

United States
Department of
Agriculture

JAN 15 2008

Animal and Plant
Health Inspection
Service

SUBJECT: APHIS FY 2007 EEO Program Status Report


Civil Rights Enforcement
and Compliance

TO: Sherie Hinton Henry
Associate Assistant Secretary for Civil Rights

Washington, DC
20250

Enclosed is a copy of the Animal and Plant Health Inspection Service Annual EEO Program Status Report. The report includes an update on the status of the agency and accomplishments on the action items proposed in the APHIS FY 2006 Management Directive 715 report.

If you have questions or require additional information, please contact me at (202) 720-0009 or Njeri K. Mwalimu, Deputy Director, Civil Rights Enforcement and Compliance on (202) 720-7830.



Anna P. Grayson, Director
Civil Rights Enforcement and Compliance

Enclosure

EEOC FORM 715-01

EEO Program Status Report

Section 1 - APHIS Organization Chart and Civil Rights Policy Statement

Section 2 - Parts A - J

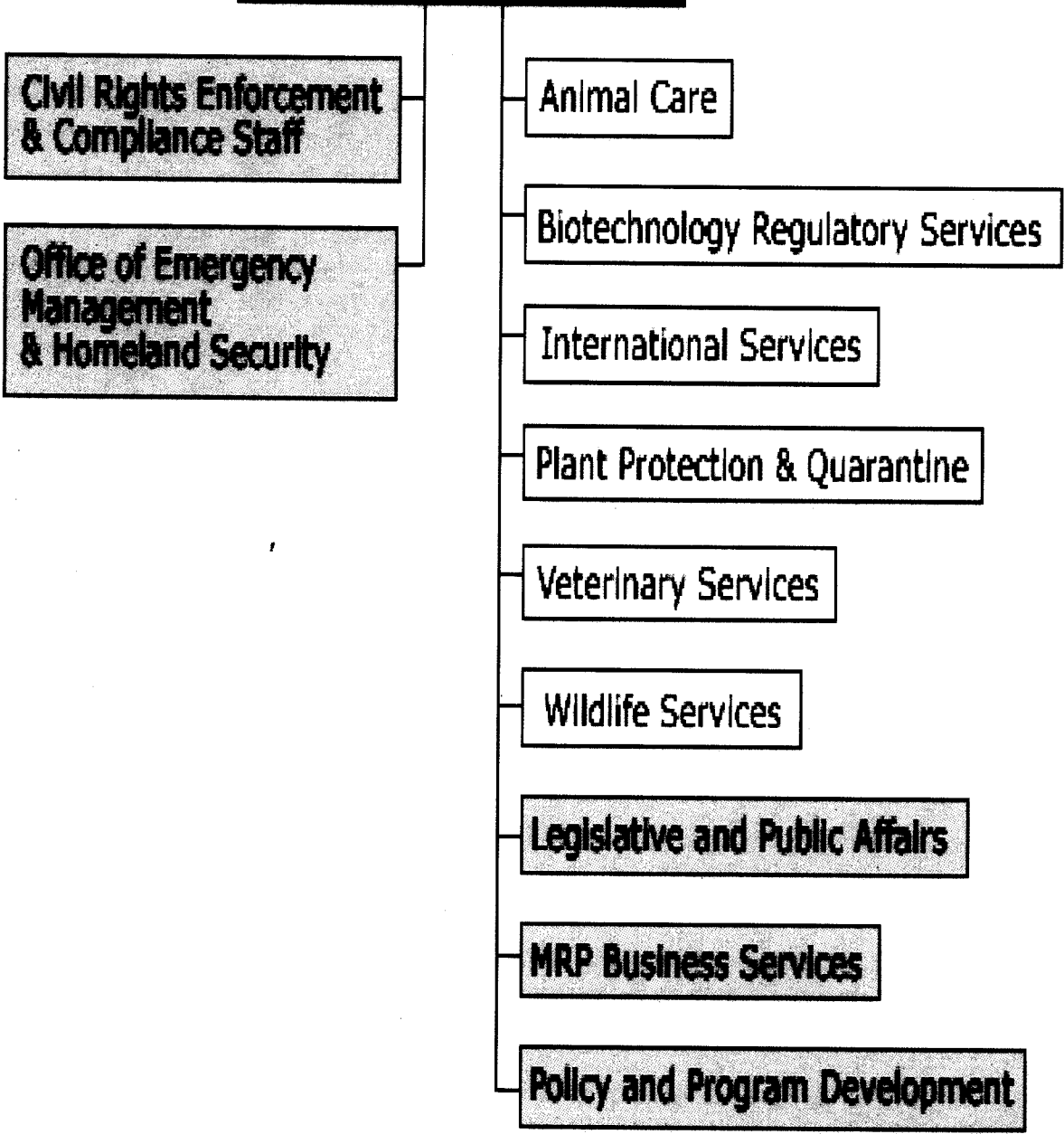
- Part A - Agency's Identifying Information
- Part B - Total Employment
- Part C - Agency Officials Responsible for Oversight
of EEO Programs
- Part D - List of Subordinate Components Covered
in this report
- Part E - Executive Summary
- Part F - Certification of Establishment of Continuing
Equal Employment Opportunity Programs
- Part G - Self-Assessment Checklist - ***Not Required for Submission***
- Part H - EEO Plan to Attain the Essential Elements
of a model EEO Program
- Part I - EEO Plan to Eliminate Identified Barriers ***and FY 2007
List of Accomplishments***
- Part J - Special Program for the Recruitment, Hiring and
Advancement of Individuals with Targeted Disabilities

