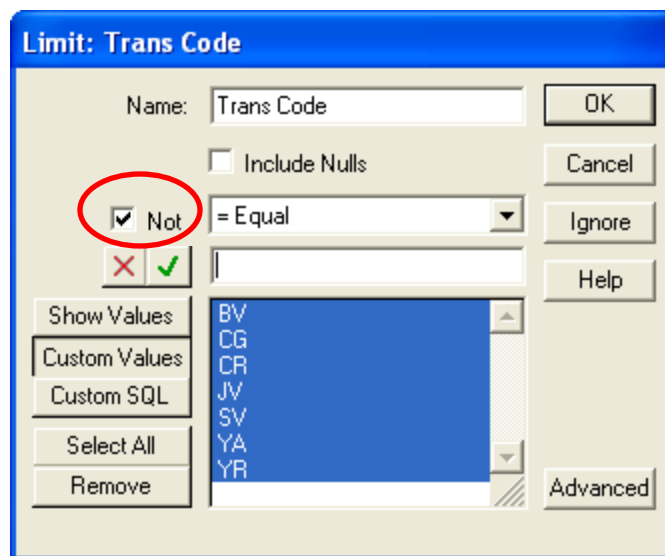


Figure 14: Set the limit for the Transaction Codes in the Limit dialog box.

- Step 4 – Click 'OK' and ensure that the Trans Code field is now in the Limit row.

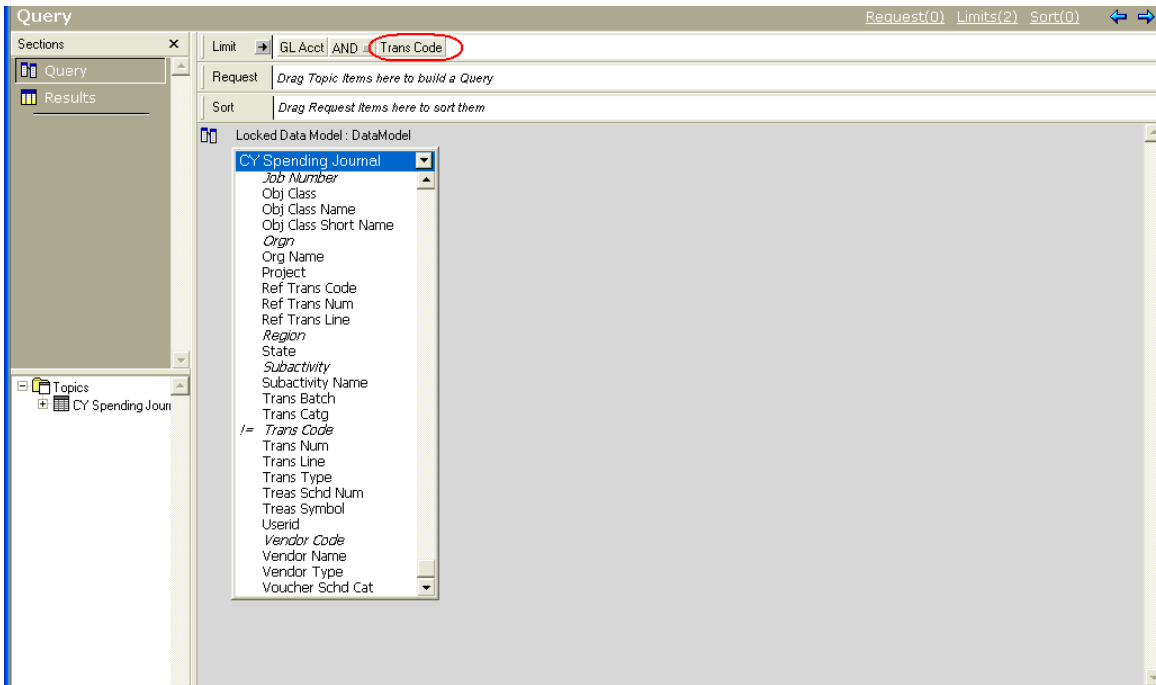


Figure 15: Verify that Trans Code is a limit.

Vendor Code

The ABC model excludes all suspense account transactions. These transactions can be filtered out of the CY Spending Journal by excluding costs where the vendor code contains 'SUSPENS'.

- Step 1 – Find the Vendor Code field in the 'Ad Hoc – CY Spending Journal'.

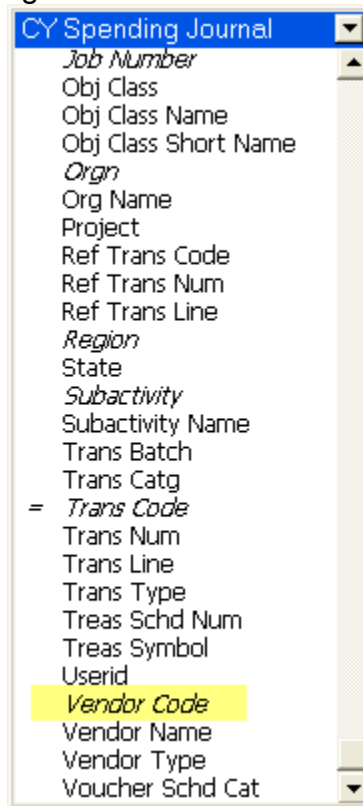


Figure 16: Locate the Vendor Code in the CY Spending Journal. Notice, also, that the Trans Code that was limited in the previous step now has an equal sign next to it.

- Step 2 – Double-click the Vendor Code field in order to set a Limit on the field.

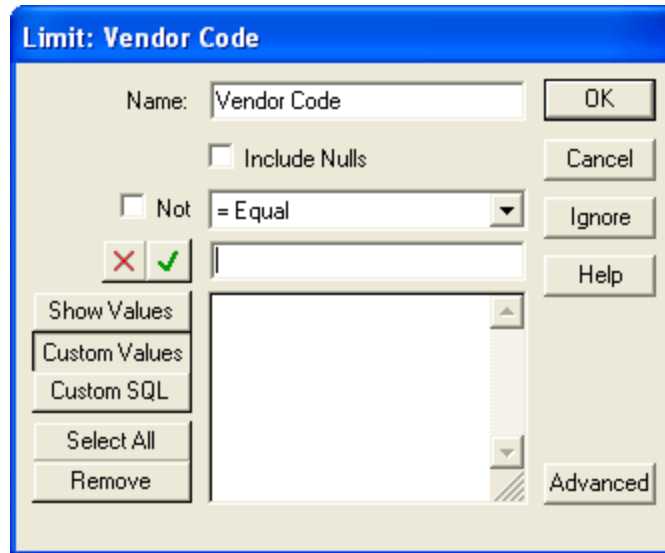


Figure 17: Set a limit on the Vendor Code in the Limit dialog box.

- Step 3 – Type 'Suspens-PCS' into the 'Custom Values' area and ensure that the 'Not' check box is checked next to state that vendor code is not equal to 'Suspens-PCS'.

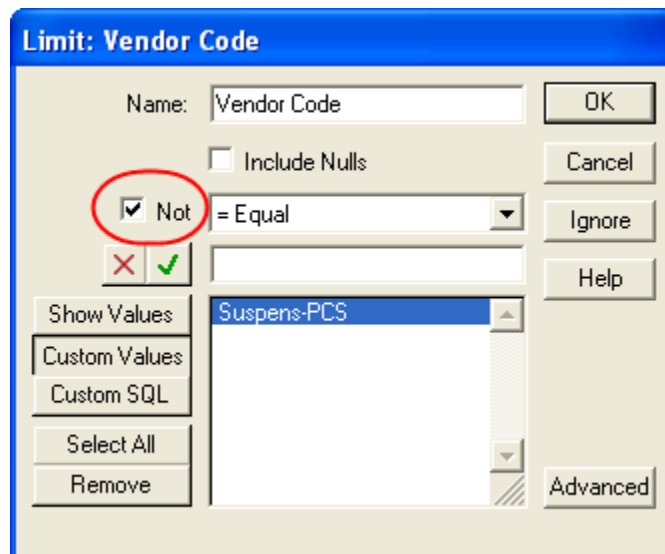


Figure 18: Type 'Suspens-PCS' in the text box. Ensure that the checkbox next to 'Not' is selected.

- Step 4 – Click 'OK' and ensure that the Vendor Code field is now in the Limit row.

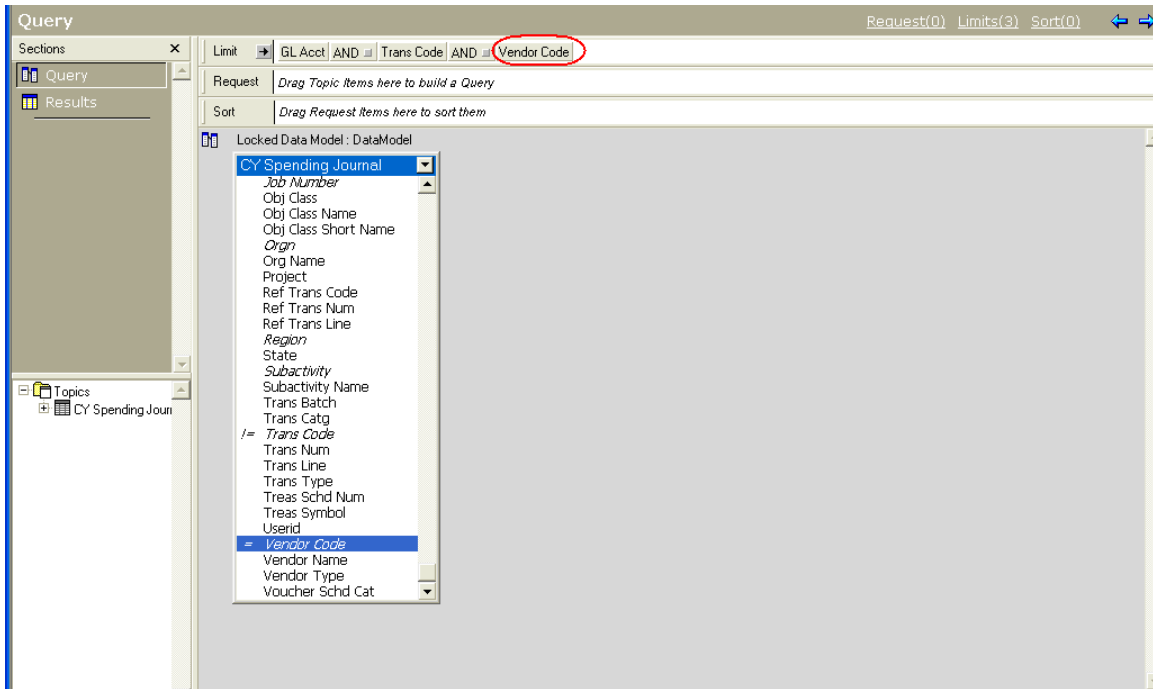


Figure 19: Verify that Vendor Code is a limit.

