

**Delegation of Authority for Employee Relations Actions
WILDLIFE SERVICES**

TYPE OF ACTION	Deputy Administrator, Associate and Assistant Deputy Administrators, Regional Directors and Assistant Regional Directors; NWRC Director and Assistant Director and Director, OSS	State Directors, NWRC Research Managers and Chiefs, Project Leaders and MIS Center Director	All Other Supervisors
1. Letters of Caution or Warning	X	X	X
2. Letters of Reprimand	X	X	X
3. Proposals for suspensions 14 days or less	X	X	X
4. Decisions for suspensions 14 days or less	X	X	
5. Proposals for suspensions of more than 14 days, removals, demotions and furloughs	X	X	
6. Decisions for suspensions of more than 14 days, removals, demotions and furloughs	X		
7. Termination of temporary and probationary employees	X	X	X
8. Reconsideration of Within Grade Increase Withholding	X	X	

Last Updated 6/28/04