Section 3 - Tables A and B

A Tables - Total Employment

B Tables - Individuals with Disabilities Employment

APHIS Administrator





United States
Department of
Agriculture

Animal and Plant
Health Inspection
Service

Washington, DC
20250

APHIS Civil Rights Policy Statement

I am very pleased and excited to serve as the most recently appointed Administrator for the Animal and Plant Health Inspection Service. As Administrator, I am bringing the same intense commitment to the APHIS mission as my predecessors demonstrated. My view is that it is the Administrator's job to ensure that you have the support you need to accomplish the mission and every opportunity to succeed as part of our team. At this time, I also take the opportunity to reiterate my commitment to Civil Rights and Equal Employment Opportunity in the workplace, and in the communities for which we provide a variety of services. We will continue our efforts to ensure that APHIS maintains a workplace free of discrimination and promotes diversity throughout the work force.

All APHIS employees, applicants for employment and outside constituents regardless of age, race, color, national origin, gender, sexual orientation, disability, religion, political affiliations, and marital or familial status deserve to be treated fairly and equitably and with dignity and respect.

This means that all APHIS managers, supervisors, and employees are responsible for maintaining positive workplace operations to ensure that APHIS continues to function as a model civil rights organization. All managers, supervisors and employees will be held accountable for engaging in any actions that result in any infractions of this policy.

This Civil Rights Policy Statement must be prominently displayed in all work areas to ensure that the APHIS workforce is reminded of their Civil Rights responsibilities. I am confident and optimistic about our future because of the talented and dedicated personnel who contribute to the success of our Agency.

Cindy J. Smith
Administrator

NOV 26 2007



Safeguarding American Agriculture

APHIS is an agency of USDA's Marketing and Regulatory Programs
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1-800-877-8339



Animal and Plant Health Inspection Service Anti-Harassment Policy Statement

United States
Department of
Agriculture

Animal and Plant
Health Inspection
Service

Washington, DC
20250

As APHIS Administrator, I want to express my strong commitment to continuing to prohibit sexual and other types of harassment in the workplace. I encourage managers, supervisors, and employees to remain cognizant of this policy and refrain from and take steps to prevent acts of harassment of any nature.

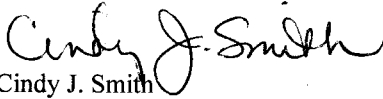
Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual; has the purpose or effect of creating an intimidating, hostile, or offensive work environment; unreasonably interferes with work performance; or otherwise adversely affects employment opportunities. Harassing conduct includes, but is not limited to, epithets, slurs, negative stereotyping, threatening, intimidating, or hostile acts, written or verbal comments, or graphic material to denigrate or show hostility or aversion toward an individual or group.

Employees seeking relief from harassment based on sex (with or without sexual conduct), race, color, religion, national origin, age, disability, sexual orientation, marital or parental status must contact the Civil Rights Enforcement and Compliance (CREC) Alternative Dispute Resolution Center (1-800-372-7231) within 45 days of an alleged incident. All other allegations of harassment should be reported to supervisors, managers, or the Workplace Violence Prevention and Response Hotline (1-866-234-3174).

All claims of harassment must be resolved before they become severe or pervasive. APHIS employees, applicants, and service recipients may express harassment complaints without fear of retaliation. All acts of retaliation must be reported immediately through the appropriate forum. All allegations will be investigated, and any individual(s) determined to have perpetuated harassment will be subject to disciplinary action. Upon resolution of harassment claims, program area managers must ensure that such acts do not recur. APHIS managers are encouraged to participate in the Agency's annual training about unlawful harassment.