- ☑ Filter/exclude all budget object class (BOC) not included in the activity-based costing model. Refer to Appendix A.

The next step in this process is to exclude specific budget object class (BOC) codes from 'Ad Hoc – CY Spending Journal' query. The ABC model contains BOCs for only non-labor costs, therefore you will only need to use this filter if you are looking at non-labor costs.

- Step 1 – Find the BOC field in the 'Ad Hoc – CY Spending Journal'.

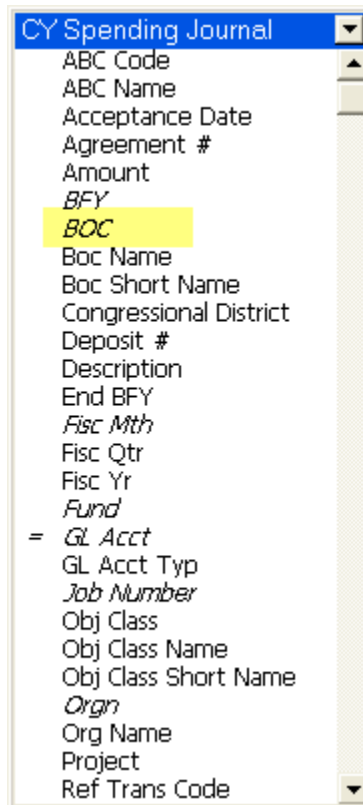


Figure 20: Locate the BOC field in the CY Spending Journal.

- Step 2 – Double-click the BOC field in order to set a Limit on the field.

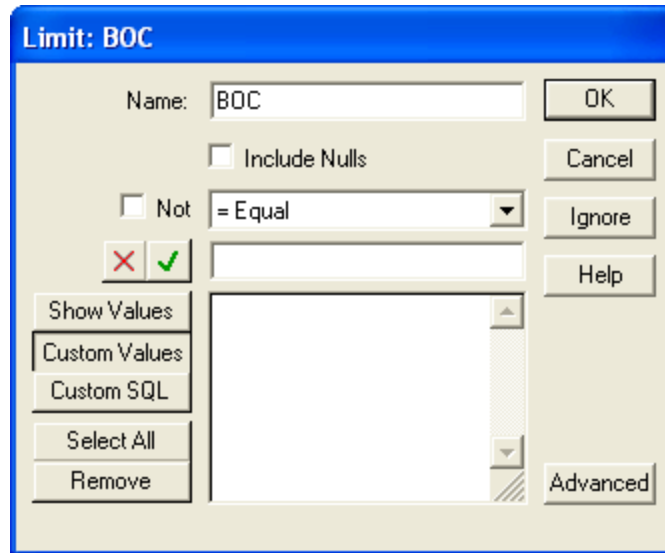


Figure 21: Open the Limit dialog box by double-clicking on the BOC field in the CY Spending Journal.

- Step 3 – Type the items in Appendix A into the ‘Custom Values’ area or select from ‘Show Values’. Ensure that you select the ‘Not’ checkbox as shown below as these costs are excluded from the ABC model.

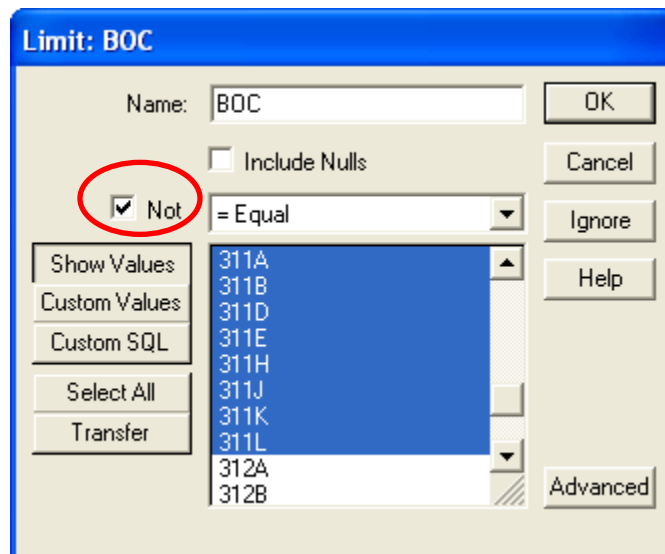


Figure 22: Select ‘Show Values’ and select the BOCs listed in Appendix A.

- Step 4 – Click ‘OK’ and ensure that the BOC field is now in the Limit row.

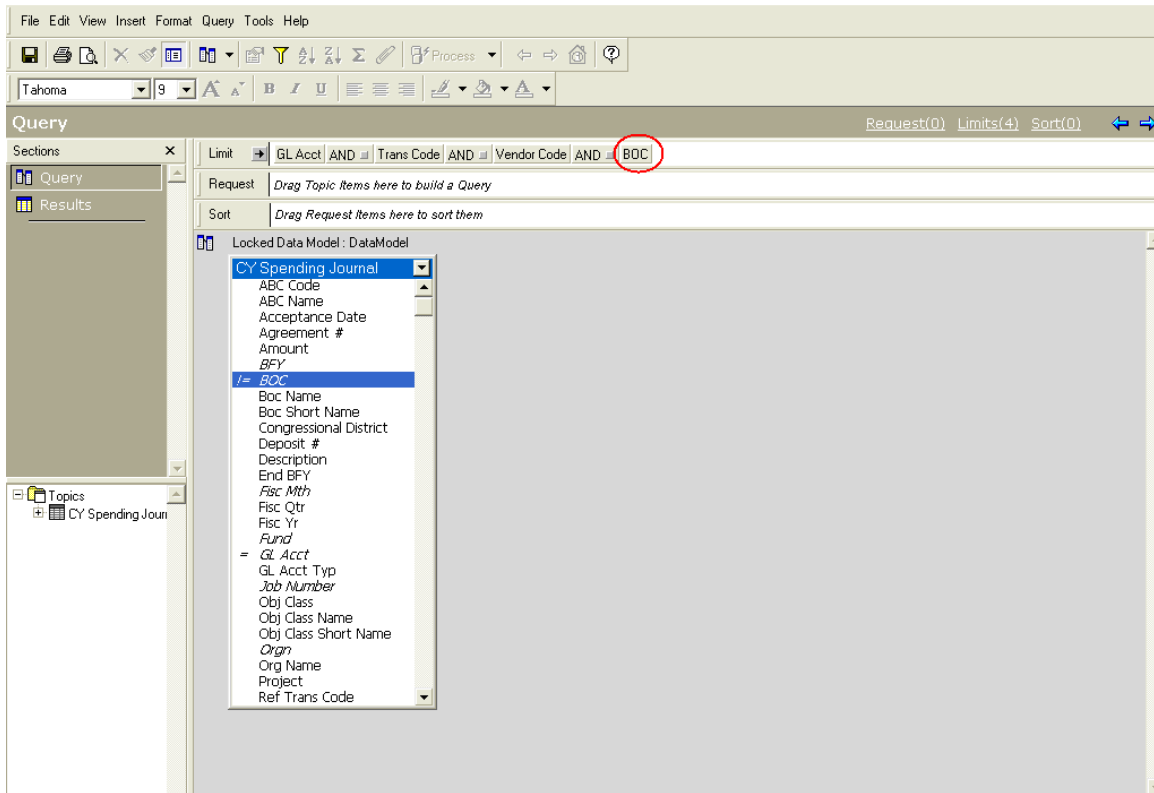


Figure 23: Verify that the BOC field is a limit.

- ☑ Filter out specific subactivity codes for grant money (BOC 411G). Refer to Appendix B.

The ABC model excludes certain grant costs related to specific subactivity codes. Again, similar to the previous BOC filter, this filter is only necessary for non-labor costs. You will only use this filter when querying the CY Spending Journal. Unlike the previous filter this step must be completed outside of Brio in a spreadsheet or database environment as there are two conditions that must be met. Follow the steps below for the easiest method (using Excel) to filter out non-labor costs.

- Step 1 – Using the File menu in Brio, navigate to File > Export > Section...

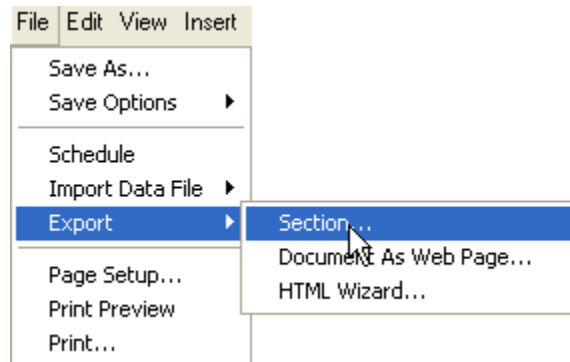


Figure 24: Use the Export Section... menu item to save the query results to Excel.

- Step 2 – The 'Export Section' dialog box will appear. Navigate to the area of your computer in which you wish to save the file and select 'Save'.

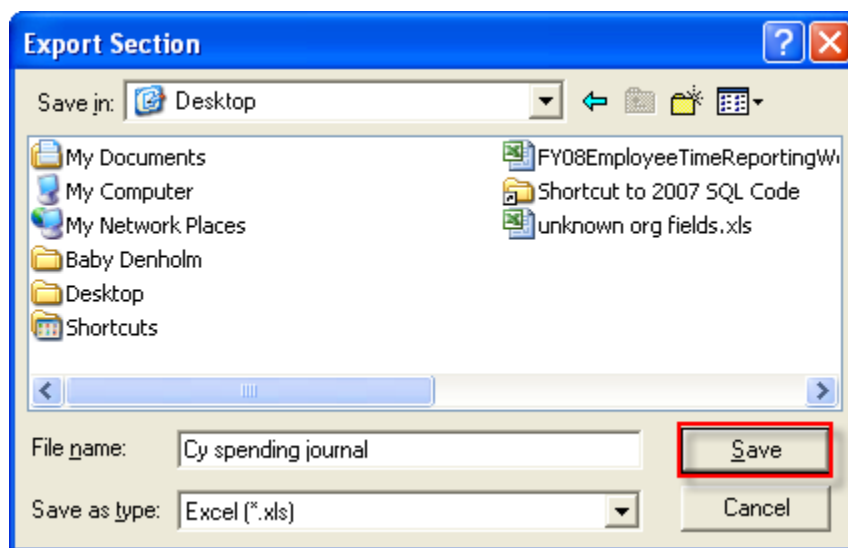


Figure 25: Navigate to the location where you choose to save the file.

- Step 3 – Open the Excel file.
- Step 4 – Highlight row 1. Then, using the Data menu, navigate to Filter > Auto Filter. This will automatically create a set of filters for each column in the data set.

