

U. S. Fish and Wildlife Service

SERVICEWIDE

EEOC MD 715 Plans



FY 2008



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240

In Reply Refer To:
FWS/ABHR/HC/EOD

DEC 15 2008

Memorandum

To: Sharon D. Eller
Director, Office of Civil Rights

From: **Acting** Director *Rouan W. Gould*

Subject: MD 715 FY 2008 Federal Agency Annual EEO Program Status Report
and FY 2009 Plan Update

Attached are two copies of the U.S. Fish and Wildlife Service's Management Directive (MD) 715 FY 2008 Federal Agency Annual EEO Program Status Report and FY 2009 Plan Update.

If you have any questions, please contact Ahmad Razavi, EEO Officer at (703) 358-2566.

Attachment

**EEOC FORM
715-01 PART A - D**

U.S. Equal Employment Opportunity Commission

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

For the period covering October 1, 2007 to September 30, 2008

PART A Department or Agency Identifying Information	1. Agency		1. U. S. Department of the Interior	
	1.a. 2 nd level reporting component		1.a. U. S. Fish and Wildlife Service	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 1849 C Street, N. W.	
	3. City, State, Zip Code		3. Washington, DC 20240	
	4. CPDF Code	5. FIPS Code	4. IN15	5. 1448
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 8,129	
	2. Enter total number of temporary employees		2. 1,268	
	3. Enter total number employees paid from non-appropriated funds		3. Not applicable	
	4. Total Employment [add lines B 1 through 3]		4. 9,397	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. H. Dale Hall, Director	
	2. Agency Head Designee		2. Denise Sheehan, Assistant Director-Budget, Planning and Human Capital	
	3. Principal EEO Director/Official Official Title/series/grade		3. Ahmad Razavi, EEO Officer GS-260-14	
	4. Title VII Affirmative EEO Program Official		4. Carolyn McGuire, EEO Specialist GS-260-14	
	5. Section 501 Affirmative Action Program Official		5. Ahmad Razavi, EEO Officer	
	6. Complaint Processing Program Manager		6. Ahmad Razavi, EEO Officer	
	7. Other Responsible Staff		7. Charles Davis, Statistician, GS-1530-14 Duane Harris, EEO Specialist, GS-260-12 Abigail Terrones, EEO Specialist, GS-260-12 Inez Uhl, EEO Specialist, GS-260-13	

**EEOC FORM
715-01 PART A - D**

U.S. Equal Employment Opportunity Commission

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

PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
List of Subordinate Components Covered in this Report	Region 1, Portland, Oregon	IN1501	1448
	Region 2, Albuquerque, New Mexico	IN1502	1448
	Region 3, Twin Cities, Minnesota	IN1503	1448
	Region 4, Atlanta, Georgia	IN1504	1448
	Region 5, Hadley, Massachusetts	IN1505	1448
	Region 6, Denver, Colorado	IN1506	1448
	Region 7, Anchorage, Alaska	IN1507	1448
	Region 8, Sacramento, California	IN1508	1448
	Region 9, Arlington, Virginia	IN1509	1448

EEOC Forms and Documents Included with this Report			
Executive Summary [FORM 715-01 PART E], that includes:	X	Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	X
Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects.	N/A
Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	Organizational Chart	X

**EEOC FORM
715-01 PART E**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife Service's Annual EEO Program Status Report
For the period covering October 1, 2007 to September 30, 2008**

Executive Summary

The Service's mission is to work with others to conserve, protect and enhance fish, wildlife, and plants, and their habitats for the continuing benefit of the American people.

The Service's permanent workforce was 8,129 as of the end of FY 2008, an increase of three from last fiscal year. There was an increase in the participation of Asians (4), Hispanics (4), White women (43) and men identifying with two or more races (2). There was a decrease in the participation of White men (-13), Blacks (-18), Native Hawaiian or Other Pacific Islanders (-1), American Indian or Alaska Natives (-15) and women identifying with two or more races (-3).

Minorities:

The participation of minorities as a group in the permanent workforce is quite low in the Service in comparison with their participation in the Civilian Labor Force (CLF), especially for Blacks, Asians, and employees identifying with two or more races. Although Black women and persons identifying with two or more races were hired at rates comparable to their availability in the CLF, the accession rates for Black men and Asians continue to be quite low. The net effect was that the participation of minorities as a group declined significantly during FY 2008.

Women:

The participation of women as a group in the permanent workforce in the Service is quite low in comparison with its participation in the CLF. When considered separately, this also holds for Black women, Asian women, White women, and women identifying with two or more races. Significantly, women were hired in all race and national origin groups at rates comparable to their availability in the CLF, with the notable exception of Asian women. The participation of minority women as a group declined. This is also true of the participation of Black women when considered separately. The participation of Hispanic women increased to the point where it is no longer significantly below their participation in the CLF. Although the participation of White women increased by a full half a percentage point, the increase was not quite significant at the level.

Professional Biology Series and Biology Students:

The participation of women in the professional biology series is low in comparison to the participation of women in comparable occupations in the CLF. This is also the case for Black women, Hispanic women, Asian women, White women, and women identifying with two or more races when considered separately. For men in the professional biology series, only Asian men have an unexpectedly low participation rate.

This year 199 professional biologists and biology students were hired in the permanent workforce. The accessions of Asians were statistically lower than their availability in the CLF. The number of White women hired in these professional biology series achieved a 0.7% increase in their participation rate this year.

During FY 2008, 1 Hispanic woman, 1 Native American woman, 1 woman identifying with two or more races and 6 White women completed their Student Career Experience Program (SCEP) and were converted into the mission-critical biology permanent workforce. Also, during FY 2008 the Service appointed 1 Black woman, 1 Hispanic woman, 1 Asian man, and 18 White women to the biology SCEP program.

During FY 2008, 52 of the 167 permanent hires in the mission-critical biology series came from temporary positions, although 2 Hispanics were the only minority group members.

Of the 73 employees obtaining temporary appointments in the mission-critical biology series during FY 2008, only 5 were members of minority groups (1 Hispanic woman, 1 Hispanic man, 2 Native American women, and 1 man identifying with two or more races).

Senior Workforce (GS-13 through SES):

The participations of women as a group, of minorities as a group, and of persons with disabilities as a group in the senior workforce in the Service are comparable to the participations of these groups in similar occupations in the senior workforce in Department of the Interior (excluding BIA). The participation of Native American women is quite low and the low participation of Black women requires monitoring.

The only significant change in the senior workforce during FY 2008 was a modest decrease in Black men.

It is noted that there were no accessions or promotions into the senior workforce among Native American women during the past 3 years. There also has been no participation of Native American women in the leadership development programs during the same 3 year period.

Disabled:

During FY 2008 the Service added 40 employees with disabilities to the permanent workforce, representing 6.9% of permanent hires. Thirty-one (31) of these were hired into permanent positions directly, while 9 came from temporary rolls. This success rate is somewhat less than the 7.1% of permanent hires obtained by the Department of the Interior overall. It is also notable that 10 of these 40 permanent disability hires were in our mission-critical professional biology series, 2 having targeted disabilities.

Mission-critical Criminal Investigators:

The participation of women as a group in series 1811 is quite low in comparison with the participation of women in similar occupations in the civilian labor force. This is also the case when the participations of Black women, of Hispanic women, and of White women are examined separately. For men in the mission-critical Criminal Investigating series, only Black men have an unexpectedly low participation rate.

During FY 2008, 15 criminal investigators were hired (including 3 women), and 16 left (all men), slightly increasing the participation of women and of Asian and White women, in particular. None of these changes were significant.

Our self-assessment shows that the Service has the following program deficiencies:

- Information for reporting and monitoring accessibility improvements for programs and facilities is not currently collected nationally, thereby making it difficult to determine progress in meeting overall program objectives and tracking accomplishments. (See page 22 for our plan to improve.)
- There is no process in place to track the discipline or sanction taken against managers, supervisors or employees found to have discriminated. (See page 23 for our plan to improve.)
- The Service has not implemented adequate data collection and analysis systems that permit tracking of all information required by EEOC MD-715. There is no applicant background tracking or data collection and analysis system that permit tracking of recruitment and outreach efforts to determine whether there is a recruitment problem, a hiring problem or both. (See page 24 for our plan to improve.)
- The Service has not implemented adequate data collection and analysis systems that permit tracking of all information required by EEOC MD-715. The Service does not collect and evaluate exit interview information to determine why employees are leaving. (See page 25 for our plan to improve.)
- The Service does not have a process to coordinate and track recruitment efforts. (See page 26 for our plan to improve.)

Our barrier analyses show that we have the following program deficiencies:

- A review of the Service's professional biology major mission occupations revealed that no Black males or females have been hired in the GS-401, GS-480, GS-482, GS-485, and GS-486. (See page 28 for our plan to improve.)
- The Service hired 10 individuals with targeted disabilities, 37.0% of the Director's established annual goal of hiring 27. There was a decrease of 5 individuals with targeted disabilities in the permanent and temporary workforce from last fiscal year (98 to 93). (See page 30 for our plan to improve.)

**EEOC FORM
715-01 PART F**

U.S. Equal Employment Opportunity Commission

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


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

I, Ahmad Razavi, EEO Officer, GS 260-14, am the Principal EEO Director/Officer for the U.S. Fish and Wildlife Service (Service).

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

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

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



Ahmad Razavi, EEO Officer

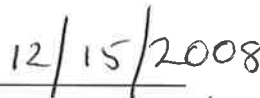


Date

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



Acting Director



Date

Part G

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

**EEOC FORM
715-01 PART G**





U.S. Equal Employment Opportunity Commission



**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL
ELEMENTS**

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP				
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
Compliance → Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
The Agency Head was installed on October 12, 2005. Was the EEO policy statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		X		
During the current Agency Head's tenure, has the EEO Policy Statement been re-issued annually? If no, provide an explanation.		X		
Are new employees provided a copy of the EEO Policy Statement during orientation?			X	One Region reported no. They are currently reestablishing a process after a re-organization. Equal Opportunity and Diversity will coordinate with Human Resources to ensure this occurs.
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?			X	One Region reported no. They are currently reestablishing a process after a re-organization. Equal Opportunity and Diversity will coordinate with Human Resources to ensure this occurs.
Compliance → Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Have the heads of subordinate reporting components communicated support of		X		



all agency EEO policies through the ranks?				
Has the Agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		
Has the Agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X		
Compliance ➔ Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
➔ Measures		Yes	No	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X		
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X		
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?		X		
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X		
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				Penalties for unacceptable behavior were referenced in a Director's Memorandum.
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by			X	Two Regions reported no. All employees will be provided a link to







making such procedures available on the World Wide Web or Internet?				the Department's Policy on Reasonable Accommodation. New employees will be provided a copy of the Policy in their Orientation Package.
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?			X	Two Regions reported no. Managers and supervisors will be required to take the Service's new on-line training course "USFWS Reasonable Accommodations in the Workplace."
<p>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.</p>				
Compliance ➔ Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
➔ Measures		Yes	No	
Is the EEO Director/Officer under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official?			X	The EEO Officer reports to the Human Capital Officer, who reports to the Assistant Director-Budget, Planning and Human Capital, who in turn reports to the Deputy Director.
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
If the agency has 2 nd level reporting components, does the agency-wide EEO Director/Officer have authority for the EEO programs within the subordinate reporting components?			X	Per 060 FW 1, the Director delegates responsibility and leadership to the Regional Directors to develop and implement an effective EEO program consistent with Servicewide goals and objectives, within their Region. The EEO Office in the National Headquarters provides general oversight and technical guidance to Regional EEO officials.
If not, please describe how EEO program authority is delegated to subordinate reporting components.				





Compliance  Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?	X		The Assistant Director-Budget, Planning and Human Capital serves as the conduit between Equal Opportunity Officer and the Director.
	Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	X		
	Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X	Two Regions reported they are currently developing a process.
	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	X		
	Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]	X		
	Is the EEO Director/Officer included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?	X		The Service implements the Department of the Interior's Human Capital Strategic Plan.
Compliance  Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Does the EEO Director/Officer have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?	X		The EEO Officer does not have an operating budget. The Director retains the ultimate authority for appropriated funds.
	Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEOC MD-715 are conducted annually and to maintain an effective complaint processing system?		X	One Region reported no; however, limited resources is a common concern throughout the Bureau in all Programs.
	Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?	X		In collaboration with the Department of the Interior
	Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204	X		In collaboration with the Department of the Interior





Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		In collaboration with the Department of the Interior
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
Compliance  Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems			X	Three Regions reported no; however, limited resources is a common concern throughout the Bureau in all Programs.
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		X		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?			X	See Part H.
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]		X		
Is there sufficient funding to ensure that all employees have access to this training and information?		X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:		X		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		X		
to provide religious accommodations?		X		
to provide disability accommodations in accordance with the agency's written procedures?		X		

in the EEO discrimination complaint process?		X		
to participate in ADR?		X		
<p>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.</p>				
Compliance → Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each managers or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief Information Officer?		X		
Compliance → Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X		The Service's Merit Promotion Program Policy is currently out for review and comment (December 2008). Statistics are reviewed annually during the MD-715 Barrier Analysis.
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X		Statistics are reviewed annually during the MD-715 Barrier Analysis.
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X		Statistics are reviewed annually during the MD-715 Barrier Analysis.
Compliance → Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		Agency follows the Douglas Factors.
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		

Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X	See Part H.	
<p>If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.</p> <p>In FY 2008, there have been three findings of discrimination:</p> <ul style="list-style-type: none"> • One manager retired from the Service and therefore was not disciplined. • One manager has received anti-discrimination and anti-harassment training. A determination of appropriate disciplinary action has not yet been made. • One manager has completed anti-discrimination and anti-harassment training. It was determined that the manager's action was made in good faith in consultation with Human Resources and his supervisor. 				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X			
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X			
<p>Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.</p>				
Compliance  Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Do senior managers meet with and assist the EEO Director/Officer and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO Office, agency EEO Action Plans to eliminate said barriers?		X		
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		

Compliance Indicator 	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures 		Yes	No	
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?		X		
Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
Compliance Indicator 	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures 		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?			X	See Part H.
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
Compliance Indicator 	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures 		Yes	No	
Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		

Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
If yes, briefly describe how: The Service holds the contractors accountable to the specific time frames listed in the contract. The Service has terminated three contractors in the past five years in part for failure to complete work in specified timeframes.				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
Compliance  Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
Does the agency complete the investigations within the applicable prescribed time frame?		X		
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		N/A		Departmental responsibility.
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
Compliance  Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		

Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		
Does the responsible management official directly involved in the dispute have settlement authority?			X	The Assistant Director- Budget, Planning and Human Capital has Settlement Authority for any settlement that involves monetary benefits or monetary payment.
Compliance  Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a) (1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?			X	See Part H.
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
Compliance  Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		N/A		We do not request legal sufficiency reviews.
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		

If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		N/A		We do not request legal sufficiency reviews.
<p>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</p>				
Compliance → Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
Compliance → Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
	Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.	X		
	Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	X		
	Are procedures in place to promptly process other forms of ordered relief?	X		
Compliance → Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
	Is compliance with EEOC orders encompassed in the performance standards of any agency employees?	X		
<p>If so, please identify the employees by title in the comments section, and state how performance is measured.</p> <p>Supervisors and managers are evaluated on compliance if an issue arises in their program. The Service EEO Officer and his staff are also evaluated on ensuring compliance.</p>				
	Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO Office?	X		
<p>If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.</p>				

Have the involved employees received any formal training in EEO compliance?	X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, and narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s.	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in the compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes: 1. See 29 C.F.R. § 1614.102. 2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See *EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation* (10/20/00), Question 28.