Enforcement guidance from the Equal Employment Opportunity Commission on employer liability for acts of harassment states that "***An employer is always liable for harassment by a supervisor on a prohibited basis that culminates in a tangible employment action.***" Tangible employment actions include: hiring and firing; promotion and failure to promote; demotion; undesirable reassignment; a decision causing significant change in benefits; compensation decisions; and work assignment. The guidance also provides that "***in some circumstances, an employer may be subject to vicarious liability for harassment by a supervisor who does not have actual authority over the employee.***"

Managers must disseminate this policy statement to all supervisors and provide copies to employees. This policy and the ***EEOC Enforcement Guidance, Notice 915.002 Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors*** are located on the CREC website at www.aphis.usda.gov/civil_rights. Prevention is the most effective tool to successfully eliminate harassment in the workplace.


Cindy J. Smith
Administrator

NOV 26 2007



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**EEOC FORM
715-01 PART A - F
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

For period covering October 1, 2006, to September 30, 2007

PART A Department or Agency Identifying Information	1. Agency		1. United States Department of Agriculture	
	1.a. 2nd level reporting component		Animal and Plant Health Inspection Service	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 1400 Independence Avenue, SW	
	3. City, State, Zip Code		3. Washington, DC 20250	
	4. CPDF Code	5. FIPS code(s)	4. AG 34 24	5. 11001
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 5,873	
	2. Enter total number of temporary employees		2. 1,521	
	3. Enter total number employees paid from non- appropriated funds		3. N/A	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 8,532*	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Chuck Conner Acting Secretary of Agriculture	
	2. Agency Head Designee		2. Cindy J. Smith Administrator	
	3. Principal EEO Director Official Title/Series/Grade		3. Anna P. Grayson, Director Civil Rights Enforcement and Compliance (CREC) 0260-15	
	4. Title VII Affirmative EEO Program Official		4. Njeri K. Mwalimu, Deputy Director CREC	
	5. Section 501 Affirmative Action Program Official		5. Sophia L. Kirby, Disability Employment Program Manager	
	6. Complaint Processing Program Manager		Anna P. Grayson, Director Civil Rights Enforcement and Compliance	

7. Other Responsible EEO Staff	Myra P. Young, Manager Alternative Dispute Resolution Center
	Steve Shelor, Assistant Director Program Delivery and Evaluations

** The APHIS employment database maintained by the National Finance Center (NFC) contains a third category of employees in addition to permanent and temporary. They are classified as "indefinite" employees who are on a "when actually employed" status. In FY 2007 APHIS had 1,138 indefinite employees in its personnel database. With the exception of tables A1, A8, B1, and B8 which specifically categorize the indefinite employees, those employees are not included as a separate personnel group in the analytical discussions contained in this report.*

PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes
List of Subordinate Components Covered in This Report	Office of the Administrator Washington, D. C. <i>(Civil Rights Enforcement and Compliance; and Office of Emergency Management & Homeland Security)</i>	
	Office of the Deputy Administrator Policy and Program Development Riverdale, Maryland Raleigh, North Carolina	
	Office of the Deputy Administrator Legislative and Public Affairs Washington, D. C. Riverdale, Maryland	
	Office of the Deputy Administrator Marketing and Regulatory Programs Business Services Washington, D. C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado Minneapolis, Minnesota	
	Office of the Deputy Administrator International Services Washington, D. C. Riverdale, Maryland International Locations	
	Office of the Deputy Administrator Plant Protection and Quarantine Washington, D. C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado	
	Office of the Deputy Administrator Veterinary Services Washington, D. C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado	

Office of the Deputy Administrator Animal Care Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado		
Office of the Deputy Administrator Wildlife Services Washington, D. C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado		
Office of the Deputy Administrator Biotechnology and Regulatory Services Riverdale, Maryland		

EEOC FORM 715-01 PART E

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Animal and Plant Health Inspection Service

For Period Covering October 1, 2006 to September 30, 2007

EXECUTIVE SUMMARY

The Animal and Plant Health Inspection Service is a multi-faceted Agency with a broad mission area that includes protecting and promoting U.S. agricultural health, regulating genetically engineered organisms, administering the Animal Welfare Act and carrying out wildlife damage management activities. These efforts support the overall mission of USDA, which is to protect and promote food, agriculture, natural resources and related issues.

The Fiscal Year 2007 EEO Program Status Report reflects feedback from **325** managers and supervisors who were required to complete and submit to the civil rights staff, the Annual EEO Program Assessment Survey used to measure progress in implementing the EEOC's Management Directive 715 plan objectives. Following are accomplishments to date on the implementation of the Commission's Six Essential Elements of a model EEO Program.