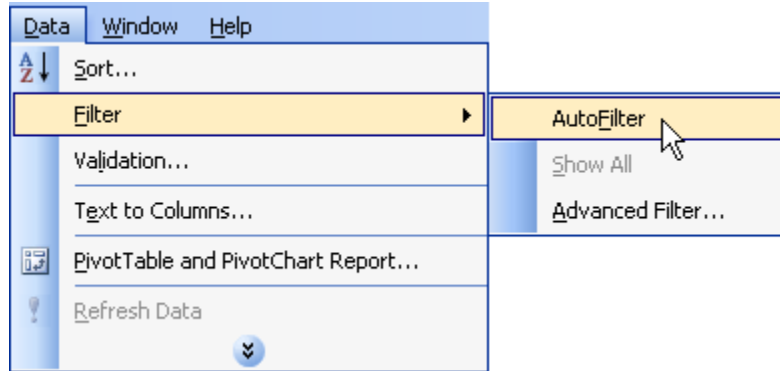


Figure 26: On the Data menu, navigate to Filter>Auto Filter.

- Step 5 – Locate the BOC column. Click the filter arrow next to the column heading. Scroll down until you find '411G' and select this BOC.
- Step 6 – Now that you have filtered on the BOC 411G, you can begin to exclude specific subactivities listed in Appendix B. Using the filter arrow in the subactivity column, select the first Subactivity (5100) listed in Appendix B. If these subactivities exist in the data set, delete the rows associated with the subactivity. Continue for all subactivities listed in Appendix B.
- Step 7 – Compare the costs between the Brio extract and the ABC cost model extract. If they are still off, proceed to the next steps.

- ☑ Crosswalk all prior year's money to a current ABC code using the crosswalk instructions and crosswalk provided in Appendix C.

In order to obtain an accurate view of costs, it is necessary to crosswalk all prior year's money to a current ABC code. This process can be completed by using the Budget Fiscal Year column in the CY Spending Journal. To crosswalk the codes, refer to Appendix C. Like the previous step, it is easiest to crosswalk the code in Excel.

Additionally, because the majority of money (85%) is 2006 or 2007 money, it may not even be necessary to complete this step. Rather than doing this work up front, another option would be to first determine if the costs are not matching by activity. If this is the case, then complete the steps below as the fiscal year is most likely the reason.

- Step 1 – Open the Excel file containing the Brio data extract for the specific organization and/or region that you are viewing.
- Step 2 – Highlight row 1. Then, using the Data menu, navigate to Filter > Auto Filter. This will automatically create a set of filters for each column in the data set.

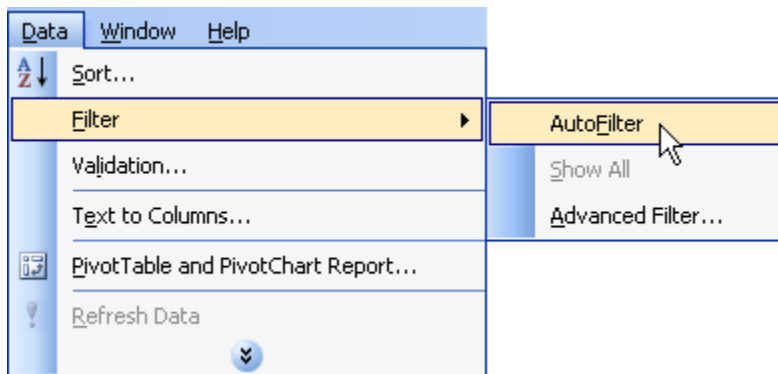


Figure 27: On the Excel Data menu, navigate to Filter>Auto Filter.

- Step 3 – Locate the BFY (Budget Fiscal Year) column. Click the filter arrow next to the column heading.

E	F	G	H
Amount	BFY	BOC	Boc Na
	Sort Ascending	121F	CONTRIB-
	Sort Descending	121E	CONTRIB-
	(All)	121K	CONTRIBU
	(Top 10...)	121A	CONTRIBU
	(Custom...)	121T	CONTRIBU
	2006	121W	CONTRIBU
	2007	121B	CONTRIBU
	108.59/2007		

Figure 28: View the distinct budget fiscal years in the data set using the Auto-Filter option.

- Step 4 – If there are budget years prior to FY2006 listed in the Filter menu, it will be necessary to crosswalk the activity codes. The bullets below detail whether or not crosswalking is necessary for a specific Budget Fiscal Year.
 - Prior to FY2004 – There were no activity codes prior to FY 2004 so it is not necessary to look at these fiscal years.
 - FY2004 – The activity codes in FY2004 were four digits. In order to crosswalk these codes you must first remove the first two characters in the character string. The last two characters within the code are equivalent to the FY2005 activity codes. **Hint: Create a new column and use the right function in Excel and take the right two digits.** Once you have done so, you can crosswalk to the 2-digit code using the FY2005 column in the crosswalk in Appendix C.
 - FY2005 – Use the FY2005 column listed in the crosswalk found in Appendix C to crosswalk the codes to the FY2006/FY2007 code. **Hint: Use the VLookup function in Excel to lookup the current code in the crosswalk and crosswalk it to an existing FY2006/FY2007 activity code.**
 - FY2006 to present – The activity codes remained consistent between FY2006, FY2007, and FY2008 and no crosswalking is necessary.

If it is necessary to crosswalk the ABC codes, first filter on the specific budget year using the Auto Filter option in Excel. Paste Appendix C into one of the sheets in the Excel workbook. After filtering, use the vlookup function in a new

column to lookup the current code from Appendix C in your Excel workbook.

- ☑ Crosswalk all old organization codes to new codes using the crosswalk provided in Appendix D.

Due to organizations being deleted, added and changed over time, another step that may be necessary is to crosswalk old organization codes to new organization codes. ***This step is only necessary when looking at costs by organization.***

Similar to the previous step, it is easiest to crosswalk the code in Excel. Additionally, because crosswalking applies only to a limited set of organizations, it may be easiest to first see if the costs match. If they do not, then you will want to check the organizations. Complete the steps below in order to crosswalk the old organization codes to the new organization code.

- Step 1 – Open the Excel file containing the Brio data extract for the specific organization and/or region that you are viewing.
- Step 2 – Copy and paste the data from Appendix D into another sheet in the Excel workbook.
- Step 3 – Insert a column to the right of the organization column by right-clicking on the column heading next to the organization column and selecting insert.

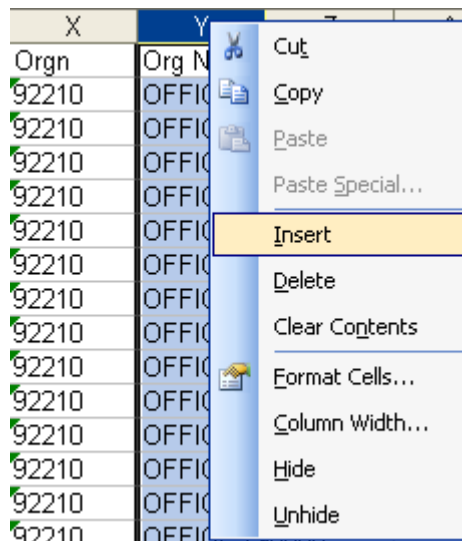


Figure 29: Insert a column in the spreadsheet by right-clicking and selecting ‘Insert’.

- Step 4 – Use the ***vlookup*** function in Excel to crosswalk the organization code listed in the report to the New Org Code listed in Appendix D.
- Step 5 – Sum the costs by organization using the column created in the previous step.

- If comparing by region, break up Law Enforcement (OLE) by region.

If comparing costs for Law Enforcement organizations by region, you will need to break up the Law Enforcement organizations by location. The ABC model is based upon the location of the organization rather than rolling all of the OLE organization costs up to the Headquarters level. The third digit of the Law Enforcement organization specifies the associated region in the ABC model. Use this methodology for comparing costs. For example, to compare the costs from Brio with the ABC model for region 1, you will need to sum costs for all organizations in Brio that look similar to '991XX'.

Appendix A: Excluded Budget Object Code

BOC	BOC Description
311A	Capitalized – Equipment
311B	Capitalized - Equipment On Loan
311D	Capitalized - Information Technology Software (over \$100,000)
311E	Capitalized - Information Technology Equipment
311H	Capitalized - Furniture & Fixtures
311J	Capitalized - Copier/Duplicator
311K	Capitalized - Heavy Machinery
311L	Capitalized - Transportation Equipment (Includes Horses)
321A	Capitalized - Land Acquisition
321E	Capitalized - Easements & Right-Of-Way
322C	Capitalized - Bridges – Purchased
322R	Capitalized - Roads – Constructed
322S	Capitalized - Roads – Purchased
322Z	Capitalized - Other Non-Structure Improvements
323B	Capitalized – Buildings
323C	Capitalized – Buildings
323H	Capitalized – Improvements
323Y	Capitalized - Other Structures & Facilities – Constructed
323Z	Capitalized - Other Structures & Facilities—Purchased
324J	Capitalized - Major Machinery & Fixed Equipment
411P	PILT - Other Revenue Sharing
415A	R&D Cooperative Agreements
431A	Interest
441A	Refunds
910A	Unvouchered

Appendix B: Excluded Budget Object Code

The following subactivity costs are excluded from the FY 2007 and FY 2008 models if the Budget Object Code associated with the transaction is 411G.	
Subactivity Code	Subactivity Name
5100	ADMINISTRATION -FEDERAL AID –WL
510C	C.A.M. - FA WILDLIFE
5110	Wildlife Restoration Administration
5200	FEDERAL AID -WL –PAYMENTS
5210	HUNTER EDUCATION
5220	WILDLIFE RESTORATION
5230	SEC. 10 HUNTER EDUCATION PROGRAM
5231	SEC. 10 HUNTER EDUCATION GRANTS
5232	SEC. 10 WILDLIFE RESTORATION GRANTS
5390	REVERTED FUNDS -WILDLIFE
5410	MULTI-STATE CONSERVATION PROJECTS
5420	NATIONAL SURVEY
5500	WILDLIFE CONSERV & RESTOR PRO
5510	WILDLIFE CONSERVATION AND RESTORATION GRANTS
5511	WCRP CONSERVATION GRANTS
5512	WCRP RECREATION GRANTS
5513	WCRP ADMINISTRATION
551C	C.A.M. - WCRP NO LONGER USED
5521	WETLANDS CONSERVATION
5522	GRANTS
5523	ADMINISTRATION
5590	REVERTED FUNDS - WCRP
5664	G.A.S. ADMINISTRATION NO LONGER USED
5820	WETLANDS CONSERVATION – INTEREST
5830	NAWC GRANTS – INTEREST
5840	NAWC – ADMINISTRATION - INTEREST
9310	CLEAN VESSEL ACT -GRANT PROGRAM
9319	CLEAN VESSEL GRANTS FROM ADMINISTRATION NO LONGE
9320	CLEAN VESSEL ACT
9364	CLEAN VESSEL - ADMINISTRATION
9400	ADMINISTRATION -SPORT FISH
940C	C.A.M. SPORT FISH RESTORATION
9410	SPORT FISH RESTORATION ADMINISTRATION
9420	SMALL GRANT PROGRAMS ADMINISTRATION
9421	COASTAL WETLANDS ADMINISTRATION
9422	CLEAN VESSEL ACT ADMINISTRATION
9423	BOATING INFRASTRUCTURE PROGRAM ADMINISTRATION
9424	OUTREACH & COMMUNICATIONS ADMINISTRATION
9431	TRANSFER TO COAST GUARD
9432	TRANSFER TO CORPS OF ENGINEER
9464	G.A.S. ADMINISTRATION NO LONGER USED
9500	PAYMENTS TO STATES -SPORT FISH

The following subactivity costs are excluded from the FY 2007 and FY 2008 models if the Budget Object Code associated with the transaction is 411G.