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

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

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

FY 2008 - U. S. Fish and Wildlife Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element B: Integration of EEO into the Agencies Strategic Mission Information for reporting and monitoring accessibility improvements for programs and facilities is not currently collected nationally, thereby making it difficult to determine progress in meeting overall program objectives and tracking accomplishments.
OBJECTIVE:	Establish a process to collect information annually on the Regional progress on meeting the 504 compliance reviews of field facilities to assure that Service programs, facilities and activities are accessible to individuals with disabilities.
RESPONSIBLE OFFICIALS:	Director Regional Directors Assistant Director-National Wildlife Refuge System
DATE OBJECTIVE INITIATED:	December 15, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Update the Service Manual Chapter FWS 063.4 http://www.fws.gov/policy/063fw4.html to provide guidance to Regions on their responsibility for 504 compliance reviews in accordance with Departmental regulations and related Service policy.	September 30, 2010
2. Prepare recommendations on providing guidance, training and program support for consideration by the Assistant Director, National Wildlife Refuge System, for consideration.	September 30, 2009
3. Review existing asset databases to determine feasibility for reporting Section 504 compliance information.	September 30, 2009
4. Establish a process to collect annual information on the Regional progress on meeting the 504 compliance reviews of field facilities to assure that Service programs, facilities and activities are accessible to individuals with disabilities.	September 30, 2009
Report of accomplishments and modifications to objective:	
<p>The Regional Directors continue to follow the guidance in Service Manual Chapter FWS 063.4 http://www.fws.gov/policy/063fw4.html and a Director's memorandum dated May 8, 2001, which includes the development of a yearly schedule to evaluate and possibly renovate facilities once identified. The Service's Implementation Guidelines for Accessibility are still in effect.</p> <p>The Service convened a team in FY 2008, consisting of regional representatives from Refuges, Engineering, Wildlife and Sport Fish Restoration Programs and Diversity and Civil Rights, to review existing policy, guidance and reporting systems on the Section 504 program. The team has developed a series of recommendations for the Assistant Director, National Wildlife Refuge System, for consideration. The Service has developed a draft 504 program checklist for use in the Visitor Services Program Evaluation Handbook which will be released in late FY 2009.</p>	

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

FY 2008 - U.S. Fish and Wildlife Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element C: Management and Program Accountability There is no process in place to track the discipline or sanction taken against managers, supervisors or employees found to have discriminated.
OBJECTIVE:	Develop a system to require management officials to report discipline or sanction taken against managers, supervisors or employees found to have discriminated. Provide a justification if no discipline or sanction is taken.
RESPONSIBLE OFFICIALS:	Division of Human Capital Branch of Equal Opportunity and Diversity
DATE OBJECTIVE INITIATED:	December 15, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Update current policy to ensure that management officials report to the EEO Officer the disciplinary action taken against their subordinate managers, supervisors and employees who have been found to have discriminated.	September 30, 2009
2. Provide anti-discrimination and anti-harassment training to all managers and employees who have been found to have discriminated.	September 30, 2010
3. Collect information on the discipline or sanction proposed for managers, supervisors or employees found to have discriminated, ensure the discipline or sanction is imposed within proper time-frames and include completion in appropriate report.	September 30, 2010
Report of accomplishments and modifications to objective:	

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FY 2008 - U. S. Fish and Wildlife Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Essential Element E: Efficiency</p> <p>The Service has not implemented adequate data collection and analysis systems that permit tracking of all information required by EEOC MD-715.</p> <p>There is no applicant background tracking or data collection and analysis system that permit tracking of recruitment and outreach efforts to determine whether there is a recruitment problem, a hiring problem or both.</p>
OBJECTIVE:	Collect the information necessary to track applicants in order coordinate and evaluate the effectiveness of recruitment activities within the Service.
RESPONSIBLE OFFICIALS:	Division of Human Capital Branch of Equal Opportunity and Diversity
DATE OBJECTIVE INITIATED:	December 15, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Advertise all vacancies through USA Staffing to enable the collection of race, ethnicity and disability status of applicants for Service vacancies.	December 31, 2008
2. Report recruitment activities in the Quarterly Equal Opportunity and Diversity Accomplishment Reports to assist in tracking and evaluating recruitment strategies identified in the Department of the Interior Strategic Plan for Achieving and Maintaining a Highly Skilled and Diverse Workforce.	September 30, 2009
3. Evaluate outcome to ensure the USA Staffing reports provide all of the data necessary to complete the applicant flow tables.	September 30, 2009
4. Prepare the applicant flow tables, in compliance with the requirements of MD-715 and analyze the applicant demographics provided by USA Staffing.	September 30, 2010
5. Analyze and evaluate the race, ethnicity and disability status from the data collected through the Applicant Background Tracking system in USA Staffing.	September 30, 2010
Report of accomplishments and modification to objective:	
<p>The automated staffing tool, USA Staffing, was implemented in the Service to advertise all Service vacancies. The Office of Personnel Management (OPM) has developed a new interface to access individual ethnicity, race and disability status, by vacancy, in USA Staffing AD HOC report system. The data will be collected in the "Personal Background Information, Section 24" of the USA Staffing application form. USA Staffing will provide the data necessary to complete the MD-715 Tables A7 Applicants and Hires for Major Occupations by Race, Ethnicity and Sex and B7 Applicants and Hires by Disability.</p>	

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

FY 2008 - U.S. Fish and Wildlife Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Essential Element E: Efficiency</p> <p>The Service has not implemented adequate data collection and analysis systems that permit tracking of all information required by EEOC MD-715.</p> <p>The Service does not collect and evaluate exit interview information to determine why employees are leaving.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	Collect and evaluate exit interview information and develop recommendations to address the barriers to retention, if needed.
RESPONSIBLE OFFICIAL:	Division of Human Capital Branch of Equal Opportunity and Diversity
DATE OBJECTIVE INITIATED:	December 15, 2004
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Develop Exit and Post Exit Interview Questionnaires to be administered to all employees leaving the Service.	COMPLETED
2. Determine whether to use the Department's or the Service's Exit Interview Questionnaire.	COMPLETED
3. Collect information and analyze the data to better understand the reasons why employees are leaving the Service.	Extended: September 30, 2009
4. Develop appropriate remedies to address the barriers to retention based on the findings.	September 30, 2010
Report of accomplishments and modifications to objective:	
<p>In accordance with DOI Personnel Bulletin (PB) No. 07-06 (300), <u>Employee Exit Interview Process</u>, the Fish and Wildlife Service implemented a voluntary, anonymous employee exit interview in August 2007. The web-based exit interview, part of the Service's formal exit clearance process implemented in October 2007 (http://www.fws.gov/policy/223fw13.html), will provide useful demographic information and feedback on why employees leave and how they feel about the workplace. It will be used to improve employee recruitment, increase employee retention, and improve the quality of work life for current and future employees. The information gathered through the interview will also meet Office of Personnel Management requirements.</p> <p>The Department will provide the Bureaus with an FY 2008 final / end-of-year report on the employee exit interview data for their review and analysis. The Service will review the information and provide appropriate corrections.</p>	

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

FY 2008 - U.S. Fish and Wildlife Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element E: Efficiency The Service does not have a process to coordinate and track recruitment efforts.
OBJECTIVE:	Establish a Recruitment Council to more effectively develop, coordinate and evaluate recruitment efforts.
RESPONSIBLE OFFICIALS:	Division of Human Capital Branch of Equal Opportunity and Diversity
DATE OBJECTIVE INITIATED:	December 15, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. The Branch of Human Resources and Branch of Equal Opportunity and Diversity, Division of Human Capital, will work with the Regional Human Resources and Diversity Civil Rights Offices to establish a Recruitment Council to enhance the Service's capabilities of sharing information on the legal and regulatory requirements associated with the following: reasonable accommodation; competitive examining and merit promotion procedures; internships and student employment programs; employment programs for individuals with disabilities and veterans.	Extended September 30, 2009
2. Members of the Recruitment Council, and/or its designees, will assist in providing training, advice and guidance on effective policies governing the hiring flexibilities and/or special employment programs that will identify broad and diverse candidate pools, including individuals with disabilities and veterans.	Extended September 30, 2010
3. Members of the Recruitment Council, and/or its designees, will assist managers and supervisors in the development of recruitment strategies that will be effective and productive in stimulating interest in careers with the Service.	Extended September 30, 2010
4. Members of the Recruitment Council, and/or its designees, will participate in a variety of career and/or job fairs that are sponsored by colleges, universities, and other organizations, with managers and supervisors that will be of benefit to the Service.	Extended September 30, 2010
Report of accomplishments and modifications to objective:	

Part I

EEO Plan to Eliminate Identified Barriers

**EEOC FORM
715-01 PART I**

U.S. Equal Employment Opportunity Commission

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

FY 2008 - U.S. Fish and Wildlife Service	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>A review of the Service's professional biology major mission occupations revealed that no Black males or females have been hired in the major mission series: GS-401, GS-480, GS-482, GS-485 and GS-486.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>We have reviewed our recruitment efforts and determined that we continue to recruit from the same sources that have not produced sufficient Black male and female candidates.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Traditional targeted recruitment sources do not reach Black male and female candidates qualified for GS-401, GS-480, GS-482, GS-485 and GS-486 positions.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Expand recruitment sources and develop strategies to reach Black male and female candidates.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Regional/Assistant Directors Division of Human Capital Branch of Equal Opportunity and Diversity</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>December 15, 2007</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>October 1, 2010</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Partner with External Affairs and Career Builder, Inc. to brand the Service as an “Employer of Choice” and increase the visibility and exposure of careers in the Service.	COMPLETED
2. Establish and maintain a relationship with 15 to 20 of the most competitive majority serving, minority serving, and women’s colleges and universities that have qualifying natural resource degree programs to develop recruitment sources.	Extended September 30, 2010
3. Partner with the Gates Millennium Scholars Program to recruit highly qualified candidates to meet the Service’s current and future hiring needs.	September 30, 2009
4. Provide guidance to managers and supervisors on recruitment strategies and sources that will be effective and productive in reaching qualified candidates interested in careers with the Service.	September 30, 2009
5. Monitor workforce statistics on professional biology major mission occupations quarterly.	September 30, 2009
<p>Report of accomplishments and modifications to objective:</p> <p>The Division of Human Capital partnered with External Affairs to increase visibility and exposure of careers in the Service by redesigning and reorganizing the Service web pages and developing recruitment materials to create more appealing information for a broader, diverse audience. An audio visual presentation branding the Fish and Wildlife Service as an “Employer of Choice” was developed to be sent to natural resources departments and career counselors at colleges and universities and minority and women’s organizations. A copy of the CD will be e-mailed to the students to provide information on careers in natural resources.</p> <p>The Division of Human Capital and Career Builder, Inc., have partnered together to provide awareness to the public about the Service. Career Builder assisted in branding the Service by featuring the Service on their “Federal Connection” web page. They created a Service page on their site, Service logo banner and Work for America featured employee.</p> <p>The Service has initiated a Student Sponsorship Program initiative was developed to provide targeted recruitment of diverse students in the mission critical series at selected majority serving, minority serving, and women’s colleges and universities. Colleges and universities were selected based on the Service’s mission critical disciplines from the list of colleges and universities with diversity in their graduates for 2003-2005. The Branch of Equal Opportunity and Diversity has established relationships with the natural resources departments and career counselors at the targeted colleges and universities to brand the Service as an Employer of Choice, develop a recruitment source and provide coaching/mentoring resources from Service employees.</p> <p>The Service is partnering with Gates Millennium Scholars Program (GMS) and the Washington Internships for Native Students (WINS) program to recruit highly qualified, diverse candidates at the targeted colleges and universities and provide them with information on career opportunities and benefits of working for the Service in an effort to recruit highly qualified candidates to meet the current and future hiring needs.</p>	

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U.S. Equal Employment Opportunity Commission