Demonstrated Commitment from Agency Leadership: The Annual Civil Rights Policy Statement, that reaffirms the agency's commitment to Civil Rights and Equal Employment Opportunity, and the Annual Anti-Harassment Policy Statement, that reaffirms the agency's commitment to prohibit sexual and non-sexual harassment in APHIS, were signed on June 12, 2007 (*by former Administrator, W. Ron DeHaven*) and re-issued on November 26, 2007 by the newly selected Administrator, Cindy J. Smith. It is the Administrator's commitment to continue efforts to ensure that APHIS maintains a workplace free of discrimination and promotes diversity throughout the workplace. *Both statements are posted on the CREC website.*

Integration of EEO into the Agency's Strategic Mission: One of the Organizational Priorities in the revised APHIS Strategic Plan (2007-2012) is to become a model civil rights organization. *A copy of the plan is posted on the APHIS website.* The Agency's Civil Rights Director is a part of the APHIS Management Team and meets with the Administrator on a weekly basis to discuss the overall operations and compliance of Title VII Civil Rights and Rehabilitation Programs. The Civil Rights Director also gives quarterly informational briefings to the APHIS Administrator

and other senior officials on the “*Status of the Agency*”. The next briefing is scheduled to be held on January 24, 2008. The Civil Rights Director continues to be the fund holder who manages allocated resources to maintain effective EEO Programs. Quarterly meetings between the Civil Rights and Human Resources staffs have been established to continue to provide adequate training/briefings and other resources for managers and supervisors to successfully implement EEO polices and procedures.

Management and Program Accountability: Quarterly EEO updates are provided to management officials through the Civil Rights Enforcement and Compliance Operational Plan and the Annual EEO Program Status Report. The Human Capital Reports are also submitted to the Human Resources Director on a quarterly basis. Mid-Year and End-of-Year Special Emphasis Program Analysis are also distributed throughout the agency and posted on the civil rights website. On-site and desk civil rights compliance reviews were conducted to assess the effectiveness and efficiency of the EEO program.

Proactive Prevention of Unlawful Discrimination: APHIS performance plans include requirements to accomplish civil rights program objectives, integrate civil rights policies, and ensure a discrimination free work environment at all levels. Web-based training was continued to assist executives, managers, and supervisors develop credible measures to accurately assess employee performance and align performance plans with organizational goals. The Civil Rights and Human Resources Directors continue to provide training and briefings for managers and supervisors on the Alternative Dispute Resolution and Conflict Prevention processes. In FY 2007, there were a total of 4 Fundamentals of APHIS Human Resources Managers Presentations and 3 Civil Rights Information Academy Presentations. The Management Help Line continues to be an available resource for complaint prevention.

Efficiency: APHIS maintains an efficient, fair, accessible and impartial complaint process that is frequently audited to measure efficiency. The Agency continues to use the Micropact iComplaints System which enables staff to create, track, manage, and report on EEO complaint cases at any stage in the EEO process up to resolution and closure. Civil Rights Enforcement and Compliance actively participates in the iComplaints User Advisory Board meetings which are convened by the Department on a monthly basis. In FY 2007, APHIS reached an all-time low of the number of complaints filed since the beginning of the Complaints Reduction Initiative which started in 1998.

Responsiveness and Legal Compliance: APHIS has a system in place for ensuring timely compliance of any orders or directives issued by EEOC. The Civil Rights Compliance Reviews, which include desk and on-site reviews, are conducted according to an annual schedule. In FY 2007, APHIS conducted the following onsite reviews: Center for Plant Health Science and Technology, Investigative and Enforcement Services, All Program Offices Western Region - Fort Collins, Colorado and Wildlife Services – Colorado State Office. There were a total of 2 desk reviews: Retention, Recruitment and Relocation, and Ag-Discovery Programs. The Assistant Director for Program Delivery and Compliance provides written analyses of all Compliance

Reviews to the heads of all units that participated in the reviews. All recommendations and corrective actions are monitored until fully implemented.

EEOC FORM 715-01 PART F

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

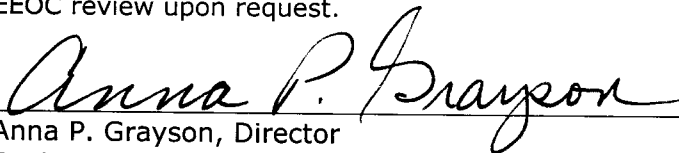
I, Anna P. Grayson, Equal Employment Manager, 0260-15 am the

Principal EEO Director for Animal and Plant Health Inspection Service, Civil Rights Enforcement and Compliance

The annual self-assessment of Section 717 and Section 501 programs were reviewed against the essential elements prescribed by EEO MD-715. If an essential element did not meet the standards outlined in EEO MD-715, further evaluation was conducted and Plans for attaining the Essential Elements were included in with this report.

Work force profiles and barrier analyses focused on detecting the existence of management or personnel policies, procedures or practices that may be operating to the disadvantage of any group. EEO Plans to eliminate these barriers are also included in this report.