Subactivity Code	Subactivity Name
9511	FRESHWATER AQUATIC EDUCATION
9512	MARINE SPORT FISH RESTORATION
9513	MARINE AQUATIC EDUCATION
9514	FRESHWATER SPORT FISH RESTORATION
9521	FRESHWATER BOATING ACCESS
9522	MARINE BOATING ACCESS
9600	REVERTED FUNDS -SPORT FISH
9664	FA SPORT FISH - ADMINISTRATION NO LONGER USED
9671	FA - GRANTS TO COASTAL STATES
9672	WETLANDS ASSESSMENT - NWI -TX
9673	WETLANDS ADMINISTRATION
9674	FA - COASTAL GRANTS FROM ADMINISTRATION NO LONGE
9675	N.A. ACT - COASTAL CONSERVATION
9676	N.A. ACT - COASTAL GRANTS
9677	N.A. ACT - COASTAL ADMINISTRATION
9678	N.A. ACT - C.A.M.
9679	N.A. - COASTAL GRANTS FROM ADMINISTRATION
9700	ALASKA OIL SPILL
9761	NATIONAL OUTREACH - GRANTS
9771	BOATING INFRASTRUCTURE GRANTS
9781	MULTI-STATE CONSERVATION PROJECTS
9782	NATIONAL SURVEY
9791	MARINE COMMISSIONS GRANTS
9792	BOATING COUNCIL

Appendix C: ABC Crosswalk FY05 to FY06/FY07/FY08 ABC Codes

FY05 Activity Code	FY05 Activity Name	FY06/FY07/FY08 Activity Code	FY06/FY07/FY08 Activity Name
1C	1C: Provide Forensics Support for Law Enforcement	Q5	Q5: Provide Forensics Support for Law Enforcement
1D	1D: Inventory, Assess, and Monitor Marine/Coastal	T5	T5: Inventory, Assess, and Monitor Marine/Coastal Habitats
1E	1E: Evaluate Species for Candidate Status	A3	A3: Evaluate Species for Candidate Status
1F	1F: Administer Pay and Benefits	9C	9C: Administer Pay and Benefits
1G	1G: Manage Cultural Resources	3A	3A: Manage and Protect Cultural and Heritage Resources
1H	1H: Produce and Reintroduce Aquatic Species for Non T&E Species Conservation	J2	J2: Produce and Reintroduce Aquatic Species for Non T&E Species Conservation
1N	1N: Prepare and Process Foreign and CITES Listings	B6	B6: Prepare and Process Foreign Listings
1P	1P: Stabilize Burned Areas	2L	2L: Stabilize Burned Areas
1T	1T: Develop Aquatic Habitat Management Plans	S5	S5: Develop Habitat Management Plans
1X	1X: Assist in the Development and Monitoring of Wetland Mitigation Banks	V2	V2: Manage and Protect Wetlands
1Y	1Y: Restore Uplands	W3	W3: Restore Uplands
1Z	1Z: Rehabilitate Lands Damaged by Wildland Fire	2M	2M: Rehabilitate Lands Damaged by Wildland Fire
2B	2B: Control Native Pest Animals and Predators	J5	J5: Conduct Terrestrial Wildlife Population Management
2D	2D: Administer Endangered Species Act Grants	7A	7A: Administer Endangered Species Act Grants
2E	2E: Provide Litigation Support for Section 7 Consultation with Other Federal Agencies	EC	EC: Provide Litigation Support for Section 7 Consultation to Service and Other Federal Agencies
2N	2N: Manage Unintentional Take for Non T&E Migratory Birds	L3	L3: Manage Migratory Bird Populations
2S	2S: Maintain Water Conveyance Facilities	8L	8L: Maintain Water Conveyance Facilities
2T	2T: Develop and Allocate Budgets	9Q	9Q: Develop and Allocate Budgets
2Y	2Y: Process Special Recreation Use Permits	P4	P4: Process Refuge Special Use Permits
3C	3C: Conduct Intra-Service Consultations on FWS Enhancement and Restoration Projects	EB	EB: Provide ESA Section 7 Intra-Service Consultations to Service Programs except for Wildland Fire

FY05 Activity Code	FY05 Activity Name	FY06/FY07/FY08 Activity Code	FY06/FY07/FY08 Activity Name
3L	3L: Provide and Manage Opportunities for Non-Priority Public Uses	4B	4B: Provide and Manage Opportunities for Other Public Uses
3M	3M: Review and Approve Policies and Directives	9B	9B: Conduct Policies and Directives Management
3N	3N: Conduct 5-Year Reviews	C4	C4: Conduct 5-Year Reviews
3O	3O: Prevent, Manage and Control Non-Native, Invasive, Terrestrial Plants	N2	N2: Prevent, Manage and Control Non-Native, Invasive, Terrestrial Plants
3V	3V: Administer International Grants	7D	7D: Administer Multinational Species Conservation Fund Grants
3W	3W: Acquire IT Investments	9M	9M: Acquire IT Investments
3Z	3Z: Maintain All Other Structures and Facilities	8M	8M: Maintain All Other Structures and Facilities
4B	4B: Prepare and Process 12-Month Finding for List or Uplist Petition for US/Domestic Species	B2	B2: Prepare and Process Listing Petitions
4D	4D: Restore Marine and Coastal Habitats	W5	W5: Restore Marine and Coastal Habitats
4F	4F: Perform Financial Management Operations	9R	9R: Perform Financial Management Operations
4G	4G: Restore Natural Resources Damaged by Releases of Oil or Hazardous Substances	D2	D2: Implement Recovery Actions for T&E Species
4K	4K: Implement Recovery Actions	D2	D2: Implement Recovery Actions for T&E Species
4L	4L: Conduct Intra-Service Consultation on FWS Construction, Operations, and Maintenance Activities	EB	EB: Provide ESA Section 7 Intra-Service Consultations to Service Programs except for Wildland Fire
4P	4P: Reduce Fuels - Prescribed Fire (WUI)	2F	2F: Reduce Hazardous Fuels - Prescribed Fire (WUI)
4S	4S: Manage and Protect Marine and Coastal Habitats	V5	V5: Manage and Protect Marine and Coastal Habitats
4V	4V: Conduct Disease Monitoring and Treatment for Non T&E Species	J4	J4: Conduct Disease Monitoring and Treatment for Non T&E Species
4X	4X: Develop New Aquatic Technologies for Non T&E Species	J3	J3: Develop New Aquatic Technologies for Non T&E Species
4Z	4Z: Conduct Hydropower Consultations with Other Federal Agencies	E4	E4: Provide ESA Section 7 Consultations for Hydropower to Other Federal Agencies
5A	5A: Conduct Natural Resource Damage Assessments	Y4	Y4: Conduct Natural Resource Damage Assessments
5B	5B: Provide Litigation Support for Permitting Actions of T&E Species	F6	F6: Provide Litigation Support for Permitting Actions of T&E Species
5H	5H: Prepare 12-Month Finding for Delist or Downlist Species	C5	C5: Prepare and Process Delisting/Downlisting Petitions

FY05 Activity Code	FY05 Activity Name	FY06/FY07/FY08 Activity Code	FY06/FY07/FY08 Activity Name
5K	5K: Provide Office Support	9X	9X: Provide Office Support
5Q	5Q: Prepare and Process Downlisting and Delisting Draft and Final Rules	C6	C6: Prepare and Process Delisting/Downlisting Rules
5R	5R: Manage Competitive Sourcing Initiatives	9U	9U: Conduct Competitive Sourcing Initiatives
5S	5S: Maintain Bridges	8J	8J: Maintain Bridges
5T	5T: Conduct Refuge Patrol and Enforcement	Q4	Q4: Conduct Refuge Patrol and Enforcement
5U	5U: Inventory, Assess, and Monitor Riparian	T4	T4: Inventory, Assess, and Monitor Riparian/Stream Habitats
5W	5W: Acquire Easements	U3	U3: Acquire Easements
5Z	5Z: Conduct Forest Consultations with Other Federal Agencies	E6	E6: Provide ESA Section 7 Consultations for Forest Resources to Other Federal Agencies
6A	6A: Conduct Contaminant Assessments	X3	X3: Conduct Contaminant Assessments
6D	6D: Control Native Pest Plants	V2	V2: Manage and Protect Wetlands
6G	6G: Process Information Quality, FOIA, Privacy Act and Liability Requests and Claims	9Z	9Z: Process Information Quality, FOIA, Privacy Act and Liability Requests/Claims
6I	6I: Process Migratory Bird Permits or Other Take Authorizations	P2	P2: Process Migratory Bird Permits
6J	6J: Review and Develop Environmental Provisions for Projects, Plans, and Permits	Z2	Z2: Review and Develop Environmental Provisions for Federal Projects, Plans, and Permits
6K	6K: Manage and Protect Riparian/Stream Habitats	V4	V4: Manage and Protect Riparian/Stream Habitats
6L	6L: Reduce Fuels - Mechanical (WUI)	2G	2G: Reduce Hazardous Fuels - Mechanical (WUI)
6N	6N: Produce and Reintroduce Fish for Recreation	4A	4A: Provide and Manage Opportunities for Quality Wildlife Dependent Recreation
6S	6S: Administer Recruitment, Staffing and Ensure Diversity	9G	9G: Administer Recruitment, Staffing and Ensure Diversity
6U	6U: Process Import and Export Licenses	P6	P6: Process Import and Export Licenses
6V	6V: Ensure Air Quality	X5	X5: Ensure Air Quality
7E	7E: Reduce Hazardous Fuels - Other (WUI)	2H	2H: Reduce Hazardous Fuels - Other Methods (WUI)
7F	7F: Produce and Enhance Terrestrial Species	J5	J5: Conduct Terrestrial Wildlife Population Management
7G	7G: Administer Bird Habitat Grants	7C	7C: Administer Migratory Bird Grants