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

FY 2008 - U. S. Fish and Wildlife Service	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>The Service hired 10 individuals with targeted disabilities, 37.0% of the Director's established annual goal of hiring 27. There was a decrease of 5 individuals with targeted disabilities in the permanent and temporary workforce from last fiscal year (98 to 93).</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Seven of the nine Regions did not accomplish their goal of hiring three individuals with targeted disabilities. The participation of individuals with targeted disabilities is 1.0% which is below the Federal high of 2.2%.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Targeted recruitment sources and contacts have not been included in the recruitment process Servicewide. Special hiring authorities and employment programs have not been effectively used to hire individuals with disabilities and disabled veterans.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>To increase the number of individuals with targeted disabilities hired annually.</p>
<p>RESPONSIBLE OFFICIALS:</p>	<p>Managers and Supervisors Division of Human Capital Branch of Equal Opportunity and Diversity</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>December 15, 2007</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2009</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Identify resources for recruitment and update list annually. Note which resources are particularly effective and under what circumstances and add to the Servicewide master list.	COMPLETED
2. Identify various methods for recruitment. Determine what works and what does not. Create a best practices list for recruitment methods and for recruitment resources.	COMPLETED
3. Create a Recruitment Guide for recruitment of individuals with disabilities to be used Servicewide.	COMPLETED
4. Distribute the guide and provide disability recruitment training within each Region.	COMPLETED
5. Continue the Director's hiring goals for individuals with targeted disabilities.	September 30, 2009
6. Continue to develop targeted recruitment initiatives to reach individuals with targeted disabilities. Activities are required to be reported in the Quarterly Equal Opportunity and Diversity Accomplishment Report.	September 30, 2009
7. Continue to monitor statistics on hires of individuals with targeted disabilities quarterly.	September 30, 2009
8. The Branch of Human Resources and Branch of Equal Opportunity and Diversity, Division of Human Capital, will continue to provide training, advice and guidance on the legal and regulatory requirements associated with special employment programs that can be used to hire individuals with disabilities and veterans (i.e., Schedule A – Appointment of Individuals with disabilities; Appointment of 30% or More Disabled Veterans; Veterans Employment Opportunities Act; and Veterans Recruitment Appointment Authority); and other special employment programs that can be used to hire individuals with disabilities and veterans (i.e. Federal Career Intern Program; and Student Temporary Employment Program and Student Career Experience Program).	September 30, 2009
<p>Report of accomplishments and modifications to objective:</p> <p>During the fiscal year the Service identified a list of resources for recruitment. In coordination with the Regional DCR and Human Resources Offices, a master list of best practices for recruitment of individuals with disabilities was developed. Best practices were grouped by Region.</p> <p>A Servicewide Recruitment Guide was developed from the Regional best practices. The guide was distributed to the Regions to be used as a resource and training tool for managers and supervisors.</p> <p>Recruitment activities are reported in the Quarterly Equal Opportunity and Diversity Accomplishment Report. Statistics on hiring individuals with targeted disabilities are analyzed quarterly and reported to the Service Directorate.</p>	

Part J

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

**EEOC FORM
715-01 PART J**

U.S. Equal Employment Opportunity Commission

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

PART I Department or Agency Information	1. Agency	1. Department of the Interior					
	1.a. 2 nd Level Component	1.a. U. S. Fish and Wildlife Service					
	1.b. 3 rd Level or lower	1.b.					
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number	October 1, 2007		September 30, 2008		Net Change	
		Number	%	Number	%	Number	Percentage Change
	Total Work Force	9,209	100.00%	9,397	100.00%	188	2.0%
	Reportable Disability	643	7.0 %	627	6.7%	-16	-2.5%
	Targeted Disability*	98	1.1 %	93	1.0%	-5	-5.1%
	* If the rate of change for individuals with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Individuals with targeted disabilities during the reporting period.					Data not available.	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					Data not available.		

PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	440	19	4.3	1	.2	0	0	421	95.7
4. Non-Competitive Promotions	442	34	7.7	7	1.6	0	0	408	92.3
5. Employee Career Development Programs	77	4	5.2	0	0	0	0	73	94.8
5.a. Grades 5 to12	48	2	4.2	0	0	0	0	46	95.8
5.b. Grades 13 – 14	24	2	8.3	0	0	0	0	22	91.7
5.c. Grade 15/SES	5	0	0	0	0	0	0	5	100
6. Employee Recognition and Awards	8,701	536	6.2	61	0.7	184	2.1	7,981	91.7
6.a. Time-Off Awards (Total hrs awarded)	15,657	1,335	8.5	189	1.2	382	2.4	13,940	89.0
6.b. Cash Awards (total \$ awarded)	11,393,567	617,225	5.4	64,220	0.6	257,053	2.3	10,519,289	92.3
6.c. Quality-Step Increase	254	14	5.5	2	0.8	7	2.8	233	91.7
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I . Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.								

Part V: Objectives for Individuals with Targeted Disabilities

In FY 2008, the U.S. Fish and Wildlife Service (Service) employed a total of 93 individuals with targeted disabilities, an on-board participation rate of 1.0%. This is a decrease of 5 individuals from the total of 98 (1.1%) individuals with targeted disabilities on-board in FY 2007.

Accessions: There were a total of 10 individuals with targeted disabilities hired into permanent and temporary positions, or 1.2% of the total new hires.

Separations: There were a total of 6 (1.1%) individuals with targeted disabilities separated from the permanent workforce, which is above their on-board participation rate of 1.0%.

Promotions: There were a total of 440 competitive promotions in the permanent workforce. Of these, 1 was an individual with a targeted disability or 0.2%, which is below their on-board participation rate of 1.0%. There were a total of 442 non-competitive promotions in the permanent workforce. Of these, 7 were individuals with targeted disabilities or 1.6%, which is above their on-board participation rate of 1.0%.

Objective: The Service has an objective, listed in Part I of this Plan, to continue the Director's goal of hiring 27 individuals with disabilities in an effort to increase the number of individuals with targeted disabilities hired in FY 2009.

Summary of Recruitment Guide for Individuals with Targeted Disabilities

Recruitment Strategies

- Establish recruitment teams with participation of managers, Human Resources and Equal Opportunity and Diversity staff.
- Share successful recruitment of individuals with targeted disabilities, best practices with the Regions/Programs so that they may benefit from proven successful practices.
- Maximize recruiting from all sources when filling positions, including those in the Senior Executive Service, managerial and supervisory positions at grades GS-13 to15, in an effort to attract a broader pool of candidates with disabilities.
- Develop collaborative recruiting partnerships with community, academic and governmental groups to locate and market potential applicants to managers.
- Improve outreach and access to employment opportunities for individuals with disabilities.
- Cultivate contacts at colleges and universities and other placement offices to increase the awareness of the Service's interests to identify applicants/candidates for positions.
- Participate in college career fairs to reach students with disabilities.
- Use the Service's website to raise awareness of the Service as an employer of choice.
- Use targeted list serves and websites to recruit individuals with disabilities and disabled veterans separating from military service.
- Increase the Service's presence at meetings and conferences of organizations serving individuals with disabilities to target a larger pool of potential candidates.
- Contact students with disabilities listed in the Workforce Recruitment Program (WRP) annual on-line recruitment list to encourage students to visit the Service's website for job vacancy announcements and inform them about student employment opportunities.

Recruitment Sources

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

- State/local Vocational Rehabilitation Agencies (SVRAs)
- U.S. Department of Veterans Affairs (VA)
- Job Accommodation Network (JAN)
- Workforce Recruitment Program for College Students with Disabilities (WRP)
- Employer Assistance Referral Network (EARN)
- Rehabilitation Services Administration (RSA)
- Professional organizations and publications serving the interests of individuals with disabilities, and
- National and local community organizations and disability advocacy groups.

Hiring Strategies

The Branch of Human Resources and the Branch of Equal Opportunity and Diversity, Division of Human Capital will provide guidance to managers on the use of the special appointing authorities available when hiring individuals with disabilities, including but not limited to:

- **Schedule A, 5 CFR 213.3102(ii) for hiring readers, interpreters, and personal assistants.** This excepted authority is used to appoint readers, interpreters, and personal assistants for employees with severe disabilities.
- **Schedule A, 5 CFR 213.3102(t) for hiring people with mental retardation.** This excepted authority is used to appoint persons with cognitive disabilities (mental retardation). Persons appointed under this authority may qualify for conversion to permanent status after two years of satisfactory service.
- **Schedule A, 5 CFR 213.3102(u) for hiring people with severe physical disabilities.** This excepted authority is used to appoint persons with severe physical disabilities who have demonstrated satisfactory performance through a temporary appointment, or have been certified as likely to succeed in performing the duties of the job. After two years of satisfactory service, they may qualify for conversion to permanent status.
- **Schedule A, 5 CFR 213.3102(gg) for hiring people with psychiatric disabilities.** This excepted authority is used to appoint persons who have demonstrated their ability to perform satisfactorily under a temporary appointment or who are certified as likely to be able to perform the essential functions of the job, with or without reasonable accommodation. Upon completion of two years of satisfactory service under this authority, the employee may be converted to competitive status.
- **5 CFR 315.604 for hiring disabled veterans enrolled in a Department of Veterans Affairs (VA) training program.** This authority is used to hire veterans with disabilities who are eligible for training under the VA vocational rehabilitation program (38 U.S.C. Chapter 31). The veterans may enroll for training or work experience at an agency under the terms of an agreement between the agency and VA. Veterans in this program are beneficiaries of the VA, thus for most purposes are not Federal employees. Upon successful completion of the program, the Region may appoint the veterans non-

competitively under a status quo appointment that may be converted to permanent status at any time.

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

Retention Strategies

- Monitor the participation of individuals with targeted disabilities in career development and formal leadership training programs.
- Strengthen the Individuals with Disabilities Special Emphasis Program to provide awareness and education to management and employees on issues relating to employees with disabilities, especially during the observance for Disability Employment Awareness Month (October).
- Educate managers on how to make the workplace accessible for individuals with disabilities and how to assess the ability of a potential employee with disabilities to perform the essential functions of the job.
- Provide managers information on the Department of the Interior's Reasonable Accommodation Policy.



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240



In Reply Refer to:
FWS/ABHR/HR/DCR/O31357

Memorandum

To: All Service Employees

From: Acting Director

Kenneth Stansell

JUL 10 2007

Subject: Service Policy on Harassment and Zero Tolerance

It is the policy of the U.S. Fish and Wildlife Service (Service) to provide employees with a work environment that is free from harassment of all kinds. The Service prohibits employment-related harassment on the basis of race, color, religion, age, disability, national origin, reprisal, sex (whether or not of a sexual nature) or sexual orientation, and genetic information.

Harassment on-the-job can take place in a variety of forms. Unlawful workplace harassment is defined as **any unwelcome verbal or physical conduct that is so objectively offensive as to alter the victim's terms and conditions of employment. A hostile work environment results from harassment that is so sufficiently severe or pervasive that it unreasonably interferes with an employee's work performance or creates an intimidating, abusive, or offensive work environment.** Anyone, including a management official, co-worker, or a non-employee can commit workplace harassment.

Examples of actions that may result in hostile work environment harassment include, but are not limited to:

- Use of racially derogatory words, phrases, or epithets.
- Demonstrations of a racial or ethnic nature, such as gestures, pictures, or drawings that would offend a particular racial or ethnic group.
- Comments about an individual's skin color or other racial/ethnic characteristics.
- Negative comments about an employee's religious beliefs.
- Negative stereotypes regarding an employee's birthplace or ancestry.
- Negative stereotypes regarding an employee's age when referring to employees 40 and over.
- Derogatory or intimidating references to an employee's mental or physical impairment.

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In reference to sexual harassment, the Equal Employment Opportunity Commission provides the following definition:

“Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- 1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment;**
- 2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or**
- 3. Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment.”**

Examples of sexual harassment include, but are not limited to:

- Making offensive remarks about an employee’s appearance, clothing, or specific body parts;
- Pressure for social interaction (dating) outside of the workplace;
- Physical contact in a manner that may make an employee feel uncomfortable, such as bumping up or brushing against the person, kissing, pinching, grabbing, poking, patting, stroking, massaging, hugging, etc.;
- Telling sexual jokes, whistling, asking probing questions about personal sexual habits, throwing kisses, etc.;
- Non-verbal actions that may make an employee feel uncomfortable, such as leering or staring; and
- Displaying material of a sexual nature, such as cartoons, graffiti, reading materials, calendars, pictures, t-shirts, posters, etc.

Employees should report any harassment immediately to their servicing Diversity and Civil Rights (DCR) or Human Resources (HR) office, their immediate supervisor, or an appropriate management official. Allegations of any type of harassment cannot be ignored. Once the Service is made aware of a report, it must be taken seriously and management must immediately take appropriate action. It is also important for employees to be aware that once an issue of harassment (particularly sexual harassment) is made known to DCR, HR, or management, an inquiry must be initiated and completed. Any action taken to resolve and address issues of harassment will be confidential and retaliatory action against an employee who raises a claim of harassment will not be tolerated. Any employee found to have participated in harassment of any kind will be subject to appropriate administrative or disciplinary action, which may include removal from federal service.

If you have any questions or require additional information on the Service’s policy on Harassment and Zero Tolerance, contact your servicing DCR or HR office, or the Branch of Diversity and Civil Rights, Washington Office, at (703) 358-1724.



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240

IN REPLY REFER TO:

In Reply Refer To:
FWS/ABHR/HR/DCR/031358

JUN 08 2007

Memorandum

To: All FWS Employees
Acting
From: Director *Kenneth H. Stansell*
Subject: Equal Employment Opportunity and Diversity
Non-Discrimination Policy

I am committed to the total integration of Equal Employment Opportunity (EEO) and Diversity principles in all aspects of employment at U.S. Fish and Wildlife Service (Service). Equal employment opportunity protection includes all Human Resources (HR)/employment programs, management practices and decisions, including, but not limited to, recruiting/hiring, merit promotion, transfer, reassignments, training, career development, benefits and separation.

All employees, applicants for employment, and members of the public who seek to participate in Service programs, activities, and services will be protected from being discriminated against because of race, color, sex, religion, age (over 40), national origin, disability, sexual orientation, and genetic information. In addition, reprisal against an employee who has opposed unlawful discriminatory practice at the Service or engaged in protected EEO activity is prohibited and will not be tolerated.

The Service will ensure that EEO program requirements are implemented and enforced in accordance with the governing statutory and regulatory laws. Allegations of discrimination will be addressed promptly and professionally. Managers and supervisors must take reports of harassment seriously and take immediate appropriate action. I can assure you that appropriate disciplinary action, such as reprimand, suspension, or removal from the federal service, will be taken if evidence confirms allegations of discrimination, harassment, or reprisal.

Employees who believe they have been the subject of unlawful harassment or discrimination should contact an EEO counselor at the Diversity and Civil Rights (DCR) office, within 45 calendar days of the alleged harassment or discriminatory event. For

further information on the EEO process, please visit our HR website at:
<http://www.fws.gov/dcr/complaints.htm>

This policy shall be posted in all Human Resources Offices, DCR offices, on the Service's official bulletin boards, and the internal website as means to communicate the high level of importance that is attached to equal employment opportunity at the Service.