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

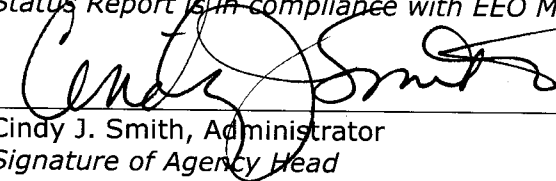


Anna P. Grayson, Director
Civil Rights Enforcement and Compliance
Signature of Principal EEO Director

1/15/08

Date

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



Cindy J. Smith, Administrator
Signature of Agency Head

1/15/08

Date

EEOC FORM 715 - 01

EEO Program Status Report

PART H

EEO Plan to Attain the Essential Elements of a Model Program

**EEOC FORM
715-01 PART H**

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

FY 2007	
USDA Animal and Plant Health Inspection Service	
Statement of Model Program Essential Element Deficiency:	In the past years, the Agency has not had 100% compliance with permanent employees completing civil rights training.
Objective:	To ensure the total permanent workforce completes civil rights training.
Responsible Official(s):	Director, CREC Deputy Director, CREC Training and Development Division – Human Resources
Date Objective Initiated:	October 1, 2007
Target Date for Completion of Objective:	September 30, 2008
Planned Activities Toward Completion of Objective:	<p>Monitor the Agency's AgLearn System to ensure that Mandatory Civil Rights Training is available to all permanent employees.</p> <p>Improve reporting capability to ensure accurate and comprehensive results</p> <p>Enter the module in all permanent employee' learning plan with a due date as soon as it is available,</p> <p>Provide status reports of those employees who have not taken the training at APHIS AMT Meetings</p> <p>Require that managers' civil rights elements include ensuring that all permanent employees on their staffs have taken the mandatory civil rights training.</p>
Target Date(s):	September 2008

Accomplishment of Objectives:	APHIS Civil Rights and Training staffs met to discuss ways to improve compliance with the training mandate.
Results:	.To develop a training plan that will be implemented in Fiscal Year 2008.

**EEOC FORM
715-01 PART H**

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

FY 2007	
USDA Animal and Plant Health Inspection Service	
Statement of Model Program Essential Element Deficiency:	<p>Does the agency EEO office have management controls in place to monitor and ensure that the data collected from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC.</p> <p>Until a formal system for collecting EEO data on applicants is approved, the Agency is unable to complete <i>all</i> data tables required by Management Directive-715. Once approved, APHIS could move quickly to incorporate this data into the hiring process.</p>
Objective:	Implement a data collection system that permits tracking of the information required by MD-715 and its instructions.
Responsible Official(s):	<p>Director, CREC Deputy Director, CREC Director, Human Resources</p>
Date Objective Initiated:	January 30, 2008
Target Date for Completion of Objective:	September 30, 2008
Planned Activities Toward Completion of Objective:	Review current NFC data elements accessible via "FOCUS" reports, to ensure EEOC MD 715 requirements can be met. Monitor the results of the new USDA Applicant Flow system and the system created to document RSNO data in the require MD 715 format.
Target Date(s):	<p>NFC data element review to be completed by July 1, 2008</p> <p>Meeting/Conference with HR on RSNO data collection and Applicant Flow data collection by July 31, 2008.</p>
Accomplishment of Objectives:	
Results:	

EEOC FORM 715 - 01

EEO Program Status Report

PART I

EEO Plan to Eliminate Identified Barriers and FY 2007 List of Accomplishments

<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Assist APHIS HR and hiring officials in meeting the established APHIS 3-year hiring goal of increasing the number of persons with targeted disabilities by 5 employees for the next 3-years (<i>FY 2007 – FY 2009</i>).</p> <p>Increase disability employment program managers' communication with managers and supervisors through the use of conference calls, newsletters and email.</p> <p>Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.</p> <p>Review job series not traditionally viewed as accessible to persons with targeted disabilities. Analyze the most prevalent job series in each APHIS program area and research possible technologies for accommodations.</p> <p>Establish recruitment objectives in each program area for employment of persons with targeted disabilities.</p> <p>Quarterly reporting to the APHIS Management Team and managers and supervisors on the progress in hiring and retaining persons with targeted disabilities and resources for consideration.</p> <p>Assist APHIS HR and hiring officials in establishing and maintaining goals for hiring and retaining persons with targeted disabilities. Encourage hiring officials to recruit and retain persons with targeted disabilities by utilizing such organizations as the WRP for College Students with Disabilities, the Job Accommodation Network (JAN) and other organizations specializing in identifying qualified individuals with TD for employment with APHIS.</p> <p>Utilize the Quick Hire system in locating and recruiting persons with TD in the APHIS workforce.</p> <p>Continue to circulate résumés of persons with TD to various USDA and APHIS offices in headquarters and field locations.</p> <p>Require annual reasonable accommodation procedures and sensitivity training to managers and supervisors to alleviate the separation of persons with targeted disabilities due to the lack of resources or knowledge.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>APHIS Administrator</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2006</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2007</p>