FY05 Activity Code	FY05 Activity Name	FY06/FY07/FY08 Activity Code	FY06/FY07/FY08 Activity Name
7J	7J: Survey, Assess, Monitor Non T&E Wildlife and Plants Other Than Aquatic and Migratory Bird Species	M7	M7: Survey, Assess, Monitor Non T&E Wildlife and Plants Other Than Aquatic and Migratory Bird Species
7K	7K: Develop Strategic Landscape and Watershed Based Plans and Projects	S4	S4: Develop Strategic Landscape Based Plans and Projects
7Q	7Q: Process and Monitor Safe Harbor Permit Applications	F3	F3: Process and Monitor Safe Harbor Permit Applications
7R	7R: Provide Litigation Support for Recovery Actions	D4	D4: Provide Litigation Support for Recovery Actions
7S	7S: Process and Monitor Recovery Permits for T&E Species	F5	F5: Process and Monitor Recovery Permits for T&E Species
7T	7T: Conduct and Assist with Law Enforcement for Non T&E Species	Q2	Q2: Conduct and Assist with Law Enforcement for Non T&E and Non CITES Listed Species
7U	7U: Administer Federal Assistance Grants	7B	7B: Administer Federal Assistance Grants
7V	7V: Conduct Resource Protection Consultations with Other Federal Agencies	EA	EA: Provide All Other ESA Section 7 Consultations to Other Federal Agencies
7W	7W: Maintain Equipment	8N	8N: Maintain Equipment
8G	8G: Implement Recovery Actions for Foreign and CITES Species	R4	R4: Implement CITES Treaty, Directives, and Related International Obligations and Develop Related Policies
8L	8L: Plan IT Investments	9L	9L: Plan IT Investments
8R	8R: Develop Bird Conservation Plans for Non T&E Species	K3	K3: Develop Bird Conservation Plans for Non T&E Species
8S	8S: Develop Aquatic Species Management Plans for Non T&E Species	K2	K2: Develop Species Management Plans for Non T&E Species
8V	8V: Conduct Environmental Consultations – Wildland Fire	E2	E2: Provide ESA Section 7 Consultations for Wildland Fire to Service and Other Federal Agencies
9A	9A: Attend Non-Program Specific Meetings	93	93: Attend Training
9B	9B: Process and Monitor HCP Permit Applications	F2	F2: Evaluate Need for and Process and Monitor HCP Permit Applications
9C	9C: Monitor and Evaluate Fuels Reduction and Post-Fire Rehabilitation	2N	2N: Monitor and Evaluate Fuels Reduction and Post-Fire Rehabilitation
9D	9D: Attend Training	93	93: Attend Training
9E	9E: Exchange or Dispose of Lands	U4	U4: Exchange or Dispose of Lands
9F	9F: Suppress Wildland Fires outside the WUI	2J	2J: Suppress Wildland Fires (Non-WUI)
9H	9H: Process Permits for Rights of Way	P3	P3: Process Permits for Rights of Way

FY05 Activity Code	FY05 Activity Name	FY06/FY07/FY08 Activity Code	FY06/FY07/FY08 Activity Name
9K	9K: Develop and Manage Co-Op Land Management Agreements	V2	V2: Manage and Protect Wetlands
9L	9L: Prevent, Manage and Control Invasive Aquatic Animals	N5	N5: Prevent, Manage and Control Invasive Aquatic Animals
9N	9N: Reduce Hazardous Fuels - Prescribed Fire (Non-WUI)	2C	2C: Reduce Hazardous Fuels - Prescribed Fire (Non-WUI)
9R	9R: Prepare and Process Listing Rules for US/Domestic Species	B3	B3: Prepare and Process Listing Rules for US/Domestic Species
9T	9T: Prepare Fire Management Plans	2B	2B: Prepare Fire Management Plans
9V	9V: Mechanically Reduce Hazardous Fuels (Non-WUI)	2D	2D: Reduce Hazardous Fuels - Mechanical (Non-WUI)
9Y	9Y: Manage Records, Files, Mailrooms and Libraries/Info. Services	9Y	9Y: Manage Records, Files, Mailrooms and Libraries/Info. Services
A1	A1: Conduct Intra-Service Consultation on Other FWS Activities	EB	EB: Provide ESA Section 7 Intra-Service Consultations to Service Programs except for Wildland Fire
A2	A2: Provide Litigation Support for Listing for US/Domestic Species	B5	B5: Provide Litigation Support for Listing of US/Domestic Species
A4	A4: Develop Refuge Harvest Regulations for Species Other than Birds and Fish	K2	K2: Develop Species Management Plans for Non T&E Species
A5	A5: Consult and Coordinate with Native American Tribes	5E	5E: Consult and Coordinate with Native American Tribes
B1	B1: Operate, Maintain and Manage IT Investments	9P	9P: Operate, Maintain and Manage IT Investments
B2	B2: Conduct Non-Energy Minerals Consultations with Other Federal Agencies	E7	E7: Provide ESA Section 7 Consultations for Non-Energy Minerals to Other Federal Agencies
B3	B3: Communicate Directly with Media	5A	5A: Conduct External Relations - Media, Congressional, and Other
B6	B6: Provide and Manage Opportunities for Priority Public Uses	4A	4A: Provide and Manage Opportunities for Quality Wildlife Dependent Recreation
B8	B8: Survey, Assess and Monitor Non T&E Aquatic Species	M2	M2: Survey, Assess and Monitor Non T&E Aquatic Species
C2	C2: Maintain Dams and Water Storage Facilities	8K	8K: Maintain Dams and Water Storage Facilities
C4	C4: Manage Contracts and Acquisitions	9W	9W: Manage Purchases, Contracts and Acquisitions
C6	C6: Prepare and Process Critical Habitat Rules for US/Domestic Species	B4	B4: Prepare and Process Critical Habitat Rules for US/Domestic Species

FY05 Activity Code	FY05 Activity Name	FY06/FY07/FY08 Activity Code	FY06/FY07/FY08 Activity Name
C7	C7: Administer Employee and Labor Relations	9D	9D: Administer Employee and Labor Relations
C8	C8: Administer External Civil Rights	9E	9E: Administer External Civil Rights
C9	C9: Administer Internal Civil Rights	9F	9F: Administer Internal Civil Rights
D7	D7: Monitor and Report Performance of Projects, Plans and Permits	Z2	Z2: Review and Develop Environmental Provisions for Federal Projects, Plans, and Permits
D8	D8: Prevent, Manage and Control Invasive Aquatic Plants	N4	N4: Prevent, Manage and Control Invasive Aquatic Plants
E1	E1: Prepare and Process Initial List or Uplist Petition Response for US/Domestic Species	B2	B2: Prepare and Process Listing Petitions
E2	E2: Conduct and Assist with Law Enforcement Investigations for T&E and CITES Listed Species	G2	G2: Conduct and Assist with Law Enforcement Investigations for T&E and CITES Listed Species
E5	E5: Coordinate Congressional Communications	5A	5A: Conduct External Relations - Media, Congressional, and Other
E7	E7: Implement Candidate Conservation Actions	A2	A2: Plan and Implement Candidate Conservation Actions
F1	F1: Conduct Recreation Consultations	E9	E9: Provide ESA Section 7 Consultations for Recreation to Other Federal Agencies
F3	F3: Conduct Water Consultations with Other Federal Agencies	E3	E3: Provide ESA Section 7 Consultations for Water Use to Other Federal Agencies
G1	G1: Manage Bird Harvest	M4	M4: Conduct Migratory Bird Surveys and Monitoring
G5	G5: Conduct Import/Export Inspections for T&E and CITES Listed Species	G3	G3: Conduct Import/Export Inspections for T&E and CITES Listed Species
G7	G7: Develop and Monitor Conservation Banks	D2	D2: Implement Recovery Actions for T&E and CITES
H2	H2: Implement Bird Conservation Plans	K3	K3: Develop Bird Conservation Plans for Non T&E Species
H4	H4: Construct Water Conveyance Facilities	8E	8E: Construct Water Conveyance Facilities
H9	H9: Conduct Intra-Service Consultations on FWS Permits	EB	EB: Provide ESA Section 7 Intra-Service Consultations to Service Programs except for Wildland Fire
I8	I8: Develop and Manage Partnerships'	5D	5D: Develop and Manage Partnerships
J5	J5: Restore Wetlands	W2	W2: Restore Wetlands
J6	J6: Manage Volunteers and Work Programs	5C	5C: Manage Volunteers and Community Partnerships
J7	J7: Prepare for Wildland Fires	2A	2A: Prepare for Wildland Fires

FY05 Activity Code	FY05 Activity Name	FY06/FY07/FY08 Activity Code	FY06/FY07/FY08 Activity Name
J8	J8: Resolve Bird Resource Conflicts for Non T&E Species	L3	L3: Manage Migratory Bird Populations
K2	K2: Manage and Protect Uplands	V3	V3: Manage and Protect Uplands
K3	K3: Provide Services for Facilities and Space Management	8A	8A: Provide Leased Space Operations and Program Management
K5	K5: Maintain Roads	8H	8H: Maintain Roads
K8	K8: Process Designated Port Exception Permits	P7	P7: Process Designated Port Exception Permits
L1	L1: Suppress Wildland Fires in the WUI	2K	2K: Suppress Wildland Fires (WUI)
L7	L7: Inventory, Assess, and Monitor Wetlands	T2	T2: Inventory, Assess, and Monitor Wetlands
L9	L9: Clean up Contaminants on Service Lands	X4	X4: Clean up Contaminated Service Lands
M3	M3: Manage Museum Collections	3B	3B: Manage and Protect Museum Items
M8	M8: Acquire and Manage Real Estate	U2	U2: Acquire and Manage Real Estate
M9	M9: Make Refuge Revenue Sharing Payments	U2	U2: Acquire and Manage Real Estate
N1	N1: Construct Buildings	8B	8B: Construct Buildings
N2	N2: Inventory DOI Facilities and Assess Facility Condition	8P	8P: Inventory DOI Facilities and Assess Facility Condition
N3	N3: Process Refuge Special Use/Recreation Commercial Permits	P4	P4: Process Refuge Special Use Permits
N4	N4: Conduct Forage Consultations with Other Federal Agencies	E5	E5: Provide ESA Section 7 Consultations for Forage to Other Federal Agencies
N9	N9: Construct All Other Structures and Facilities	8F	8F: Construct All Other Structures and Facilities
O5	O5: Conduct Strategic Planning and Performance Management	9S	9S: Conduct Strategic Planning and Performance Management
O6	O6: Process International Trade Permits, Domestic Permits and Special Use Permits	P5	P5: Process International Trade Permits, Domestic Permits and Special Use Permits
O7	O7: Conduct Intra-Service Consultations on FWS Grants	EB	EB: Provide ESA Section 7 Intra-Service Consultations to Service Programs except for Wildland Fire
O9	O9: Develop Recovery Plans for T&E Species	C2	C2: Develop Recovery Plans for T&E Species
P1	P1: Reduce Hazardous Fuels - Other Methods (Non-WUI)	2E	2E: Reduce Hazardous Fuels - Other Methods (Non-WUI)
P2	P2: Manage Marine Mammal Harvests	L5	L5: Manage Marine Mammal Harvest and Take