Secretary Kempthorne's recent Policy on Equal Opportunity emphasizes to all employees of the Department his "firm commitment to a policy that requires individuals be given equal opportunities in employment or program delivery, free from discrimination." It is important that each employee make every effort to adhere to the Non-Discrimination Policy. Each of us at the Service is held accountable to take part in ensuring that harassment and discrimination are eliminated and do not occur in this bureau.

Inquiries concerning either this policy or specific situations relevant to this policy should be directed to the Branch of Diversity and Civil Rights at 703-358-1724.



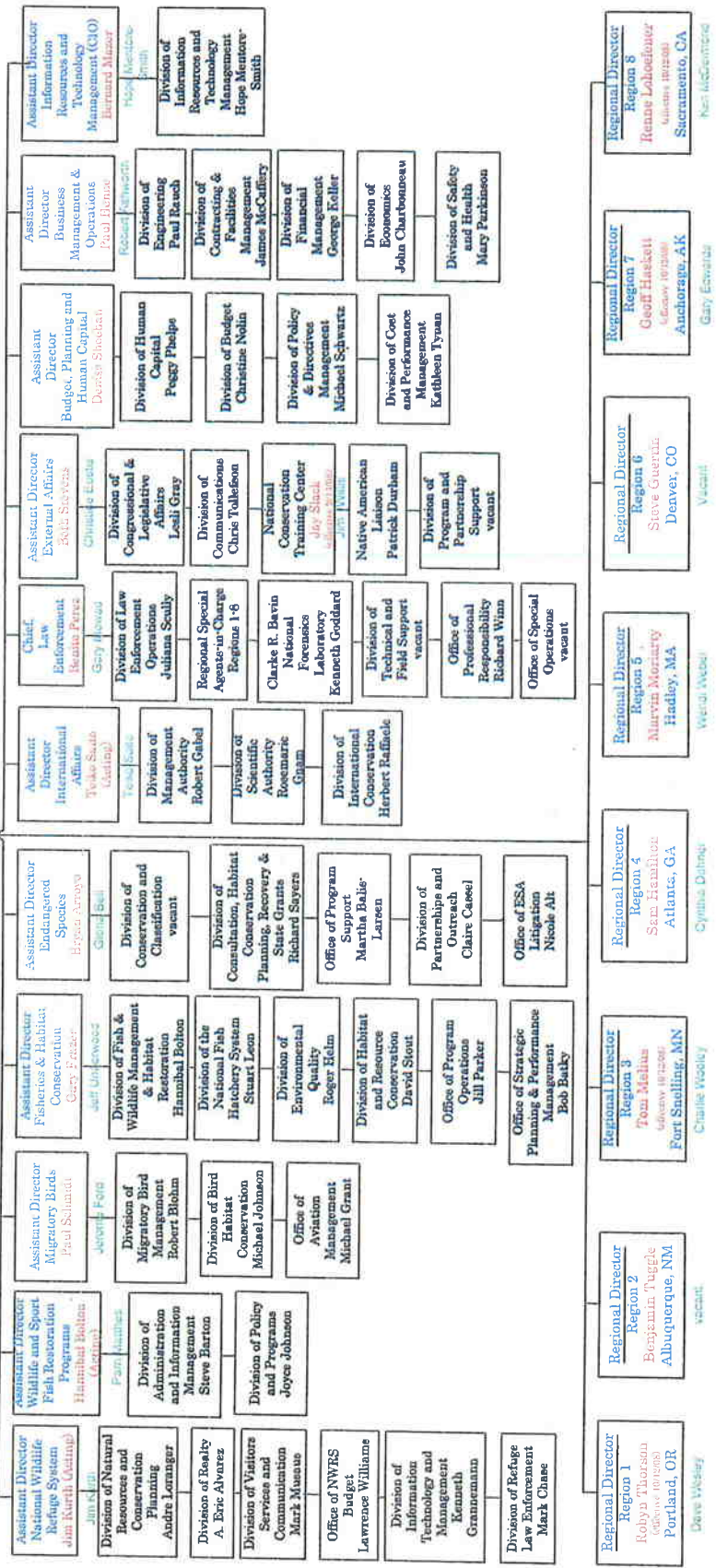
U.S. Fish and Wildlife Service

Director - *H. Dale Full*
 Deputy Director - *Robert Gould*
 Senior Advisor - *Ken Stram*
 Science Advisor - *Dan Asfor*
 Special Assistant - *Margaret Hopkins*

Date: 09/25/08

Orange = SES
 Green = Deputy SES-15

H. Dale Full
 Director, U.S. Fish and Wildlife Service
 Date: 9/26/08



U.S. FISH & WILDLIFE SERVICE

Division of Human Capital - Budget, Planning & Human Capital



95200
DIRECTOR OF HUMAN CAPITAL
 Peggy Phelps
 GS-0201-15
 703/358-1776

Management Analyst
 Susan Hutchison
 GS-0343-12

Dept Liaison/SES, Prod Mgr
 Laurie Gillespie
 GS-0201-14

Writer-Editor
 Angela Graziano
 GS-1082-13

DEPUTY DIRECTOR OF HUMAN CAPITAL
 Michael Flynn
 GS-0201-14

MEO
 Office Services Assistant
 Lisa Danaceau
 GS-0303-05

43 FTEs **
 40 Encumbered
 3 Vacant

BRANCH OF HUMAN RESOURCES
 Human Resource Officer
 Dawn Phillips
 GS-0201-14
 703/358-1743

Management Assistant
 Marsha Kiser
 GS-0344-6

Office Automation Clerk
 Jessaka Smith
 GS-0326-4

BRANCH OF WORKFORCE MANAGEMENT
 Supervisory Management Analyst
 Peter Symmes
 GS-0301-14
 703/358-1893

BRANCH OF EQUAL OPPORTUNITY & DIVERSITY
 EEO Officer
 Ahmad Razavi
 GS-0260-14
 703/358-2566

CLASSIFICATION & PAY

Supervisory Classification Pay Specialist
 Megan Dreher
 GS-0201-14

HR Specialist
 Cecilia King
 GS-0201-13

HR Specialist
 LaShauna Jones
 GS-0201-13

HR Specialist
 Christine Hoskins
 GS-0201-13

HR Specialist
 Rosanne Ruvalo (PT)
 GS-0201-12

STAFFING & RECRUITMENT

Supervisory Staffing/Recruitment Specialist
 Jessie Cheek
 GS-0201-14

HR Specialist
 Joeanna Heeden
 GS-0201-13

HR Specialist
 Bill Fuller
 GS-0201-13

HR Specialist
 Avis Wilkins
 GS-0201-13

HR Specialist
 Melissa Hunter
 GS-0201-07 (FPL GS-12)

Office Automation Assistant
 Anthony Matthews
 GS-0326-05

ER, BENEFITS & WORKLIFE

Supervisory Benefits/Worklife Specialist
 Rebekah Giddings
 GS-0201-14

Personnel Security Manager
 Antoinette Fragua
 GS-0080-13

HR Specialist
 Kathy Carnavino
 GS-0201-12

HR Specialist
 Dick Georgan
 GS-0201-13

HR Specialist
 VACANT (Vice Duffner)
 GS-0201-13

HR Specialist
 VACANT
 GS-0201-13

WORKFORCE PLANNING

Workforce Planning Specialist
 Joyce Hayes
 GS-0201-13

Workforce Planning Specialist
 Joe Blaeuer
 GS-0343-12

Program Analyst
 Benjamin Livingston
 GS-0343-09 (FPL GS-13)

IT Specialist
 Web Page/HR Systems
 Lorraine Miller
 GS-2210-13

Administrative Officer
 Alice Hudson
 GS-0341-12

Diversity Program Mgr
 Carolyn McGuire
 GS-0260-14

Service-wide Statistician
 Charles Davis
 GS-1530-14

EEO Specialist
 Formal Complaints
 Duane Harris
 GS-0260-12

EEO Specialist
 EEO Counseling
 Inez Uhl
 GS-0260-13

EEO Specialist
 Formal Complaints
 Abigail Terrones
 GS-0260-12

EEO Assistant
 Ruby Nweke
 GS-0361-06

Detail
 Julia Bumbaca
 GS-2210-14

SCEEP
 Ranley Kim (PT)
 GS-0303-02

Roseanne Ruvalo
 Division Chief/Date

Denise E. Sheehan
 Assistant Director - Budget, Planning & Human Capital/Date

OCT 01 2008

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

AGENCY OR DEPARTMENT: _____ REPORTING PERIOD: FY _____

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. TOTAL COMPLETED/ENDED COUNSELINGS		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
D. COUNSELING ACTIVITIES		
	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD		
2. INITIATED DURING THE REPORTING PERIOD		
3. COMPLETED/ENDED COUNSELINGS		
a. SETTLEMENTS (MONETARY AND NON-MONETARY)		
b. WITHDRAWALS/NO COMPLAINT FILED		
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD		
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD		

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FROTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			
6.			
7.			

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

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FROTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			
6.			
7.			

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

I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: _____ **REPORTING PERIOD: FY** _____

PART II - FORMAL COMPLAINT ACTIVITIES

A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD

B. COMPLAINTS FILED

C. REMANDS (sum of lines C1+C2+C3)

C.1. REMANDS (NOT INCLUDED IN A. OR B.)

C.2. REMANDS (INCLUDED IN A. OR B.)

C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1. OR C.2. ABOVE

C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS

D. TOTAL COMPLAINTS (sum of lines A+B+C1)

E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED

F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD

G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED

H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD

I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F + H)) + [(C2 + C3) - C4]

J. INDIVIDUALS FILING COMPLAINTS

K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
1. WORK FORCE				
a. TOTAL WORK FORCE				
b. PERMANENT EMPLOYEES				
2. COUNSELOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
3. INVESTIGATOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
4. COUNSELOR/INVESTIGATOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS						
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						

C. REPORTING LINE

1. EEO DIRECTOR'S NAME: _____

1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD? YES NO

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
PERSON: _____
TITLE: _____

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
PERSON: _____
TITLE: _____

4. WHO DOES THAT PERSON REPORT TO?
PERSON: _____
TITLE: _____

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

1. TITLE VII
2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
3. REHABILITATION ACT
4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)			
1. WITHDRAWALS			
a. NON-ADR WITHDRAWALS			
b. ADR WITHDRAWALS			
2. SETTLEMENTS			
a. NON-ADR SETTLEMENTS			
b. ADR SETTLEMENTS			
3. FINAL AGENCY DECISIONS (B+C)			
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)			
1. FINDING DISCRIMINATION			
2. FINDING NO DISCRIMINATION			
3. DISMISSAL OF COMPLAINTS			
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)			
1. AJ DECISION FULLY IMPLEMENTED (a+b)			
(a) FINDING DISCRIMINATION			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)			
(a) FINDING DISCRIMINATION (i+ii+iii)			
i. AGENCY APPEALED FINDING BUT NOT REMEDY			
ii. AGENCY APPEALED REMEDY BUT NOT FINDING			
iii. AGENCY APPEALED BOTH FINDING AND REMEDY			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY			
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS			
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)			
AGENCY OR DEPARTMENT:		REPORTING PERIOD: FY	
PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)			
	TOTAL	TOTAL	AVERAGE
	NUMBER	DAYS	DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)			
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST			
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD			
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)			
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION			
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION			
PART VII - SUMMARY OF COMPLAINTS CLOSED BY TYPES OF BENEFITS			
DURING FORMAL COMPLAINT STAGE			
			AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS			
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT			\$
1. BACK PAY/FRONT PAY			\$
2. LUMP SUM PAYMENT			\$
3. COMPENSATORY DAMAGES			\$
C. CLOSURES WITH ATTORNEY FEES AND COSTS			\$
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)			\$
E. CLOSURES WITH NON-MONETARY BENEFITS			
F. TYPES OF BENEFITS		NUMBER OF CLOSURES	NUMBER OF CLOSURES WITH
		WITH MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12. LUMP SUM PAYMENT			
13.			
14.			

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

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)				
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgment)				
2. COMPLAINTS PENDING IN INVESTIGATION				
3. COMPLAINTS PENDING IN HEARINGS				
4. COMPLAINTS PENDING A FINAL AGENCY ACTION				

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

		TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	(1+3)			
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	(a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS				
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS				
1. TIMELY COMPLETED INVESTIGATIONS				
2. UNTIMELY COMPLETED INVESTIGATIONS				
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS				
2. AGENCY INVESTIGATION COSTS		\$		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS	(a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS				
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS				
1. TIMELY COMPLETED INVESTIGATIONS				
2. UNTIMELY COMPLETED INVESTIGATIONS				
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS				
4. CONTRACTOR INVESTIGATION COSTS		\$		

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

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
1. ADR OFFERED BY AGENCY				
2. REJECTED BY COUNSELEE				
3. REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)				
4. TOTAL ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS				
1. INHOUSE				
2. ANOTHER FEDERAL AGENCY				
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4. MULTIPLE RESOURCES USED (Please specify in a comment box)				
5. FEDERAL EXECUTIVE BOARD				
6.				
7.				
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS				
1. MEDIATION				
2. SETTLEMENT CONFERENCES				
3. EARLY NEUTRAL EVALUATIONS				
4. FACTFINDING				
5. FACILITATION				
6. OMBUDSMAN				
7. PEER REVIEW				
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)				
9.				
10.				
11.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED				
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b. NO FORMAL COMPLAINT FILED				
c. NO RESOLUTION (COMPLAINT FILED)				
d. NO ADR ATTEMPT (COMPLAINT FILED)				
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD				
2. OPEN INVENTORY - ADR PENDING				

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

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD				
B. ADR ACTIONS IN COMPLAINT CLOSURES				
1. ADR OFFERED BY AGENCY				
2. REJECTED BY COMPLAINANT				
3. REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)				
4. TOTAL ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCES USED IN COMPLAINT CLOSURES				
1. INHOUSE				
2. ANOTHER FEDERAL AGENCY				
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4. MULTIPLE RESOURCES USED (Please specify in a comment box)				
5. FEDERAL EXECUTIVE BOARD				
6.				
7.				
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES				
1. MEDIATION				
2. SETTLEMENT CONFERENCES				
3. EARLY NEUTRAL EVALUATIONS				
4. FACTFINDING				
5. FACILITATION				
6. OMBUDSMAN				
7. MINI-TRIALS				
8. PEER REVIEW				
9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)				
10.				
11.				
12.				
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED				
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b. WITHDRAWAL FROM EEO PROCESS				
c. NO RESOLUTION				
d. NO ADR ATTEMPT				
2. OPEN INVENTORY - ADR PENDING				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)			\$	
a. COMPENSATORY DAMAGES			\$	
b. BACKPAY/FRONTPAY			\$	
c. LUMP SUM			\$	
d. ATTORNEY FEES AND COSTS			\$	
e.			\$	
f.			\$	
g.			\$	
2. NON-MONETARY (INSERT TOTAL)				
a. HIRES				
i. RETROACTIVE				
ii. NON-RETROACTIVE				
b. PROMOTIONS				
i. RETROACTIVE				
ii. NON-RETROACTIVE				
c. EXPUNGEMENTS				
d. REASSIGNMENTS				
e. REMOVALS RESCINDED				
i. REINSTATEMENT				
ii. VOLUNTARY RESIGNATION				
f. ACCOMMODATIONS				
g. TRAINING				
h. APOLOGY				
i. DISCIPLINARY ACTIONS				
i. RESCINDED				
ii. MODIFIED				
j. PERFORMANCE EVALUATION MODIFIED				
k. LEAVE RESTORED				
l.				
m.				