EEOC FORM
715-01 PART I

EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Monitor APHIS' 3-Year hiring goal of increasing the number of persons with targeted disabilities by 5 employees each year.	September 30, 2008
Increase Disability Employment Program Managers' communication with managers and supervisors through the use of conference calls, newsletters, and email.	October 2007 – September 2008
Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.	October 2007 – September 2008
Review job series not traditionally viewed as accessible to persons with disabilities. Analyze the most prevalent job series in each APHIS program area and research possible technologies for accommodations.	October 2007 – September 2008
APHIS will utilize internal and external resources to identify qualified individuals with reported and targeted disabilities.	October 2007 – September 2008
Monitoring of the hiring and retention patterns of APHIS headquarter and field locations to determine progress in hiring and retention goals for the Agency by analyzing EEO workforce data to identify strengths and weaknesses with recommendations for full employment and retention of persons with TD.	March 2008 and September 2008
Promote and encourage the use of career development programs for persons with TD disabilities.	September 2008
Ensure reasonable accommodations are being made to qualified individuals with disabilities in accordance to applicable laws and departmental regulations.	October 2007 – September 2008
Require the delivery of mandatory disability awareness training for managers and supervisors, including special hiring authorities, reasonable accommodations and employment resources.	September 2008
Promote the use of the Schedule A, Excepted Service hiring authority to directly hire qualified applicants with targeted disabilities.	October 2007 – September 2008
Greater participation in the Workforce Recruitment Program for College Students with disabilities in obtaining summer and permanent appointments of persons with TD.	March 2008 – September 2008
Require annual training and sufficient resources for all Disability Employment Program Managers in assisting APHIS officials in retaining persons with TD.	September 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

**EEOC FORM
715-01, PART I**

**Accomplishment Report
For
EEO Plan to Eliminate Identified Barriers**

**FY 2007
USDA, Animal and Plant Health Inspection Service**

<p>Planned Activities Toward Completion of Objective:</p> <p>Objective:</p> <p>Responsible Official(s):</p> <p>Date Objective Initiated:</p> <p>Target Date for Completion of Objective:</p>	<p>Monitor APHIS' 3-Year hiring goal of increasing the number of persons with targeted disabilities.</p> <p>In order to reach the Federal High of 2.16%, APHIS has to increase the number of new hires with a targeted disability by 5 individuals each year.</p> <p>Director, CREC Deputy Director, CREC APHIS Recruitment Manager APHIS Disability Employment Program Managers</p> <p>January 23, 2007</p> <p>September 30, 2009</p>
<p>Planned Activities Toward Completion of Objective:</p> <p>Target Date(s):</p> <p>Accomplishment of Objectives:</p> <p>Planned Activities Toward Completion of Objective:</p> <p>Target Date:</p> <p>Accomplishment of Objective:</p> <p>Planned Activities Toward Completion of Objective:</p> <p>Target Date:</p>	<p>Increase Disability Employment Program Manager's communication with managers and supervisors through the use of conference calls, newsletters and email.</p> <p>October 2006 - September 2007</p> <p>Quarterly meetings were held with APHIS Program Disability Program Managers (Headquarter and Field). Departmental Meetings were attended and information on training/conferences/job vacancies were distributed widely. The APHIS National DEPM provided data upon request on the status of program areas.</p> <p>Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.</p> <p>September 2007</p> <p>Managers and Supervisors were provided information on the 2007 Workforce Recruitment Program (March 2007) which included information of the Special Hiring Authorities. Information was also made available from the Recruitment Division of Human Resources and the USDA Target Center.</p> <p>Review job series not traditionally viewed as accessible to persons with disabilities. Analyze the most prevalent job series in each program area and research possible technologies for accommodations.</p> <p>September 2007</p>