FY05 Activity Code	FY05 Activity Name	FY06/FY07/FY08 Activity Code	FY06/FY07/FY08 Activity Name
P7	P7: Evaluate and Audit Environmental Safety and Compliance	X2	X2: Evaluate and Audit Environmental Safety and Compliance
P8	P8: Process and Monitor Candidate Conservation Agreements with Assurances	F4	F4: Process and Monitor Candidate Conservation Agreements with Assurances
Q1	Q1: Inventory, Assess, and Monitor Uplands	T3	T3: Inventory, Assess, and Monitor Uplands
Q4	Q4: Develop and Deliver Training	92	92: Develop and Deliver Training
Q6	Q6: Develop and Provide Information and Educational Materials and Activities	5B	5B: Develop and Provide Information and Educational Materials and Activities
Q7	Q7: Survey, Assess and Monitor Non T&E Migratory Birds	M4	M4: Conduct Migratory Bird Surveys and Monitoring
Q8	Q8: Conduct Workforce Planning	9H	9H: Conduct Workforce Planning
R2	R2: Analyze Organizational Structures and Classify Positions	9G	9G: Administer Recruitment, Staffing and Ensure Diversity
R8	R8: Provide Non-Trust Resource Enforcement Activities	6B	6B: Conduct Security Activities
S1	S1: Construct Roads, Bridges, Tunnels	8C	8C: Construct Roads, Bridges, Tunnels
S2	S2: Review Hazardous Waste Actions	Y3	Y3: Review Hazardous Waste Actions
S3	S3: Maintain Surface and Groundwater Systems	U6	U6: Manage Water Quality and Quantity
S9	S9: Conduct Energy Consultations with Other Federal Agencies	E8	E8: Provide ESA Section 7 Consultations for Energy to Other Federal Agencies
T2	T2: Manage and Protect Wetlands	V2	V2: Manage and Protect Wetlands
T5	T5: Manage Marine Mammal Incidental Take	L5	L5: Manage Marine Mammal Harvest and Take
T8	T8: Provide Directorate Leadership and Oversight	9A	9A: Provide Directorate Leadership and Oversight
T9	T9: Prepare Initial Response to Delist or Downlist Petition	C5	C5: Prepare and Process Delisting/Downlisting Petitions
U7	U7: Manage Alaska Subsistence Harvest Other Than Marine Mammals	L6	L6: Manage Alaska Subsistence Harvest Other Than Marine Mammals
U8	U8: Administer Other Grants and Co-operative Agreements	7E	7E: Administer Other Domestic and International Grants and Co-operative Agreements
V4	V4: Provide Emergency Response and Public Safety Operations	6A	6A: Provide Emergency Response and Public Safety Operations

FY05 Activity Code	FY05 Activity Name	FY06/FY07/FY08 Activity Code	FY06/FY07/FY08 Activity Name
V7	V7: Prepare and Process Special 4d and Experimental Population Rules	C3	C3: Prepare, Process and Implement Special 4d, Experimental Population and Other Rules for T&E Species
W1	W1: Review and Develop Environmental Provisions for FERC Hydropower Projects – Non-Specific (COM)	Z5	Z5: Review and Develop Environmental Provisions for FERC Hydropower Projects - Non-Specific (COM)
W2	W2: Plan and Implement Post-Delisting Monitoring	D3	D3: Plan and Implement Post-Delisting Monitoring
W3	W3: Process Litigation for Recreation	4D	4D: Process Litigation for Recreation
W4	W4: Implement Bi-national and Multinational Initiatives	R5	R5: Implement Provisions of Other Bilateral and Multinational Agreements, Treaties, Accords and Orders
W5	W5: Process Non-T&E Litigation for Resource Protection	H2	H2: Process Non-T&E Litigation for Resource Protection
W6	W6: Maintain Buildings	8G	8G: Maintain Buildings
W7	W7: Review and Develop Environmental Provisions for FERC Hydropower Projects – Municipal (MUN)	Z3	Z3: Review and Develop Environmental Provisions for FERC Hydropower Projects - Municipal (MUN)
W8	W8: Manage Harvest for Fisheries	L4	L4: Manage Harvest for Fisheries
W9	W9: Review and Develop Environmental Provisions for FERC Hydropower Projects – Non-Municipal (PUB)	Z4	Z4: Review and Develop Environmental Provisions for FERC Hydropower Projects - Non-Municipal (PUB)
X2	X2: Develop Land Conservation Plans	S2	S2: Develop Land Protection Plans
X3	X3: Prepare for and Implement Spill Response Plans	Y2	Y2: Prepare for and Implement Spill Response Plans
X4	X4: Evaluate and Counsel Personnel	9J	9J: Evaluate and Counsel Personnel
X5	X5: Collect and Analyze Activity Based Costing Information	9T	9T: Collect and Analyze Activity Based Costing Information
X8	X8: Develop Comprehensive Conservation Plans	S3	S3: Develop Comprehensive Conservation Plans
Y2	Y2: Construct Dams and Water Storage Facilities	8D	8D: Construct Dams and Water Storage Facilities
Y3	Y3: Conduct Non T&E Import/Export Inspections	Q3	Q3: Conduct Import/Export Inspections of Non T&E and Non CITES Listed Species
Y8	Y8: Prevent, Manage and Control Non-Native, Invasive Terrestrial Animals	N3	N3: Prevent, Manage and Control Non-Native, Invasive Terrestrial Animals
Z6	Z6: Restore Riparian/Stream Habitats	W4	W4: Restore Riparian/Stream Habitats

FY05 Activity Code	FY05 Activity Name	FY06/FY07/FY08 Activity Code	FY06/FY07/FY08 Activity Name
Z9	Z9: Manage Special Designation Areas	U5	U5: Manage Wilderness Areas

Appendix D: Organization Crosswalk as of FY 2007 Q4

Old Org Code	New Org Code	Org Code Description
10001	14245	EAGLE FISH HEALTH LABORATORY
10003	14260	MAGIC VALLEY FISH HATCHERY
10101	80200	MANAGER-CALIFORNIA/NEVADA OPERATIONS OFFICE
10106	81660	KLAMATH BASIN NATIONAL WILDLIFE REFUGE COMPLEX
10107	84550	DESERT NATIONAL WILDLIFE REFUGE COMPLEX
10108	81660	KLAMATH BASIN NATIONAL WILDLIFE REFUGE COMPLEX
10112	80200	MANAGER-CALIFORNIA/NEVADA OPERATIONS OFFICE
10113	80211	ASSISTANT MANAGER-CONSERVATION PARTNERSHIPS
10138	80235	DIVISION OF REALTY
10170	10185	DIVISION OF DIVERSITY AND CIVIL RIGHTS
11240	81240	COLEMAN NATIONAL FISH HATCHERY
11330	81330	RED BLUFF FISH AND WILDLIFE OFFICE
11331	81331	ARCATA FISH AND WILDLIFE OFFICE
11332	81332	STOCKTON FISH AND WILDLIFE OFFICE
11333	81333	YREKA FISH AND WILDLIFE OFFICE
11420	81420	SACRAMENTO FISH AND WILDLIFE OFFICE
11430	81430	CARLSBAD FISH AND WILDLIFE OFFICE
11440	81440	VENTURA FISH AND WILDLIFE OFFICE
11450	81450	KLAMATH FALLS FISH AND WILDLIFE OFFICE
11590	81590	HUMBOLDT BAY NATIONAL WILDLIFE REFUGE
11614	11671	BLUE RIDGE NATIONAL WILDLIFE REFUGE
11615	11672	BITTER CREEK NATIONAL WILDLIFE REFUGE
11620	81620	SACRAMENTO NATIONAL WILDLIFE REFUGE COMPLEX
11630	81630	SONNY BONO SALTON SEA NATIONAL WILDLIFE REFUGE COMPLEX
11640	81640	SAN FRANCISCO BAY NATIONAL WILDLIFE REFUGE COMPLEX
11650	81650	SAN LUIS NATIONAL WILDLIFE REFUGE COMPLEX
11660	81660	KLAMATH BASIN NATIONAL WILDLIFE REFUGE COMPLEX
11666	81666	BEAR VALLEY NATIONAL WILDLIFE REFUGE
11680	81680	SAN DIEGO NATIONAL WILDLIFE REFUGE COMPLEX
11690	81690	MODOC NATIONAL WILDLIFE REFUGE
11710	81710	STONE LAKES NATIONAL WILDLIFE REFUGE
14240	84240	LAHONTAN NATIONAL FISH HATCHERY
14320	84320	NEVADA FISH AND WILDLIFE OFFICE
14550	84550	DESERT NATIONAL WILDLIFE REFUGE COMPLEX
14570	84570	RUBY LAKE NATIONAL WILDLIFE REFUGE
14590	84590	STILLWATER NATIONAL WILDLIFE REFUGE
19200	99110	SPECIAL AGENT IN CHARGE-PORTLAND, OREGON
19210	99111	RESIDENT AGENT IN CHARGE-REDMOND, WASHINGTON
19211	99116	SPECIAL AGENT-OLYMPIA, WASHINGTON
19213	99113	SPECIAL AGENT-BELLINGHAM, WASHINGTON
19214	99114	SPECIAL AGENT-VANCOUVER, WASHINGTON
19222	99120	RESIDENT AGENT IN CHARGE-WILSONVILLE, OREGON
19223	99121	SPECIAL AGENT-KLAMATH FALLS, OREGON
19224	99112	WILDLIFE INSPECTOR-BLAINE, WASHINGTON
19230	99130	RESIDENT AGENT IN CHARGE-BOISE, IDAHO