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

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR TRAINING AND RESOURCES

	NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
A. BASIC EEO ADR ORIENTATION TRAINING		
1. MANAGERS		
2. EMPLOYEES		
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR		
C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)		
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)		
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)		
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)		
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)		
D. ADR FUNDING SPENT	AMOUNT	
	\$	

CERTIFICATION AND CONTACT INFORMATION

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

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL:

SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature)

TYPED NAME AND TITLE OF PREPARER:

SIGNATURE OF PREPARER:

DATE: TELEPHONE NUMBER: E-MAIL: FAX:

This report is due to the following address on or before October 31st.

Appendix A - Comments

Fish & Wildlife Service - Servicewide FY 2008
Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Workforce																		
Prior FY	#	9209	5614	3595	289	224	4850	2917	158	231	81	95	5	8	188	87	43	33
	%	100%	61.0%	39.0%	3.1%	2.4%	52.7%	31.7%	1.7%	2.5%	0.9%	1.0%	0.1%	0.1%	2.0%	0.9%	0.5%	0.4%
Current FY	#	9397	5690	3707	292	230	4937	3026	149	220	81	101	4	6	179	93	48	31
	%	100%	60.6%	39.4%	3.1%	2.4%	52.5%	32.2%	1.6%	2.3%	0.9%	1.1%	0.0%	0.1%	1.9%	1.0%	0.5%	0.3%
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
Organizational CLF	%	100%	54.5%	45.5%	3.2%	3.0%	43.9%	34.7%	2.9%	3.7%	3.1%	3.1%	0.1%	0.0%	0.4%	0.3%	0.9%	0.7%
Difference	#	188	76	112	3	6	87	109	-9	-11	0	6	-1	-2	-9	6	5	-2
Ratio Change	%	-	-0.4%	0.4%	0.0%	0.0%	-0.1%	0.5%	-0.1%	-0.2%	0.0%	0.0%	0.0%	0.0%	-0.1%	0.0%	0.0%	0.0%
Net Change	%	2.0%	1.4%	3.1%	1.0%	2.7%	1.8%	3.7%	-5.7%	-4.8%	0.0%	6.3%	-20.0%	-25.0%	-4.8%	6.9%	11.6%	-6.1%
Permanent Workforce																		
Prior FY	#	8126	4920	3206	267	208	4203	2570	154	217	75	92	5	6	174	83	42	30
	%	100%	60.5%	39.5%	3.3%	2.6%	51.7%	31.6%	1.9%	2.7%	0.9%	1.1%	0.1%	0.1%	2.1%	1.0%	0.5%	0.4%
Current FY	#	8129	4893	3236	270	209	4190	2613	143	210	78	93	4	6	164	78	44	27
	%	100%	60.2%	39.8%	3.3%	2.6%	51.5%	32.1%	1.8%	2.6%	1.0%	1.1%	0.0%	0.1%	2.0%	1.0%	0.5%	0.3%
Difference	#	3	-27	30	3	1	-13	43	-11	-7	3	1	-1	0	-10	-5	2	-3
Ratio Change	%	-	-0.4%	0.4%	0.0%	0.0%	-0.2%	0.5%	-0.1%	-0.1%	0.0%	0.0%	0.0%	0.0%	-0.1%	-0.1%	0.0%	0.0%
Net Change	%	0.0%	-0.5%	0.9%	1.1%	0.5%	-0.3%	1.7%	-7.1%	-3.2%	4.0%	1.1%	-20.0%	0.0%	-5.7%	-6.0%	4.8%	-10.0%
Temporary Workforce																		
Prior FY	#	1083	694	389	22	16	647	347	4	14	6	3		2	14	4	1	3
	%	100%	64.1%	35.9%	2.0%	1.5%	59.7%	32.0%	0.4%	1.3%	0.6%	0.3%	0.0%	0.2%	1.3%	0.4%	0.1%	0.3%
Current FY	#	1268	797	471	22	21	747	413	6	10	3	8			15	15	4	4
	%	100%	62.9%	37.1%	1.7%	1.7%	58.9%	32.6%	0.5%	0.8%	0.2%	0.6%	0.0%	0.0%	1.2%	1.2%	0.3%	0.3%
Difference	#	185	103	82	0	5	100	66	2	-4	-3	5	0	-2	1	11	3	1
Ratio Change	%	-	-1.2%	1.2%	-0.3%	0.2%	-0.8%	0.5%	0.1%	-0.5%	-0.3%	0.4%	0.0%	-0.2%	-0.1%	0.8%	0.2%	0.0%
Net Change	%	17.1%	14.8%	21.1%	0.0%	31.3%	15.5%	19.0%	50.0%	-28.6%	-50.0%	166.7%	-	-100.0%	7.1%	275.0%	300.0%	33.3%

Fish & Wildlife Service - Servicewide FY 2008

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

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

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

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

Fish & Wildlife Service - Servicewide as of September 30, 2008

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

Organizational Component	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total	#	8129	4893	3236	270	209	4190	2613	143	210	78	93	4	6	164	78	44	27
	%	100%	60.2%	39.8%	3.3%	2.6%	51.5%	32.1%	1.8%	2.6%	1.0%	1.1%	0.0%	0.1%	2.0%	1.0%	0.5%	0.3%
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
Organizational CLF	%	100%	54.9%	45.1%	3.2%	2.8%	44.6%	34.8%	2.7%	3.5%	3.0%	2.9%	0.1%	0.0%	0.4%	0.3%	0.9%	0.7%
Region 1	#	989	592	397	30	13	508	348	8	5	19	21	1	2	22	4	4	4
	%	100%	59.9%	40.1%	3.0%	1.3%	51.4%	35.2%	0.8%	0.5%	1.9%	2.1%	0.1%	0.2%	2.2%	0.4%	0.4%	0.4%
Region 2	#	812	518	294	79	71	391	200	6	4	8	3			29	14	5	2
	%	100%	63.8%	36.2%	9.7%	8.7%	48.2%	24.6%	0.7%	0.5%	1.0%	0.4%	0.0%	0.0%	3.6%	1.7%	0.6%	0.2%
Region 3	#	892	566	326	9	7	527	292	7	12	1	7			21	6	1	2
	%	100%	63.5%	36.5%	1.0%	0.8%	59.1%	32.7%	0.8%	1.3%	0.1%	0.8%	0.0%	0.0%	2.4%	0.7%	0.1%	0.2%
Region 4	#	1241	806	435	41	21	685	343	55	60	5	2	1		13	6	6	3
	%	100%	64.9%	35.1%	3.3%	1.7%	55.2%	27.6%	4.4%	4.8%	0.4%	0.2%	0.1%	0.0%	1.0%	0.5%	0.5%	0.2%
Region 5	#	728	414	314	15	7	361	285	14	10	10	8			8	3	6	1
	%	100%	56.9%	43.1%	2.1%	1.0%	49.6%	39.1%	1.9%	1.4%	1.4%	1.1%	0.0%	0.0%	1.1%	0.4%	0.8%	0.1%
Region 6	#	879	560	319	23	21	501	279	3	3	2	4			24	10	7	2
	%	100%	63.7%	36.3%	2.6%	2.4%	57.0%	31.7%	0.3%	0.3%	0.2%	0.5%	0.0%	0.0%	2.7%	1.1%	0.8%	0.2%
Region 7	#	516	313	203	3	7	265	162	3	8	4	7	1	1	30	17	7	1
	%	100%	60.7%	39.3%	0.6%	1.4%	51.4%	31.4%	0.6%	1.6%	0.8%	1.4%	0.2%	0.2%	5.8%	3.3%	1.4%	0.2%
Region 8	#	766	438	328	24	16	392	266	4	9	9	20		2	4	9	5	6
	%	100%	57.2%	42.8%	3.1%	2.1%	51.2%	34.7%	0.5%	1.2%	1.2%	2.6%	0.0%	0.3%	0.5%	1.2%	0.7%	0.8%
Region 9	#	1306	686	620	46	46	560	438	43	99	20	21	1	1	13	9	3	6
	%	100%	52.5%	47.5%	3.5%	3.5%	42.9%	33.5%	3.3%	7.6%	1.5%	1.6%	0.1%	0.1%	1.0%	0.7%	0.2%	0.5%

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, 2008

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

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	132	97	35	6	2	85	30	3	1	1	1	1		1	1		
	%	100%	73.5%	26.5%	4.5%	1.5%	64.4%	22.7%	2.3%	0.8%	0.8%	0.8%	0.8%	0.0%	0.8%	0.8%	0.0%	0.0%
Mid-level (Grades 13-14)	#	953	688	265	35	12	598	234	14	9	8	6			20	3	13	1
	%	100%	72.2%	27.8%	3.7%	1.3%	62.7%	24.6%	1.5%	0.9%	0.8%	0.6%	0.0%	0.0%	2.1%	0.3%	1.4%	0.1%
First-Level (Grades 12 and Below)	#	521	358	163	17	12	320	134	3	8	5	4		1	9	3	4	1
	%	100%	68.7%	31.3%	3.3%	2.3%	61.4%	25.7%	0.6%	1.5%	1.0%	0.8%	0.0%	0.2%	1.7%	0.6%	0.8%	0.2%
- Other	#	865	285	580	20	43	223	448	21	60	11	13		1	10	12		3
	%	100%	32.9%	67.1%	2.3%	5.0%	25.8%	51.8%	2.4%	6.9%	1.3%	1.5%	0.0%	0.1%	1.2%	1.4%	0.0%	0.3%
Officials and Managers - TOTAL	#	2471	1428	1043	78	69	1226	846	41	78	25	24	1	2	40	19	17	5
	%	100%	57.8%	42.2%	3.2%	2.8%	49.6%	34.2%	1.7%	3.2%	1.0%	1.0%	0.0%	0.1%	1.6%	0.8%	0.7%	0.2%
2. Professionals	#	3278	2012	1266	86	76	1766	1068	45	52	32	35	2		61	24	20	11
	%	100%	61.4%	38.6%	2.6%	2.3%	53.9%	32.6%	1.4%	1.6%	1.0%	1.1%	0.1%	0.0%	1.9%	0.7%	0.6%	0.3%
3. Technicians	#	370	320	50	29	1	273	45	5	1	4	2			8		1	1
	%	100%	86.5%	13.5%	7.8%	0.3%	73.8%	12.2%	1.4%	0.3%	1.1%	0.5%	0.0%	0.0%	2.2%	0.0%	0.3%	0.3%
4. Sales Workers	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	778	99	679	6	53	60	488	21	77	7	25		2	3	26	2	8
	%	100%	12.7%	87.3%	0.8%	6.8%	7.7%	62.7%	2.7%	9.9%	0.9%	3.2%	0.0%	0.3%	0.4%	3.3%	0.3%	1.0%
6. Craft Workers	#	583	575	8	42	1	481	7	18		3		1		28		2	
	%	100%	98.6%	1.4%	7.2%	0.2%	82.5%	1.2%	3.1%	0.0%	0.5%	0.0%	0.2%	0.0%	4.8%	0.0%	0.3%	0.0%
7. Operatives	#	22	21	1	1		14	1	2						4			
	%	100%	95.5%	4.5%	4.5%	0.0%	63.6%	4.5%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	67	52	15	2		40	14			1				9	1		
	%	100%	77.6%	22.4%	3.0%	0.0%	59.7%	20.9%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	13.4%	1.5%	0.0%	0.0%
9. Service Workers	#	553	379	174	26	9	323	144	11	2	6	7		2	11	8	2	2
	%	100%	68.5%	31.5%	4.7%	1.6%	58.4%	26.0%	2.0%	0.4%	1.1%	1.3%	0.0%	0.4%	2.0%	1.4%	0.4%	0.4%