<p>Accomplishment of Objective:</p>	<p>APHIS is recognized by the Department as having 10 major occupations that are crucial to the overall mission of the agency. An analysis was completed of the total employment of the mission critical occupations and the report revealed that 6.2% of the employees had a reported disability and .47% had a targeted disability. The National Disability Employment Program Manager is working with the Reasonable Accommodations Specialist and the Recruitment Manager to increase the numbers. Reasonable Accommodations was also given to APHIS Managers and Employees.</p>
<p>Planned Activities Toward Completion of Objective:</p>	<p>Utilize internal and external resources to identify qualified individuals with reported and targeted disabilities.</p>
<p>Target Date(s):</p>	<p>October 2006 – September 2007</p>
<p>Accomplishment of Objective:</p>	<p>APHIS participated in the following activities to promote the employment of persons with disabilities:</p> <ul style="list-style-type: none"> The Workforce Recruitment Program USDA Workforce Recruitment Career Fair Virginia Peninsula Chamber of Commerce Career Fair Fort Belvoir Veterans Career Fair The Hiring Heroes Career Fair at Walter Reed Medical Facility Gallaudet University Career Fair Distribution of emails from the Department on potential candidates for employment
<p>Planned Activities Toward Completion of Objective:</p>	<p>Monitoring the hiring and retention patterns of APHIS headquarters and field locations to determine the progress in hiring and retention goals for the Agency by analyzing EEO workforce data to identify strengths and weaknesses with recommendations for full employment and retention of persons with targeted disabilities.</p>
<p>Target Date(s):</p>	<p>March 2007 and September 2007</p>
<p>Accomplishment of Objective:</p>	<p>Mid-Year and End-of-Year Analysis on the Disability Employment Program and trends were discussed with program DEPMS and recommendations were made to the management officials.</p>
<p>Planned Activities Toward Completion of Objective:</p>	<p>Promote and encourage the use of career development programs for people with targeted disabilities.</p>
<p>Target Date(s):</p>	<p>September 2007</p>
<p>Accomplishment of Objective:</p>	<p>The following programs were distributed to encourage career development within the Agency:</p> <ul style="list-style-type: none"> Workforce Recruitment Program Vocational Rehabilitation and Employment Program
<p>Planned Activities Toward Completion of Objective:</p>	<p>Ensure reasonable accommodations are being made to qualified individuals with disabilities in accordance to applicable laws and departmental regulations.</p>
<p>Target Date(s):</p>	<p>October 2006 – September 2007</p>
<p>Accomplishment of Objectives:</p>	<p>APHIS approved a total of 6 full reasonable accommodations cases and 21 accommodations cases granted under "employment assistance".</p>
<p>Planned Activities Toward Completion of Objective:</p>	<p>Require the delivery of mandatory disability awareness training for managers and supervisors, including special hiring authorities, reasonable accommodations and employment resources.</p>
<p>Target Date(s):</p>	<p>September 2007</p>

<p>Accomplishment of Objective:</p>	<p>Mandatory Disability Training was postponed until FY 2008. Informational films on disability awareness were view by managers, supervisors and employees for Disability Employment Awareness Month FY 2007.</p>
<p>Planned Activities Toward Completion of Objective:</p>	<p>Promote the use of Schedule A, Excepted Service hiring authority to directly hire qualified applicants with targeted disabilities.</p>
<p>Target Date(s):</p>	<p>October 2006 – September 2007</p>
<p>Accomplishment of Objective:</p>	<p>APHIS hired 1 employee under the Schedule A hiring authority.</p>
<p>Planned Activities Toward Completion of Objective:</p>	<p>Greater Participation in the Workforce Recruitment Program for College Students with disabilities in obtaining summer and permanent employment.</p>
<p>Target Date:</p>	<p>March 2006 – September 2007</p>
<p>Accomplishment of Objective:</p>	<p>The National DEPM met with the program managers and distributed information on the 2007 WRP. In FY 2007, APHIS hired 1 employee from the Workforce Recruitment Program.</p>
<p>Planned Activities Toward Completion of Objective:</p>	<p>Require annual training and sufficient resources for all Disability Employment Program Managers in assisting APHIS officials in retaining persons with TD</p>
<p>Target Date:</p>	<p>September 2007</p>
<p>Accomplishment of Objective:</p>	<p>Information was distributed by Training and Development – Human Resources to complete the required FY 2007 Civil Rights Training Course – Disability Rights. Other training included:</p>
<p>Planned Activities Toward Completion of Objective:</p>	<p>Perspectives Conference on Persons with Disabilities Job Accommodation Network Interagency Disability Educational Awareness Showcase (IDEAS) Conference Reasonable Accommodations Training</p>
<p>Target Date:</p>	<p>See the APHIS Federal Equal Opportunity Program Plan for FY 2008 Recruitment, Hiring and Community Outreach Strategies. The plan is posted on the CREC website: www.aphis.usda.gov/crec</p>
<p>Accomplishment of Objective:</p>	<p>Monitoring participation rates of under-represented groups that fall below the Civilian Labor Force.</p>
<p>Planned Activities for Increasing Representation of Minorities and Women in the Workforce:</p>	<p>October 2007– September 2008</p>
<p>Target Date:</p>	<p>APHIS Workforce Profile Updates were published and representatives from CREC and the Recruitment Division met to discuss recruitment strategies to bring the under-represented groups to parity. The under-represented groups are as follows:</p>
<p>Accomplishment of Objective:</p>	<p style="text-align: center;"> <i>White Females</i> <i>Black Males</i> <i>Black Females</i> <i>Hispanic Females</i> </p>
<p>Target Date:</p>	<p>Also, the following Career Fairs and Conferences were attended to assist in the recruitment efforts:</p>
<p>Accomplishment of Objective:</p>	<p>Latinos for Hire Career Fair League of United Latin American Citizens National Convention and Career Fair National Association of Asian American Professionals USDA Career Fair at the University of Wisconsin at Madison National Association for the Advancement of Colored People National Convention.</p>