Old Org Code	New Org Code	Org Code Description
19231	99131	SPECIAL AGENT-IDAHO FALLS, IDAHO
19232	99117	SPECIAL AGENT-SPOKANE, WASHINGTON
19240	99140	RESIDENT AGENT IN CHARGE-HONOLULU, HAWAII
19241	99141	SPECIAL AGENT-AGANA, GUAM
19310	99150	RESIDENT AGENT IN CHARGE-SACRAMENTO, CALIFORNIA
19312	99151	SPECIAL AGENT-CHICO, CALIFORNIA
19320	99152	SPECIAL AGENT-BURLINGAME, CALIFORNIA
19324	99153	SPECIAL AGENT-CLOVIS, CALIFORNIA
19330	99160	RESIDENT AGENT IN CHARGE-TORRANCE, CALIFORNIA
19332	99161	SPECIAL AGENT-LOS OSOS, CALIFORNIA
19333	99162	SPECIAL AGENT-SAN DIEGO, CALIFORNIA
19340	99134	SPECIAL AGENT-RENO, NEVADA
19342	99135	SPECIAL AGENT-LAS VEGAS, NEVADA
20131	20151	DIVISION OF MIGRATORY BIRDS
20133	20191	CULTURAL RESOURCES
20152	20141	DIVISION OF FISHERIES
20154	20124	DIVISION OF ENDANGERED SPECIES AND HABITAT CONSERVATION
20191	20125	NATIONAL WETLANDS INVENTORY
20200	20140	ASSISTANT REGIONAL DIRECTOR-FISHERIES
20300	20120	ASSISTANT REGIONAL DIRECTOR-ECOLOGICAL SERVICES
21231	21230	SAN MARCOS NATIONAL FISH HATCHERY AND FISH TECHNOLOGY CENTER
21241	21310	OKLAHOMA FISHERY RESOURCES OFFICE
21250	21320	TEXAS FISHERY RESOURCES OFFICE-AUSTIN, TEXAS
21540	21543	BRAZORIA NATIONAL WILDLIFE REFUGE
21620	21661	OPTIMA NATIONAL WILDLIFE REFUGE
22340	22351	ARIZONA FISHERY RESOURCES OFFICE-PARKER
22360	22353	ARIZONA FISHERY RESOURCES OFFICE-FLAGSTAFF
29600	99210	SPECIAL AGENT IN CHARGE-ALBUQUERQUE, NEW MEXICO
29610	99230	RESIDENT AGENT IN CHARGE-MESA, ARIZONA
29611	99231	SPECIAL AGENT-YUMA, ARIZONA
29613	99213	SPECIAL AGENT-EL PASO, TEXAS
29615	99233	SPECIAL AGENT-FLAGSTAFF, ARIZONA
29616	99234	SPECIAL AGENT-NOGALES, ARIZONA
29617	99235	SPECIAL AGENT-PINETOP, ARIZONA
29620	99250	RESIDENT AGENT IN CHARGE-SAN ANTONIO, TEXAS
29621	99251	SPECIAL AGENT-MCALLEN, TEXAS
29622	99252	SPECIAL AGENT-LAREDO, TEXAS
29623	99253	SPECIAL AGENT-CORPUS CHRISTI, TEXAS
29624	99222	SPECIAL AGENT-VICTORIA, TEXAS
29625	99255	WILDLIFE INSPECTOR-BROWNSVILLE, TEXAS
29626	99256	SPECIAL AGENT-AUSTIN, TEXAS
29627	99257	SPECIAL AGENT-ALPINE, TEXAS
29629	99258	SPECIAL AGENT-LOS INDIOS, TEXAS
29630	99243	SPECIAL AGENT-FORT WORTH, TEXAS
29631	99241	SPECIAL AGENT-DALLAS/FORT WORTH AIRPORT, TEXAS
29640	99220	RESIDENT AGENT IN CHARGE-HOUSTON, TEXAS
29641	99221	SPECIAL AGENT-BEAUMONT, TEXAS

Old Org Code	New Org Code	Org Code Description
29650	99240	RESIDENT AGENT IN CHARGE-OKLAHOMA CITY, OKLAHOMA
29653	99212	SPECIAL AGENT-LUBBOCK, TEXAS
29654	99242	SPECIAL AGENT-TULSA, OKLAHOMA
29660	99211	RESIDENT AGENT IN CHARGE-ALBUQUERQUE, NEW MEXICO
30110	30186	DIVISION OF INFORMATION TECHNOLOGY MANAGEMENT
30124	30127	ILLINOIS PRIVATE LANDS OFFICE
30131	30151	DIVISION OF MIGRATORY BIRDS
30134	31560	PATOKA RIVER NATIONAL WILDLIFE REFUGE
30139	32630	CYPRESS CREEK NATIONAL WILDLIFE REFUGE
30141	32141	LA CROSSE FISH HEALTH CENTER
30143	32143	COLUMBIA FISHERIES RESOURCE OFFICE
30144	30122	DIVISION OF ENDANGERED SPECIES
30145	32145	MARQUETTE BIOLOGICAL STATION
30146	32146	LUDINGTON BIOLOGICAL STATION
30147	33670	NEAL SMITH NATIONAL WILDLIFE REFUGE
30148	32148	GREAT LAKES COORDINATION OFFICE
30150	30152	DIVISION OF FEDERAL ASSISTANCE
30170	30185	DIVISION OF DIVERSITY AND CIVIL RIGHTS
39700	99310	SPECIAL AGENT IN CHARGE-FORT SNELLING, MINNESOTA
39710	99311	RESIDENT AGENT IN CHARGE-ST. PAUL, MINNESOTA
39711	99331	WILDLIFE INSPECTOR-MINNEAPOLIS/ST. PAUL INTERNATIONAL AIRPORT
39712	99316	SPECIAL AGENT-DULUTH, MINNESOTA
39721	99312	SPECIAL AGENT-MADISON, WISCONSIN
39722	99313	SPECIAL AGENT-ONALASKA, WISCONSIN
39724	99314	SPECIAL AGENT-GREEN BAY, WISCONSIN
39730	99330	SUPERVISORY WILDLIFE INSPECTOR-ROSEMONT, ILLINOIS
39740	99340	RESIDENT AGENT IN CHARGE-ANN ARBOR, MICHIGAN
39741	99332	WILDLIFE INSPECTOR-DETROIT AIRPORT
39742	99341	SPECIAL AGENT-BAY CITY, MICHIGAN
39743	99342	SPECIAL AGENT-GRAND RAPIDS, MICHIGAN
39744	99351	SPECIAL AGENT-ROSEMONT, ILLINOIS
39750	99350	RESIDENT AGENT IN CHARGE-SPRINGFIELD, ILLINOIS
39751	99352	SPECIAL AGENT-PEORIA, ILLINOIS
39752	99353	SPECIAL AGENT-BARRINGTON, ILLINOIS
39761	99343	SPECIAL AGENT-COLUMBUS, OHIO
39762	99344	SPECIAL AGENT-SANDUSKY, OHIO
39763	99354	SPECIAL AGENT-FRANKLIN, INDIANA
39770	99370	RESIDENT AGENT IN CHARGE-JEFFERSON CITY, MISSOURI
39772	99371	SPECIAL AGENT-ST. PETERS, MISSOURI
39773	99372	SPECIAL AGENT-INDEPENDENCE, MISSOURI
39781	99373	SPECIAL AGENT-DES MOINES, IOWA
40141	41141	GULF COAST FISHERIES COORDINATION OFFICE
40153	40123	DIVISION OF ECOLOGICAL SERVICES-PERMANENT CHANGE OF STATION ACCOUNT
40170	40185	DIVISION OF DIVERSITY AND CIVIL RIGHTS
41235	41280	WARM SPRINGS REGIONAL FISHERIES CENTER
41240	41286	WARM SPRINGS NATIONAL FISH HATCHERY
41241	41288	BEARS BLUFF NATIONAL FISH HATCHERY

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41245	41284	WARM SPRINGS FISH HEALTH CENTER
41514	41516	CRYSTAL RIVER NATIONAL WILDLIFE REFUGE
43680	43682	YAZOO NATIONAL WILDLIFE REFUGE
43682	43680	THEODORE ROOSEVELT NATIONAL WILDLIFE REFUGE COMPLEX
49900	99410	SPECIAL AGENT IN CHARGE-ATLANTA, GEORGIA
49910	99411	RESIDENT AGENT IN CHARGE-ATLANTA, GEORGIA
49911	99416	WILDLIFE INSPECTOR-ATLANTA PORT, GEORGIA
49912	99412	SPECIAL AGENT-SAVANNAH, GEORGIA
49913	99413	SPECIAL AGENT-MONTGOMERY, ALABAMA
49914	99414	SPECIAL AGENT-DAPHNE, ALABAMA
49915	99415	SPECIAL AGENT-ALBANY, GEORGIA
49920	99420	RESIDENT AGENT IN CHARGE-TAMPA, FLORIDA
49921	99421	SPECIAL AGENT-TALLAHASSEE, FLORIDA
49922	99422	SPECIAL AGENT-ORLANDO, FLORIDA
49923	99423	SPECIAL AGENT-FORT MYERS, FLORIDA
49924	99424	SPECIAL AGENT-PANAMA CITY, FLORIDA
49925	99425	SPECIAL AGENT-GAINESVILLE, FLORIDA
49926	99426	SPECIAL AGENT-JACKSONVILLE, FLORIDA
49930	99430	RESIDENT AGENT IN CHARGE-MIAMI, FLORIDA
49931	99431	WILDLIFE INSPECTOR-MIAMI PORT, FLORIDA
49932	99432	SPECIAL AGENT-SAN JUAN, PUERTO RICO
49933	99433	SPECIAL AGENT-MAYAGUEZ, PUERTO RICO
49940	99440	RESIDENT AGENT IN CHARGE-JACKSON, MISSISSIPPI
49941	99441	SPECIAL AGENT-LITTLE ROCK, ARKANSAS
49942	99442	SPECIAL AGENT-NATCHEZ, MISSISSIPPI
49943	99443	SPECIAL AGENT-GRENADA, MISSISSIPPI
49945	99445	SPECIAL AGENT-HATTIESBURG, MISSISSIPPI
49946	99446	SPECIAL AGENT-JONESBORO, ARKANSAS
49948	99448	SPECIAL AGENT-DUMAS, ARKANSAS
49960	99460	RESIDENT AGENT IN CHARGE-NASHVILLE, TENNESSEE
49961	99461	SPECIAL AGENT-MEMPHIS, TENNESSEE
49962	99462	SPECIAL AGENT-LOUISVILLE, KENTUCKY
49963	99463	SPECIAL AGENT-PADUCAH, KENTUCKY
49970	99470	RESIDENT AGENT IN CHARGE-RALEIGH, NORTH CAROLINA
49971	99471	SPECIAL AGENT-WASHINGTON, NORTH CAROLINA
49972	99472	SPECIAL AGENT-COLUMBIA, SOUTH CAROLINA
49973	99473	SPECIAL AGENT-ASHEVILLE, NORTH CAROLINA
49974	99474	SPECIAL AGENT-CHARLESTON, SOUTH CAROLINA
49980	99480	RESIDENT AGENT IN CHARGE-SLIDELL, LOUISIANA
49981	99481	WILDLIFE INSPECTOR-NEW ORLEANS, LOUISIANA
49982	99482	SPECIAL AGENT-BATON ROUGE, LOUISIANA
49983	99483	SPECIAL AGENT-MONROE, LOUISIANA
49984	99484	SPECIAL AGENT-LAKE CHARLES, LOUISIANA
49985	99485	SPECIAL AGENT-LAFAYETTE, LOUISIANA
49986	99486	SPECIAL AGENT-ALEXANDRIA, LOUISIANA
49987	99487	SPECIAL AGENT-HOUMA, LOUISIANA
50170	50185	DIVISION OF DIVERSITY AND CIVIL RIGHTS
59100	99511	RESIDENT AGENT IN CHARGE-BALTIMORE, MARYLAND