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

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
GS-01	#	14	3	11		1	2	8	1			1					1	
	%	100%	21.4%	78.6%	0.0%	7.1%	14.3%	57.1%	7.1%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	7.1%	
GS-02	#	80	48	32	2	6	44	22	1	1		1			1	2		
	%	100%	60.0%	40.0%	2.5%	7.5%	55.0%	27.5%	1.3%	1.3%	0.0%	1.3%	0.0%	0.0%	1.3%	2.5%	0.0%	
GS-03	#	181	120	61		3	114	52	2	1	1	1			1	4	2	
	%	100%	66.3%	33.7%	0.0%	1.7%	63.0%	28.7%	1.1%	0.6%	0.6%	0.6%	0.0%	0.0%	0.6%	2.2%	1.1%	
GS-04	#	249	150	99	2	4	143	86		1		3			4	4	1	
	%	100%	60.2%	39.8%	0.8%	1.6%	57.4%	34.5%	0.0%	0.4%	0.0%	1.2%	0.0%	0.0%	1.6%	1.6%	0.4%	
GS-05	#	281	168	113	5	4	159	99		2	2	2			2	4		
	%	100%	59.8%	40.2%	1.8%	1.4%	56.6%	35.2%	0.0%	0.7%	0.7%	0.7%	0.0%	0.0%	0.7%	1.4%	0.0%	
GS-06	#	45	29	16	2		26	15	1	1								
	%	100%	64.4%	35.6%	4.4%	0.0%	57.8%	33.3%	2.2%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-07	#	136	81	55	2		77	54	1	1							1	
	%	100%	59.6%	40.4%	1.5%	0.0%	56.6%	39.7%	0.7%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
GS-08	#	2	2												2			
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
GS-09	#	68	35	33	2	3	33	28		1						1		
	%	100%	51.5%	48.5%	2.9%	4.4%	48.5%	41.2%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	0.0%	
GS-10	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GS-11	#	49	23	26	1		22	25		1								
	%	100%	46.9%	53.1%	2.0%	0.0%	44.9%	51.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-12	#	9	6	3			6	2		1								
	%	100%	66.7%	33.3%	0.0%	0.0%	66.7%	22.2%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-13	#	3	2	1	1		1	1										
	%	100%	66.7%	33.3%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-14	#	1		1				1										
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-15	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
All other (unspecified GS)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Senior Executive Service	#	1	1												1			
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	

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

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#	21	10	11			9	11							1			
	%	3.0%	1.5%	45.8%	0.0%	0.0%	1.6%	50.0%	0.0%	-	0.0%	-	0.0%	-	2.4%	0.0%	0.0%	-
Grade-02	#	3	3		1		1				1							
	%	0.4%	0.4%	0.0%	2.2%	0.0%	0.2%	0.0%	0.0%	-	20.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Grade-03	#	3	3				1								2			
	%	0.4%	0.4%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	-	0.0%	-	0.0%	-	4.9%	0.0%	0.0%	-
Grade-04	#	3	2	1			2	1										
	%	0.4%	0.3%	4.2%	0.0%	0.0%	0.4%	4.5%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Grade-05	#	55	51	4	2		38	3	3		1				7	1		
	%	7.9%	7.6%	16.7%	4.3%	0.0%	6.9%	13.6%	15.0%	-	20.0%	-	0.0%	-	17.1%	100.0%	0.0%	-
Grade-06	#	42	40	2	3		29	2	2		1				4		1	
	%	6.1%	6.0%	8.3%	6.5%	0.0%	5.2%	9.1%	10.0%	-	20.0%	-	0.0%	-	9.8%	0.0%	50.0%	-
Grade-07	#	46	45	1	3		33	1	2						7			
	%	6.6%	6.7%	4.2%	6.5%	0.0%	6.0%	4.5%	10.0%	-	0.0%	-	0.0%	-	17.1%	0.0%	0.0%	-
Grade-08	#	215	211	4	22	1	177	3	3						8		1	
	%	31.0%	31.5%	16.7%	47.8%	100.0%	31.9%	13.6%	15.0%	-	0.0%	-	0.0%	-	19.5%	0.0%	50.0%	-
Grade-09	#	114	113	1	4		99	1	4						6			
	%	16.5%	16.9%	4.2%	8.7%	0.0%	17.9%	4.5%	20.0%	-	0.0%	-	0.0%	-	14.6%	0.0%	0.0%	-
Grade-10	#	178	178		9		157		4		2		1		5			
	%	25.7%	26.6%	0.0%	19.6%	0.0%	28.3%	0.0%	20.0%	-	40.0%	-	100.0%	-	12.2%	0.0%	0.0%	-
Grade-11	#	10	10		2		5		2						1			
	%	1.4%	1.5%	0.0%	4.3%	0.0%	0.9%	0.0%	10.0%	-	0.0%	-	0.0%	-	2.4%	0.0%	0.0%	-
Grade-12	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Grade-13	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Grade-14	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Grade-15	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
All Other Non-supervisory Wage Grades	#	3	3				3											
	%	0.4%	0.4%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Total Non-supervisory Wage Grades	#	693	669	24	46	1	554	22	20		5		1		41	1	2	
	%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	-	100%	-	100%	100%	100%	-

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

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	18	7	11			7	11									
	%	12.1%	5.4%	55.0%	0.0%	-	5.8%	55.0%	-	-	-	-	-	-	0.0%	-	-
Grade-02	#	14	9	5			9	5									
	%	9.4%	7.0%	25.0%	0.0%	-	7.5%	25.0%	-	-	-	-	-	-	0.0%	-	-
Grade-03	#	16	16		1		15										
	%	10.7%	12.4%	0.0%	20.0%	-	12.5%	0.0%	-	-	-	-	-	-	0.0%	-	-
Grade-04	#	6	5	1			4	1						1			
	%	4.0%	3.9%	5.0%	0.0%	-	3.3%	5.0%	-	-	-	-	-	25.0%	-	-	-
Grade-05	#	25	24	1	1		23	1									
	%	16.8%	18.6%	5.0%	20.0%	-	19.2%	5.0%	-	-	-	-	-	-	0.0%	-	-
Grade-06	#	27	26	1	2		23	1						1			
	%	18.1%	20.2%	5.0%	40.0%	-	19.2%	5.0%	-	-	-	-	-	25.0%	-	-	-
Grade-07	#	16	15	1			15	1									
	%	10.7%	11.6%	5.0%	0.0%	-	12.5%	5.0%	-	-	-	-	-	0.0%	-	-	-
Grade-08	#	20	20		1		18							1			
	%	13.4%	15.5%	0.0%	20.0%	-	15.0%	0.0%	-	-	-	-	-	25.0%	-	-	-
Grade-09	#	6	6				5							1			
	%	4.0%	4.7%	0.0%	0.0%	-	4.2%	0.0%	-	-	-	-	-	25.0%	-	-	-
Grade-10	#	1	1				1										
	%	0.7%	0.8%	0.0%	0.0%	-	0.8%	0.0%	-	-	-	-	-	0.0%	-	-	-
Grade-11	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	-	0.0%	-	-	-
Grade-12	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	-	0.0%	-	-	-
Grade-13	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	-	0.0%	-	-	-
Grade-14	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	-	0.0%	-	-	-
Grade-15	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	-	0.0%	-	-	-
All Other Non-supervisory Wage Grades	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	-	0.0%	-	-	-
Total Non-supervisory Wage Grades	#	149	129	20	5		120	20						4			
	%	100%	100%	100%	100%	-	100%	100%	-	-	-	-	-	100%	-	-	-

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

WS & XS	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-
Grade-02	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-
Grade-03	#	1	1		1												
	%	5.6%	5.9%	0.0%	100.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-
Grade-04	#	2	2				1			1							
	%	11.1%	11.8%	0.0%	0.0%	-	6.7%	0.0%	-	-	#####	-	-	-	-	-	-
Grade-05	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-
Grade-06	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-
Grade-07	#	2	2				2										
	%	11.1%	11.8%	0.0%	0.0%	-	13.3%	0.0%	-	-	0.0%	-	-	-	-	-	-
Grade-08	#	3	2	1			2	1									
	%	16.7%	11.8%	100.0%	0.0%	-	13.3%	100.0%	-	-	0.0%	-	-	-	-	-	-
Grade-09	#	4	4				4										
	%	22.2%	23.5%	0.0%	0.0%	-	26.7%	0.0%	-	-	0.0%	-	-	-	-	-	-
Grade-10	#	5	5				5										
	%	27.8%	29.4%	0.0%	0.0%	-	33.3%	0.0%	-	-	0.0%	-	-	-	-	-	-
Grade-11	#	1	1				1										
	%	5.6%	5.9%	0.0%	0.0%	-	6.7%	0.0%	-	-	0.0%	-	-	-	-	-	-
Grade-12	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-
Grade-13	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-
Grade-14	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-
Grade-15	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-
All Other Supervisory Wage Grades	#																
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-
Total Supervisory Wage Grades	#	18	17	1	1		15	1			1						
	%	100%	100%	100%	100%	-	100%	100%	-	-	100%	-	-	-	-	-	-

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

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
General Natural Resources Management (0401)	#	1647	1016	631	36	26	931	562	10	13	7	18	1		23	8	8	4
	%	100%	61.7%	38.3%	2.2%	1.6%	56.5%	34.1%	0.6%	0.8%	0.4%	1.1%	0.1%	0.0%	1.4%	0.5%	0.5%	0.2%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Biological Science Technician (0404)	#	136	108	28	8	1	96	25			1	1			2		1	1
	%	100%	79.4%	20.6%	5.9%	0.7%	70.6%	18.4%	0.0%	0.0%	0.7%	0.7%	0.0%	0.0%	1.5%	0.0%	0.7%	0.7%
Occupational CLF		100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%
Fish and Wildlife Administration (0480)	#	169	122	47	6	3	110	42	3	1	1				2	1		
	%	100%	72.2%	27.8%	3.6%	1.8%	65.1%	24.9%	1.8%	0.6%	0.6%	0.0%	0.0%	0.0%	1.2%	0.6%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Fish Biology (0482)	#	556	441	115	19	3	381	106	12	3	10	1			17	2	2	
	%	100%	79.3%	20.7%	3.4%	0.5%	68.5%	19.1%	2.2%	0.5%	1.8%	0.2%	0.0%	0.0%	3.1%	0.4%	0.4%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Refuge Management (0485)	#	615	476	139	22	10	413	116	8	7	2	3			14	2	17	1
	%	100%	77.4%	22.6%	3.6%	1.6%	67.2%	18.9%	1.3%	1.1%	0.3%	0.5%	0.0%	0.0%	2.3%	0.3%	2.8%	0.2%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Biology (0486)	#	533	342	191	15	11	310	171	2	1	4	6			9	2	2	
	%	100%	64.2%	35.8%	2.8%	2.1%	58.2%	32.1%	0.4%	0.2%	0.8%	1.1%	0.0%	0.0%	1.7%	0.4%	0.4%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Criminal Investigating (1811)	#	201	179	22	18		143	19	5		4	2	1		7		1	1
	%	100%	89.1%	10.9%	9.0%	0.0%	71.1%	9.5%	2.5%	0.0%	2.0%	1.0%	0.5%	0.0%	3.5%	0.0%	0.5%	0.5%
Occupational CLF		100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%

Fish & Wildlife Service - Servicewide as of September 30, 2008

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

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
General Natural Resources Management (0401)	#	83	33	50		1	32	48		1							1	
	%	100%	39.8%	60.2%	0.0%	1.2%	38.6%	57.8%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Biological Science Technician (0404)	#	595	385	210	7	7	368	191	2		2	3			5	6	1	3
	%	100%	64.7%	35.3%	1.2%	1.2%	61.8%	32.1%	0.3%	0.0%	0.3%	0.5%	0.0%	0.0%	0.8%	1.0%	0.2%	0.5%
Occupational CLF		100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%
Fish and Wildlife Administration (0480)	#	1	1												1			
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Fish Biology (0482)	#	74	55	19	4	1	51	16								2		
	%	100%	74.3%	25.7%	5.4%	1.4%	68.9%	21.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Refuge Management (0485)	#	3	2	1	1		1	1										
	%	100%	66.7%	33.3%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Biology (0486)	#	26	14	12	1		13	12										
	%	100%	53.8%	46.2%	3.8%	0.0%	50.0%	46.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Criminal Investigating (1811)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%

Fish & Wildlife Service - Servicewide FY 2008

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

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
General Natural Resources Management (0401)																		
Accessions	#	58	38	20	1		35	18			2	2						
	%	100%	65.5%	34.5%	1.7%	0.0%	60.3%	31.0%	0.0%	0.0%	3.4%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	28	17	11		1	17	10										
	%	100%	60.7%	39.3%	0.0%	3.6%	60.7%	35.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	86	55	31	1	1	52	28			2	2						
	%	100%	64.0%	36.0%	1.2%	1.2%	60.5%	32.6%	0.0%	0.0%	2.3%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Biological Science Technician (0404)																		
Accessions	#	3	3				3											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	6	5	1			5											1
	%	100%	83.3%	16.7%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%
Total Hires	#	9	8	1			8											1
	%	100%	88.9%	11.1%	0.0%	0.0%	88.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%
Occupational CLF		100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%
Fish and Wildlife Administration (0480)																		
Accessions	#	1	1				1											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#	1	1				1											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%

Fish & Wildlife Service - Servicewide FY 2008

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

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Fish Biology (0482)																		
Accessions	#	20	15	5			14	4				1			1			
	%	100%	75.0%	25.0%	0.0%	0.0%	70.0%	20.0%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%
From Temporary	#	14	10	4	1		9	4										
	%	100%	71.4%	28.6%	7.1%	0.0%	64.3%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	34	25	9	1		23	8				1			1			
	%	100%	73.5%	26.5%	2.9%	0.0%	67.6%	23.5%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Refuge Management (0485)																		
Accessions	#	7	6	1			6	1										
	%	100%	85.7%	14.3%	0.0%	0.0%	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	2	1	1			1	1										
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	9	7	2			7	2										
	%	100%	77.8%	22.2%	0.0%	0.0%	77.8%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Biology (0486)																		
Accessions	#	24	14	10	1		13	10										
	%	100%	58.3%	41.7%	4.2%	0.0%	54.2%	41.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	8	5	3			5	3										
	%	100%	62.5%	37.5%	0.0%	0.0%	62.5%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	32	19	13	1		18	13										
	%	100%	59.4%	40.6%	3.1%	0.0%	56.3%	40.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%

Fish & Wildlife Service - Servicewide FY 2008

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

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
																		male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Criminal Investigating (1811)																		
Accessions	#	11	8	3			8	2				1						
	%	100%	72.7%	27.3%	0.0%	0.0%	72.7%	18.2%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#	11	8	3			8	2				1						
	%	100%	72.7%	27.3%	0.0%	0.0%	72.7%	18.2%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%