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59110	99513	SPECIAL AGENT-CAMBRIDGE, MARYLAND
59111	99514	SPECIAL AGENT-DOVER, DELAWARE
59112	99512	SPECIAL AGENT-ANNAPOLIS, MARYLAND
59120	99542	SPECIAL AGENT-HARRISBURG, PENNSYLVANIA
59121	99543	SPECIAL AGENT-PHILADELPHIA, PENNSYLVANIA
59130	99520	RESIDENT AGENT IN CHARGE-RICHMOND, VIRGINIA
59131	99521	SPECIAL AGENT-FREDERICKSBURG, VIRGINIA
59132	99522	SPECIAL AGENT-CHARLESTON, WEST VIRGINIA
59134	99523	SPECIAL AGENT-ABINGDON, VIRGINIA
59200	99530	RESIDENT AGENT IN CHARGE-VALLEY STREAM, NEW YORK
59210	99531	SPECIAL AGENT-ALBANY, NEW YORK
59211	99532	SPECIAL AGENT-AMHERST, NEW YORK
59214	99533	WILDLIFE INSPECTOR-CHAMPLAIN, NEW YORK
59221	99540	RESIDENT AGENT IN CHARGE-ELIZABETH, NEW JERSEY
59222	99541	SPECIAL AGENT-MILLVILLE, NEW JERSEY
59224	99542	SPECIAL AGENT-HARRISBURG, PENNSYLVANIA
59225	99543	SPECIAL AGENT-PHILADELPHIA, PENNSYLVANIA
59300	99510	SPECIAL AGENT IN CHARGE-HADLEY, MASSACHUSETTS
59310	99550	RESIDENT AGENT IN CHARGE-CHELSEA, MASSACHUSETTS
59312	99551	SPECIAL AGENT-HARTFORD, CONNECTICUT
59320	99552	SPECIAL AGENT-PORTSMOUTH, NEW HAMPSHIRE
59322	99553	SPECIAL AGENT-ESSEX JUNCTION, VERMONT
59323	99554	SPECIAL AGENT-EAST ORLAND, MAINE
59324	99555	SPECIAL AGENT-CHARLESTOWN, RHODE ISLAND
60141	61270	BOZEMAN FISH HEALTH CENTER
60170	60185	DIVISION OF DIVERSITY AND CIVIL RIGHTS
60179	61593	STRIKE TEAM INVASIVES
61420	61810	MONTANA PARTNERS FOR FISH AND WILDLIFE
61430	61820	WYOMING PARTNERS FOR FISH AND WILDLIFE
62440	62830	NORTH DAKOTA PARTNERS FOR FISH AND WILDLIFE
64450	64860	KANSAS PARTNERS FOR FISH AND WILDLIFE
64460	64850	NEBRASKA PARTNERS FOR FISH AND WILDLIFE
64470	64840	SOUTH DAKOTA PARTNERS FOR FISH AND WILDLIFE
65414	65870	COLORADO PARTNERS FOR FISH AND WILDLIFE
65480	65880	UTAH PARTNERS FOR FISH AND WILDLIFE
69400	99610	SPECIAL AGENT IN CHARGE-LAKEWOOD, COLORADO
69402	99023	NATIONAL EAGLE AND WILDLIFE PROPERTY REPOSITORY
69410	99611	SPECIAL AGENT-BILLINGS, MONTANA
69411	99612	WILDLIFE INSPECTOR-SWEETGRASS, MONTANA
69413	99613	SPECIAL AGENT-MISSOULA, MONTANA
69414	99614	SPECIAL AGENT-BOZEMAN, MONTANA
69416	99642	SPECIAL AGENT-GRAND JUNCTION, COLORADO
69417	99620	RESIDENT AGENT IN CHARGE-CASPER, WYOMING
69418	99621	SPECIAL AGENT-CODY, WYOMING
69419	99622	SPECIAL AGENT-LANDER, WYOMING
69420	99650	RESIDENT AGENT IN CHARGE-OGDEN, UTAH
69421	99651	SPECIAL AGENT-CEDAR CITY, UTAH
69422	99640	RESIDENT AGENT IN CHARGE-LITTLETON, COLORADO
69423	99642	SPECIAL AGENT-GRAND JUNCTION, COLORADO

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69424	99641	WILDLIFE INSPECTOR-DENVER INTERNATIONAL AIRPORT
69430	99661	SPECIAL AGENT-BISMARCK, NORTH DAKOTA
69433	99662	SPECIAL AGENT-COLUMBIA, SOUTH DAKOTA
69442	99630	SPECIAL AGENT-DERBY, KANSAS
69443	99633	SPECIAL AGENT-TOPEKA, KANSAS
69444	99632	SPECIAL AGENT-NORTH PLATTE, NEBRASKA
69445	99631	SPECIAL AGENT-LINCOLN, NEBRASKA
69450	99660	RESIDENT AGENT IN CHARGE-PIERRE, SOUTH DAKOTA
69451	99663	WILDLIFE INSPECTOR-DUNSEITH, NORTH DAKOTA
69452	99664	SPECIAL AGENT-RAPID CITY, SOUTH DAKOTA
69453	99661	SPECIAL AGENT-BISMARCK, NORTH DAKOTA
69455	99662	SPECIAL AGENT-COLUMBIA, SOUTH DAKOTA
69460	99631	SPECIAL AGENT-LINCOLN, NEBRASKA
69461	99632	SPECIAL AGENT-NORTH PLATTE, NEBRASKA
70170	70185	DIVISION OF DIVERSITY AND CIVIL RIGHTS
71100	70120	ASSISTANT REGIONAL DIRECTOR-ECOLOGICAL SERVICES AND FISHERIES
71101	70121	DIVISION OF ECOLOGICAL SERVICES AND FISHERIES
71102	70122	DIVISION OF FISHERIES AND HABITAT CONSERVATION
71103	70123	BRANCH OF HABITAT CONSERVATION
72100	70130	REGIONAL CHIEF-NATIONAL WILDLIFE REFUGE SYSTEM
72104	70133	DIVISION OF CONSERVATION PLANNING AND POLICY
72105	70134	AVIATION MANAGER
72110	70135	DIVISION OF REALTY
72120	70136	DIVISION OF WATER RESOURCES
72130	70154	DIVISION OF MIGRATORY BIRDS
72150	70137	DIVISION OF NATURAL RESOURCES
73102	70125	BRANCH OF FISHERIES
73103	70150	ASSISTANT REGIONAL DIRECTOR-MIGRATORY BIRDS AND STATE PROGRAMS
73190	70190	DIVISION OF ENGINEERING
79100	99710	SPECIAL AGENT IN CHARGE-ANCHORAGE, ALASKA
79110	99711	RESIDENT AGENT IN CHARGE-ANCHORAGE, ALASKA
79112	99712	SPECIAL AGENT-KING SALMON, ALASKA
79113	99713	SPECIAL AGENT-BETHEL, ALASKA
79115	99715	SPECIAL AGENT-JUNEAU, ALASKA
79116	99716	LAKE HOOD SEAPLANE BASE WILDLIFE ADMINISTRATIVE SITE
79117	99717	LEWIS RIVER ADMINISTRATIVE SITE
79118	99718	PILOT POINT ADMINISTRATIVE SITE
79119	99719	KUSTATAN RIVER ADMINISTRATIVE SITE
79120	99720	RESIDENT AGENT IN CHARGE-FAIRBANKS, ALASKA
79121	99721	SPECIAL AGENT-NOME, ALASKA
91040	95110	BRANCH OF DIVERSITY AND CIVIL RIGHTS-JOB CORPS UNIT
91080	91100	DIVISION OF BIRD HABITAT CONSERVATION
91110	97300	NATIONAL CONSERVATION TRAINING CENTER
91120	97310	NATIONAL CONSERVATION TRAINING CENTER-DIVISION OF FACILITY OPERATIONS
91130	97340	NATIONAL CONSERVATION TRAINING CENTER-PUBLICATIONS AND TRAINING MATERIALS

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91150	97350	NATIONAL CONSERVATION TRAINING CENTER-DIVISION OF EDUCATION
92110	92200	DIVISION OF ENDANGERED SPECIES
92213	94300	DIVISION OF HABITAT AND RESOURCE CONSERVATION
92223	94420	PATUXENT ANALYTICAL CONTROL FACILITY
92240	94310	NATIONAL WETLANDS INVENTORY
92331	94311	NATIONAL WETLANDS INVENTORY CENTER
93470	99010	DIVISION CHIEF-LAW ENFORCEMENT OPERATIONS
93472	99012	SPECIAL AGENT IN CHARGE-SPECIAL OPERATIONS BRANCH
93474	99013	SPECIAL AGENT IN CHARGE-TRAINING/INSPECTION BRANCH
93478	99030	CLARK R. BAVIN NATIONAL FISH AND WILDLIFE FORENSICS LABORATORY
93480	91200	DIVISION OF MIGRATORY BIRD MANAGEMENT
93510	93200	DIVISION OF REFUGES
93520	93300	DIVISION OF REALTY
97400	91400	DIVISION OF FEDERAL ASSISTANCE
97401	91410	BRANCH OF FEDERAL AID-BRANCH OF TRAINING
97404	91420	BRANCH OF FEDERAL AID-FEDERAL AID INFORMATION MANAGEMENT SYSTEM
97500	91500	CONSERVATION PARTNERSHIPS LIAISON DIVISION
97510	91510	SPORT FISHING AND BOATING PARTNERSHIP COUNCIL
97520	91520	RECREATIONAL BOATING AND FISHING FOUNDATION
98110	98100	DIVISION OF SAFETY AND HEALTH
98211	98210	BRANCH OF ACQUISITION AND ASSISTANCE OPERATIONS
98214	98230	BRANCH OF POLICY AND INFORMATION MANAGEMENT
98301	98310	BRANCH OF NATIONAL FINANCIAL POLICY AND ANALYSIS
98302	98320	BRANCH OF FISCAL POLICY AND WASHINGTON OFFICE FINANCE ACTIVITIES
98400	90210	CHIEF-DIVISION OF INFORMATION RESOURCES AND TECHNOLOGY MANAGEMENT
98410	90220	BRANCH OF DATA AND SYSTEMS SERVICES
98415	90240	BRANCH OF TECHNICAL SERVICES
98420	90230	BRANCH OF COMMUNICATION TECHNOLOGY
98425	90250	BRANCH OF PROGRAM AND INFORMATION MANAGEMENT
98690	98500	DIVISION OF ENGINEERING
98691	98510	BRANCH OF DAM SAFETY
98692	98520	BRANCH OF ENGINEERING SERVICES WASHINGTON OFFICE
98696	98540	BRANCH OF ENVIRONMENTAL AND FACILITY COMPLIANCE
99100	99010	DIVISION CHIEF-LAW ENFORCEMENT OPERATIONS
99200	99012	SPECIAL AGENT IN CHARGE-SPECIAL OPERATIONS BRANCH
99201	99013	SPECIAL AGENT IN CHARGE-TRAINING/INSPECTION BRANCH
99300	99030	CLARK R. BAVIN NATIONAL FISH AND WILDLIFE FORENSICS LABORATORY
99400	99023	NATIONAL EAGLE AND WILDLIFE PROPERTY REPOSITORY
99700	98920	CLEARING ACCOUNT-DISTRIBUTION