Fish & Wildlife Service - Servicewide FY 2008

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

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
General Natural Resources Management (0401)																		
Accessions	#	34	12	22		1	11	21									1	
	%	100%	35.3%	64.7%	0.0%	2.9%	32.4%	61.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Biological Science Technician (0404)																		
Accessions	#	606	376	230	5	3	356	210	1		2	3	1	1	10	9	1	4
	%	100%	62.0%	38.0%	0.8%	0.5%	58.7%	34.7%	0.2%	0.0%	0.3%	0.5%	0.2%	0.2%	1.7%	1.5%	0.2%	0.7%
Occupational CLF		100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%
Fish and Wildlife Administration (0480)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Fish Biology (0482)																		
Accessions	#	21	14	7	1		13	5								2		
	%	100%	66.7%	33.3%	4.8%	0.0%	61.9%	23.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Refuge Management (0485)																		
Accessions	#	1		1				1										
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Biology (0486)																		
Accessions	#	17	11	6			11	6										
	%	100%	64.7%	35.3%	0.0%	0.0%	64.7%	35.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Criminal Investigating (1811)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%

Fish & Wildlife Service - Servicewide FY 2008

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
					All									male	female	male	female	male
Permanent Workforce																		
Accessions	#	457	247	210	13	10	215	169	4	17	6	9			6	4	3	1
	%	100%	54.0%	46.0%	2.8%	2.2%	47.0%	37.0%	0.9%	3.7%	1.3%	2.0%	0.0%	0.0%	1.3%	0.9%	0.7%	0.2%
From Temporary	#	123	75	48	2	3	71	37	1	5	1			1				2
	%	100%	61.0%	39.0%	1.6%	2.4%	57.7%	30.1%	0.8%	4.1%	0.8%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	1.6%
Total Hires	#	580	322	258	15	13	286	206	5	22	7	9		1	6	4	3	3
	%	100%	55.5%	44.5%	2.6%	2.2%	49.3%	35.5%	0.9%	3.8%	1.2%	1.6%	0.0%	0.2%	1.0%	0.7%	0.5%	0.5%
Temporary Workforce																		
Accessions	#	1194	751	443	18	10	699	391	4	8	3	7	1	1	22	22	4	4
	%	100%	62.9%	37.1%	1.5%	0.8%	58.5%	32.7%	0.3%	0.7%	0.3%	0.6%	0.1%	0.1%	1.8%	1.8%	0.3%	0.3%
Non-Appropriated Workforce																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
Organizational CLF	%	100%	54.5%	45.5%	3.2%	3.0%	43.9%	34.7%	2.9%	3.7%	3.1%	3.1%	0.1%	0.0%	0.4%	0.3%	0.9%	0.7%

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

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

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

Permanent Workforce		TOTAL WORKFORCE			RACE/ETHNICITY															
					Hispanic or Latino		Non- Hispanic or Latino												Two or more races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
							male	female	male	female	male	female	male	female	male	female	male	female		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female				
Total Employees Eligible for Career Ladder Promotions	#	508	290	218	25	14	227	168	17	21	7	9		1	13	3	1	2		
	%	100%	57.1%	42.9%	4.9%	2.8%	44.7%	33.1%	3.3%	4.1%	1.4%	1.8%	0.0%	0.2%	2.6%	0.6%	0.2%	0.4%		
Time in grade in excess of minimum																				
1 - 12 months	#	49	33	16	3	2	27	12		2					3					
	%	100%	67.3%	32.7%	6.1%	4.1%	55.1%	24.5%	0.0%	4.1%	0.0%	0.0%	0.0%	0.0%	6.1%	0.0%	0.0%	0.0%		
13 - 24 months	#	23	14	9	1	2	8	6	1	1					4					
	%	100%	60.9%	39.1%	4.3%	8.7%	34.8%	26.1%	4.3%	4.3%	0.0%	0.0%	0.0%	0.0%	17.4%	0.0%	0.0%	0.0%		
25+ months	#	42	28	14	3		18	11	3	2	2	1			2					
	%	100%	66.7%	33.3%	7.1%	0.0%	42.9%	26.2%	7.1%	4.8%	4.8%	2.4%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%		

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Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Program	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Career Development Programs for GS 11 - 12:																		
Slots	#																	
Relevant Pool	%	100%	60.6%	39.4%	2.9%	2.4%	53.2%	33.0%	1.3%	1.9%	1.0%	0.9%	0.0%	0.0%	1.7%	0.8%	0.5%	0.3%
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	48	30	18	4	2	25	15		1	1							
	%	100%	62.5%	37.5%	8.3%	4.2%	52.1%	31.3%	0.0%	2.1%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for GS 13 - 14:																		
Slots	#																	
Relevant Pool	%	100%	67.2%	32.8%	3.2%	1.7%	58.8%	28.0%	1.6%	1.9%	0.9%	0.8%	0.1%	0.0%	1.8%	0.3%	0.8%	0.2%
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	24	12	12		1	10	10		1							2	
	%	100%	50.0%	50.0%	0.0%	4.2%	41.7%	41.7%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%
Career Development Programs for GS 15 and SES:																		
Slots	#																	
Relevant Pool	%	100%	72.1%	27.9%	5.0%	1.4%	62.9%	24.3%	2.1%	0.7%	0.7%	0.7%	0.7%	0.0%	0.7%	0.7%	0.0%	0.0%
Applied	#	13	9	4	3		6	3		1								
	%	100%	69.2%	30.8%	23.1%	0.0%	46.2%	23.1%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Participants	#	5	3	2	1		2	1		1								
	%	100%	60.0%	40.0%	20.0%	0.0%	40.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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

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

Type of Award	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	312	183	129	9	8	158	94	7	15	2	9			6	3	1	
	%	100%	58.7%	41.3%	2.9%	2.6%	50.6%	30.1%	2.2%	4.8%	0.6%	2.9%	0.0%	0.0%	1.9%	1.0%	0.3%	0.0%
Total Hours		2306	1373	933	71	60	1181	666	53	121	17	62			43	24	8	
Average Hours		7	8	7	8	8	7	7	8	8	9	7	-	-	7	8	8	-
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	415	173	242	6	11	160	202	1	11	1	4		1	4	10	1	3
	%	100%	41.7%	58.3%	1.4%	2.7%	38.6%	48.7%	0.2%	2.7%	0.2%	1.0%	0.0%	0.2%	1.0%	2.4%	0.2%	0.7%
Total Hours		13351	5206	8145	130	501	4868	6724	32	298	20	122		30	116	328	40	142
Average Hours		32	30	34	22	46	30	33	32	27	20	31	-	30	29	33	40	47
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	1310	720	590	37	34	624	466	24	48	10	24		1	23	11	2	6
	%	100%	55.0%	45.0%	2.8%	2.6%	47.6%	35.6%	1.8%	3.7%	0.8%	1.8%	0.0%	0.1%	1.8%	0.8%	0.2%	0.5%
Total Amount		\$483,687	\$259,862	\$223,825	\$11,773	\$13,911	\$227,075	\$177,062	\$9,121	\$17,885	\$3,337	\$8,664		\$182	\$7,965	\$4,089	\$591	\$2,032
Average Amount		\$369	\$361	\$379	\$318	\$409	\$364	\$380	\$380	\$373	\$334	\$361	-	\$182	\$346	\$372	\$296	\$339
Cash Awards \$501+																		
Total Cash Awards Given	#	6393	3744	2649	187	151	3268	2154	116	190	48	81	3	4	94	50	28	19
	%	100%	58.6%	41.4%	2.9%	2.4%	51.1%	33.7%	1.8%	3.0%	0.8%	1.3%	0.0%	0.1%	1.5%	0.8%	0.4%	0.3%
Total Amount		\$10,716,662	\$6,343,652	\$4,373,010	\$314,543	\$227,410	\$5,561,990	\$3,614,020	\$190,958	\$303,685	\$72,938	\$127,896	\$9,733	\$4,507	\$147,909	\$70,394	\$45,581	\$25,098
Average Amount		\$1,676	\$1,694	\$1,651	\$1,682	\$1,506	\$1,702	\$1,678	\$1,646	\$1,598	\$1,520	\$1,579	\$3,244	\$1,127	\$1,574	\$1,408	\$1,628	\$1,321
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	17	13	4	1		12	3		1								
	%	100%	76.5%	23.5%	5.9%	0.0%	70.6%	17.6%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		\$193,218	\$147,514	\$45,704	\$10,800		\$136,714	\$32,264		\$13,440								
Average Amount		\$11,366	\$11,347	\$11,426	\$10,800	-	\$11,393	\$10,755	-	\$13,440	-	-	-	-	-	-	-	-
Quality Step Increases (QSI)																		
Total QSIs Awarded	#	254	119	135	6	10	102	112	1	8	5	1	1		4	2		2
	%	100%	46.9%	53.1%	2.4%	3.9%	40.2%	44.1%	0.4%	3.1%	2.0%	0.4%	0.4%	0.0%	1.6%	0.8%	0.0%	0.8%
Total Benefit		\$568,138	\$291,559	\$276,579	\$15,922	\$18,761	\$251,107	\$235,217	\$1,104	\$13,270	\$12,520	\$2,175	\$1,192		\$9,714	\$4,219		\$2,937
Average Benefit		\$2,237	\$2,450	\$2,049	\$2,654	\$1,876	\$2,462	\$2,100	\$1,104	\$1,659	\$2,504	\$2,175	\$1,192	-	\$2,429	\$2,110	-	\$1,469

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

Type of Separation	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Voluntary	#	550	334	216	12	11	285	156	15	28	4	8	1	1	16	7	1	5
	%	100%	60.7%	39.3%	2.2%	2.0%	51.8%	28.4%	2.7%	5.1%	0.7%	1.5%	0.2%	0.2%	2.9%	1.3%	0.2%	0.9%
Involuntary	#	21	9	12		1	8	7	1	1					2			1
	%	100%	42.9%	57.1%	0.0%	4.8%	38.1%	33.3%	4.8%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%	0.0%	4.8%
RIF	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	571	343	228	12	12	293	163	16	29	4	8	1	1	16	9	1	6
	%	100%	60.1%	39.9%	2.1%	2.1%	51.3%	28.5%	2.8%	5.1%	0.7%	1.4%	0.2%	0.2%	2.8%	1.6%	0.2%	1.1%
Permanent Workforce (09/30/2007)	#	8126	4920	3206	267	208	4203	2570	154	217	75	92	5	6	174	83	42	30
	%	100%	60.5%	39.5%	3.3%	2.6%	51.7%	31.6%	1.9%	2.7%	0.9%	1.1%	0.1%	0.1%	2.1%	1.0%	0.5%	0.4%

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Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability

Component	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Total	#	8129	7422	157	550	82	11	4	4	21	5	8	1	25	3
	%	100%	91.3%	1.9%	6.8%	1.0%	0.1%	0.0%	0.0%	0.3%	0.1%	0.1%	0.0%	0.3%	0.0%
Federal High	%					2.2%									
Region 1	#	989	907	19	63	5			2	2		1			
	%	100%	91.7%	1.9%	6.4%	0.5%	0.0%	0.0%	0.2%	0.2%	0.0%	0.1%	0.0%	0.0%	0.0%
Region 2	#	812	744	13	55	6				2	1	1		2	
	%	100%	91.6%	1.6%	6.8%	0.7%	0.0%	0.0%	0.0%	0.2%	0.1%	0.1%	0.0%	0.2%	0.0%
Region 3	#	892	805	7	80	15	2	2	1	3	1	1		4	1
	%	100%	90.2%	0.8%	9.0%	1.7%	0.2%	0.2%	0.1%	0.3%	0.1%	0.1%	0.0%	0.4%	0.1%
Region 4	#	1241	1144	35	62	6				3	2			1	
	%	100%	92.2%	2.8%	5.0%	0.5%	0.0%	0.0%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	0.0%
Region 5	#	728	665	19	44	11	2			4		2		1	2
	%	100%	91.3%	2.6%	6.0%	1.5%	0.3%	0.0%	0.0%	0.5%	0.0%	0.3%	0.0%	0.1%	0.3%
Region 6	#	879	800	10	69	11	1	1		2			1	6	
	%	100%	91.0%	1.1%	7.8%	1.3%	0.1%	0.1%	0.0%	0.2%	0.0%	0.0%	0.1%	0.7%	0.0%
Region 7	#	516	470	9	37	5	1			1		1		2	
	%	100%	91.1%	1.7%	7.2%	1.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.2%	0.0%	0.4%	0.0%
Region 8	#	766	701	14	51	4				2				2	
	%	100%	91.5%	1.8%	6.7%	0.5%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.3%	0.0%
Region 9	#	1306	1186	31	89	19	5	1	1	2	1	2		7	
	%	100%	90.8%	2.4%	6.8%	1.5%	0.4%	0.1%	0.1%	0.2%	0.1%	0.2%	0.0%	0.5%	0.0%

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

Occupational Category	Total	Total by Disability Status					Detail for Targeted Disabilities								
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
1. Officials and Managers															
Executive/Senior Level (Grades 15 and Above)	#	132	124	3	5	1				1					
	%	100%	93.9%	2.3%	3.8%	0.8%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	
Mid-level (Grades 13-14)	#	953	881	31	41	3				1		1		1	
	%	100%	92.4%	3.3%	4.3%	0.3%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%	
First-Level (Grades 12 and Below)	#	521	487	11	23										
	%	100%	93.5%	2.1%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
- Other	#	865	770	16	79	9				3	2	2		1	
	%	100%	89.0%	1.8%	9.1%	1.0%	0.0%	0.0%	0.0%	0.3%	0.2%	0.2%	0.0%	0.1%	
Officials and Managers - TOTAL	#	2471	2262	61	148	13				5	2	3		2	
	%	100%	91.5%	2.5%	6.0%	0.5%	0.0%	0.0%	0.0%	0.2%	0.1%	0.1%	0.0%	0.1%	
2. Professionals	#	3278	3035	56	187	30	6	1		3	2	3		14	
	%	100%	92.6%	1.7%	5.7%	0.9%	0.2%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.4%	
3. Technicians	#	370	335	9	26	3	2		1						
	%	100%	90.5%	2.4%	7.0%	0.8%	0.5%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
4. Sales Workers	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
5. Administrative Support Workers	#	778	658	11	109	27	3	2	3	8	1	2		8	
	%	100%	84.6%	1.4%	14.0%	3.5%	0.4%	0.3%	0.4%	1.0%	0.1%	0.3%	0.0%	1.0%	
6. Craft Workers	#	583	527	7	49	3		1		2					
	%	100%	90.4%	1.2%	8.4%	0.5%	0.0%	0.2%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	
7. Operatives	#	22	17	2	3	1				1					
	%	100%	77.3%	9.1%	13.6%	4.5%	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	
8. Laborers and Helpers	#	67	59	3	5	2							1	1	
	%	100%	88.1%	4.5%	7.5%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.5%	
9. Service Workers	#	553	524	8	21	3				2				1	
	%	100%	94.8%	1.4%	3.8%	0.5%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.2%	

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

GS/GM, SES & Related Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
GS-01	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
GS-02	#	3	1		2										
	%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
GS-03	#	12	9		3										
	%	0.2%	0.1%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
GS-04	#	75	65		10	4	2			1		1			
	%	1.0%	1.0%	0.0%	2.0%	5.3%	18.2%	0.0%	0.0%	5.6%	0.0%	12.5%	-	0.0%	0.0%
GS-05	#	321	279	4	38	6		1		2	1			2	
	%	4.3%	4.1%	2.8%	7.8%	7.9%	0.0%	33.3%	0.0%	11.1%	20.0%	0.0%	-	8.3%	0.0%
GS-06	#	280	238	7	35	7			1	2				4	
	%	3.8%	3.5%	4.9%	7.2%	9.2%	0.0%	0.0%	25.0%	11.1%	0.0%	0.0%	-	16.7%	0.0%
GS-07	#	595	532	11	52	13	3	1	2	3		1		3	
	%	8.0%	7.8%	7.6%	10.6%	17.1%	27.3%	33.3%	50.0%	16.7%	0.0%	12.5%	-	12.5%	0.0%
GS-08	#	134	123	2	9	1			1						
	%	1.8%	1.8%	1.4%	1.8%	1.3%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
GS-09	#	859	777	9	73	16	4			5	2	2		2	1
	%	11.6%	11.5%	6.3%	14.9%	21.1%	36.4%	0.0%	0.0%	27.8%	40.0%	25.0%	-	8.3%	33.3%
GS-10	#	11	10		1										
	%	0.1%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
GS-11	#	1352	1256	24	72	9				2		1		5	1
	%	18.2%	18.5%	16.7%	14.7%	11.8%	0.0%	0.0%	0.0%	11.1%	0.0%	12.5%	-	20.8%	33.3%
GS-12	#	1844	1707	35	102	10	2			1	1	1		5	
	%	24.9%	25.2%	24.3%	20.9%	13.2%	18.2%	0.0%	0.0%	5.6%	20.0%	12.5%	-	20.8%	0.0%
GS-13	#	1295	1202	31	62	4					1	1		2	
	%	17.5%	17.7%	21.5%	12.7%	5.3%	0.0%	0.0%	0.0%	0.0%	20.0%	12.5%	-	8.3%	0.0%
GS-14	#	496	453	18	25	5		1		1		1		1	1
	%	6.7%	6.7%	12.5%	5.1%	6.6%	0.0%	33.3%	0.0%	5.6%	0.0%	12.5%	-	4.2%	33.3%
GS-15	#	120	113	3	4	1				1					
	%	1.6%	1.7%	2.1%	0.8%	1.3%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	-	0.0%	0.0%
All other (unspecified GS)	#	1	1												
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
Senior Executive Service	#	20	19		1										
	%	0.3%	0.3%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
TOTAL	#	7418	6785	144	489	76	11	3	4	18	5	8		24	3
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

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

GS/GM, SES & Related Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
GS-01	#	14	12		2	1				1					
	%	1.3%	1.2%	0.0%	3.2%	11.1%	0.0%	-	0.0%	0.0%	100.0%	-	-	0.0%	
GS-02	#	80	75	1	4	1								1	
	%	7.1%	7.3%	4.2%	6.5%	11.1%	0.0%	-	0.0%	0.0%	0.0%	-	-	20.0%	
GS-03	#	181	162	5	14	1								1	
	%	16.2%	15.7%	20.8%	22.6%	11.1%	0.0%	-	0.0%	0.0%	0.0%	-	-	20.0%	
GS-04	#	249	228	4	17	2			1					1	
	%	22.3%	22.1%	16.7%	27.4%	22.2%	0.0%	-	100.0%	0.0%	0.0%	-	-	20.0%	
GS-05	#	281	266	4	11	2				1				1	
	%	25.1%	25.8%	16.7%	17.7%	22.2%	0.0%	-	0.0%	100.0%	0.0%	-	-	20.0%	
GS-06	#	45	41	3	1										
	%	4.0%	4.0%	12.5%	1.6%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	
GS-07	#	136	125	4	7										
	%	12.2%	12.1%	16.7%	11.3%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	
GS-08	#	2	2												
	%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	
GS-09	#	68	64	2	2										
	%	6.1%	6.2%	8.3%	3.2%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	
GS-10	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	
GS-11	#	49	45	1	3	1	1								
	%	4.4%	4.4%	4.2%	4.8%	11.1%	100.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	
GS-12	#	9	9												
	%	0.8%	0.9%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	
GS-13	#	3	2		1	1								1	
	%	0.3%	0.2%	0.0%	1.6%	11.1%	0.0%	-	0.0%	0.0%	0.0%	-	-	20.0%	
GS-14	#	1	1												
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	
GS-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	
All other (unspecified GS)	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	
Senior Executive Service	#	1	1												
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	
TOTAL	#	1119	1033	24	62	9	1		1	1	1			5	
	%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	-	-	100%	

NOTE: Percentages computed down columns and NOT across rows.

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

WG, WL & Equivalent Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
Grade-01	#	21	18		3	2							1	1	
	%	3.0%	2.9%	0.0%	5.0%	33.3%	-	0.0%	-	0.0%	-	-	100.0%	100.0%	-
Grade-02	#	3	3												
	%	0.4%	0.5%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-03	#	3	3												
	%	0.4%	0.5%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-04	#	3	3												
	%	0.4%	0.5%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-05	#	55	48	3	4										
	%	7.9%	7.7%	25.0%	6.7%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-06	#	42	34	1	7	1				1					
	%	6.1%	5.5%	8.3%	11.7%	16.7%	-	0.0%	-	33.3%	-	-	0.0%	0.0%	-
Grade-07	#	46	41		5	1				1					
	%	6.6%	6.6%	0.0%	8.3%	16.7%	-	0.0%	-	33.3%	-	-	0.0%	0.0%	-
Grade-08	#	215	191	3	21	2		1		1					
	%	31.0%	30.8%	25.0%	35.0%	33.3%	-	100.0%	-	33.3%	-	-	0.0%	0.0%	-
Grade-09	#	114	109	1	4										
	%	16.5%	17.6%	8.3%	6.7%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-10	#	178	160	3	15										
	%	25.7%	25.8%	25.0%	25.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-11	#	10	8	1	1										
	%	1.4%	1.3%	8.3%	1.7%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-12	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-13	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-14	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
All Other Non-supervisory Wage Grades	#	3	3												
	%	0.4%	0.5%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Total Non-supervisory Wage Grades	#	693	621	12	60	6		1		3			1	1	
	%	100%	100%	100%	100%	100%	-	100%	-	100%	-	-	100%	100%	-

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

WG, WL & Equivalent Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
Grade-01	#	18	15		3										
	%	12.1%	11.5%	0.0%	20.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-02	#	14	14												
	%	9.4%	10.7%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-03	#	16	14		2										
	%	10.7%	10.7%	0.0%	13.3%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-04	#	6	4		2										
	%	4.0%	3.1%	0.0%	13.3%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-05	#	25	23	1	1										
	%	16.8%	17.6%	33.3%	6.7%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-06	#	27	20	1	6	2				1				1	
	%	18.1%	15.3%	33.3%	40.0%	100.0%	-	-	-	100.0%	-	-	-	100.0%	-
Grade-07	#	16	15		1										
	%	10.7%	11.5%	0.0%	6.7%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-08	#	20	19	1											
	%	13.4%	14.5%	33.3%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-09	#	6	6												
	%	4.0%	4.6%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-10	#	1	1												
	%	0.7%	0.8%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-11	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-12	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-13	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-14	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
All Other Non-supervisory Wage Grades	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Total Non-supervisory Wage Grades	#	149	131	3	15	2				1				1	
	%	100%	100%	100%	100%	100%	-	-	-	100%	-	-	-	100%	-

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
					All									male	female	male	female	male
Permanent Workforce																		
Accessions	#	457	247	210	13	10	215	169	4	17	6	9			6	4	3	1
	%	100%	54.0%	46.0%	2.8%	2.2%	47.0%	37.0%	0.9%	3.7%	1.3%	2.0%	0.0%	0.0%	1.3%	0.9%	0.7%	0.2%
From Temporary	#	123	75	48	2	3	71	37	1	5	1			1				2
	%	100%	61.0%	39.0%	1.6%	2.4%	57.7%	30.1%	0.8%	4.1%	0.8%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	1.6%
Total Hires	#	580	322	258	15	13	286	206	5	22	7	9		1	6	4	3	3
	%	100%	55.5%	44.5%	2.6%	2.2%	49.3%	35.5%	0.9%	3.8%	1.2%	1.6%	0.0%	0.2%	1.0%	0.7%	0.5%	0.5%
Temporary Workforce																		
Accessions	#	1194	751	443	18	10	699	391	4	8	3	7	1	1	22	22	4	4
	%	100%	62.9%	37.1%	1.5%	0.8%	58.5%	32.7%	0.3%	0.7%	0.3%	0.6%	0.1%	0.1%	1.8%	1.8%	0.3%	0.3%
Non-Appropriated Workforce																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
Organizational CLF	%	100%	54.5%	45.5%	3.2%	3.0%	43.9%	34.7%	2.9%	3.7%	3.1%	3.1%	0.1%	0.0%	0.4%	0.3%	0.9%	0.7%

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

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

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Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability - Permanent Workforce

Type of Program	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Career Development Programs for GS 11 - 12:															
Slots	#														
Relevant Pool	%	100%	92.7%	1.8%	5.4%	0.6%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.3%	0.0%
Applied	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	48	46		2										
	%	100%	95.8%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for GS 13 - 14:															
Slots	#														
Relevant Pool	%	100%	92.4%	2.7%	4.9%	0.5%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.0%	0.2%	0.1%
Applied	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	24	22		2										
	%	100%	91.7%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for GS 15 and SES:															
Slots	#														
Relevant Pool	%	100%	94.3%	2.1%	3.6%	0.7%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Applied	#	13	13												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Participants	#	5	5												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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

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

Type of Award	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Time-Off awards - 1-9 hours															
Total Time-Off Awards Given	#	312	278	8	26	5			1	3				1	
	%	100%	89.1%	2.6%	8.3%	1.6%	0.0%	0.0%	0.3%	1.0%	0.0%	0.0%	0.0%	0.3%	0.0%
Total Hours		2306	2062	54	190	32			4	20				8	
Average Hours		7	7	7	7	6	-	-	4	7	-	-	-	8	-
Time-Off awards - 9+ hours															
Total Time-Off Awards Given	#	415	369	11	35	4	2		1					1	
	%	100%	88.9%	2.7%	8.4%	1.0%	0.5%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%
Total Hours		13351	11878	328	1145	157	90		40					27	
Average Hours		32	32	30	33	39	45	-	40	-	-	-	-	27	-
Cash Awards - \$100 - \$500															
Total Cash Awards Given	#	1310	1184	27	99	16	4			4		2		4	2
	%	100%	90.4%	2.1%	7.6%	1.2%	0.3%	0.0%	0.0%	0.3%	0.0%	0.2%	0.0%	0.3%	0.2%
Total Amount		\$483,687	\$433,385	\$10,242	\$40,060	\$6,345	\$1,806			\$1,343		\$800		\$1,396	\$1,000
Average Amount		\$369	\$366	\$379	\$405	\$397	\$452	-	-	\$336	-	\$400	-	\$349	\$500
Cash Awards \$501+															
Total Cash Awards Given	#	6393	5902	130	361	34	2	3		13	1	4		8	3
	%	100%	92.3%	2.0%	5.6%	0.5%	0.0%	0.0%	0.0%	0.2%	0.0%	0.1%	0.0%	0.1%	0.0%
Total Amount		\$10,716,662	\$9,916,295	\$233,371	\$566,996	\$57,875	\$3,284	\$7,018		\$16,507	\$1,305	\$7,662		\$16,709	\$5,390
Average Amount		\$1,676	\$1,680	\$1,795	\$1,571	\$1,702	\$1,642	\$2,339	-	\$1,270	\$1,305	\$1,916	-	\$2,089	\$1,797
Senior Executive Service Performance Awards															
Total Cash Awards Given	#	17	15	1	1										
	%	100%	88.2%	5.9%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		\$193,218	\$169,609	\$13,440	\$10,169										
Average Amount		\$11,366	\$11,307	\$13,440	\$10,169	-	-	-	-	-	-	-	-	-	-
Quality Step Increases (QSI)															
Total QSIs Awarded	#	254	233	7	14	2		1						1	
	%	100%	91.7%	2.8%	5.5%	0.8%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%
Total Benefit		\$568,138	\$526,251	\$12,698	\$29,189	\$4,892		\$3,127						\$1,765	
Average Benefit		\$2,237	\$2,259	\$1,814	\$2,085	\$2,446	-	\$3,127	-	-	-	-	-	\$1,765	-

Fish & Wildlife Service - Servicewide FY 2008

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

Type of Separation		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
Voluntary	#	550	464	25	61	6	1				1			4	
	%	100%	84.4%	4.5%	11.1%	1.1%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.7%	0.0%
Involuntary	#	21	16	2	3										
	%	100%	76.2%	9.5%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
RIF	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	571	480	27	64	6	1				1			4	
	%	100%	84.1%	4.7%	11.2%	1.1%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.7%	0.0%
Total Permanent Workforce (09/30/2007)	#	8126	7378	172	576	82	10	4	3	21	6	7	1	27	3
	%	100%	90.8%	2.1%	7.1%	1.0%	0.1%	0.0%	0.0%	0.3%	0.1%	0.1%	0.0%	0.3%	0.0%