EEOC FORM
715-01 PART J

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY 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. Animal and Plant Health Inspection Service					
	1.a. 2 nd Level Component	1.a. Office of the Administrator					
	1.b. 3 rd Level or lower	1.b. Civil Rights Enforcement and Compliance					
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	8183	100%	8532	100%	349	4.0
	Reportable Disability	514	6.0	552	6.2	38	7.0
	Targeted Disability*	68	.76	63	.74	5	1.0
	* If the rate of change for persons 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 Persons With Targeted Disabilities during the reporting period.					35 applications received by CREC	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					6		

PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	303	16	5%	2	.66%	5	1.65%	285	94%
4. Non-Competitive Promotions	566	35	6%	0	0%	11	2%	520	92%

5. Employee Career Development Programs									
5.a. Grades 5 - 12	5171	358	7%	36	0	90	2%	4687	91%
5.b. Grades 13 - 14	1225	57	5%	11	1	25	2%	1132	92%
5.c. Grade 15/SES	116	2	1.5%	0	0	2	1.5%	112	97%
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	7911	653	8%	34	1%	124	2%	7100	89%
6.b. Cash Awards (total \$\$\$ awarded)	5,529,636	304,183	6%	46,901	1%	101,078	2%	5,077,474	91%
6.c. Quality-Step Increase	285	17	17%	2	.70%	1	.35%	265	93%

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
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 Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>

EEOC FORM 715 - 01

A Tables

Total Employment Data

Analysis of Workforce Profiles FY 2007- A Tables

Participation Rates – A comparison of FY 06 and FY 07 shows a net change in the total APHIS workforce of 4.26%, a difference of +349 employees, with FY 07 total employment at 8532 and FY 06 total employment of 8183. The participation rate for women was higher in FY 07 (40.65%) than in FY 06 (40.47%), but lower than the comparable U.S. Civilian Labor Force (CLF) rate of 46.8%. The participation rate for Hispanic or Latino men (6.92%) is above the CLF rate of 6.20%. However, the participation rate of Hispanic women is 3.74% which is well below the CLF of 4.5%. The participation rate of African American men is 2.87% which is below the CLF rate of 4.8%; for African American women the rate is 5.31% compared with the CLF rate of 5.70%. The participation rate for Asian men and women is above the CLF rate with Asian men showing a participation rate of 5.30% compared with a CLF of 1.90%. The participation rate for Native American men and women is .54% and .38% respectively. The comparable CLF rate is .30% for both Native American men and women. *See the APHIS Federal Equal Opportunity Program Plan for FY 2008 Recruitment, Hiring and Community Outreach Strategies. The plan is posted on the CREC website: www.aphis.usda.gov/crec*

Occupational Categories – The majority of APHIS permanent employees 2,654 are at the GS-9 through GS-12 grade level, followed by 1,589 employees at the GS-5 through GS-8 grade level. At the GS-13 & 14 grade level there are 1,266 permanent employees, and 117 at the GS-15 and above grade level. In Executive/Senior Level positions there are 33 employees (26 men and 7 women). White men and White women represent 60.6% and 18% respectively of this level of employment. At the GS 13 & 14 grade level totaling 1,266 employees men outnumber the women 766 to 490. White men (626) and White women (370) collectively represent 79% of this category. *See Page 28 for a breakdown of the Agency's Mission Critical Occupations by Race and Gender.*

New Hires – There were 406 employees hired to permanent positions in FY 2007, 897 to temporary positions and 212 to indefinite positions. Women outnumbered men in permanent hires with 212 hires compared to 194 for men. Of the total number of permanent hires White women had the highest participation rate at 38.4% followed by White men with 35.9%. There were a total of 62 African Americans hired to permanent positions (27 males and 35 females); and 19 permanent Hispanic employees (12 males and 7 females). Of the 897 temporary employees hired 66.5% were White, 15.5% Hispanic and 7.5% African American. Of the 212 indefinite employees hired 131 or 62% were male and 81 or 38% were female.

The USDA data collection system maintained by the National Finance Center reports a category identified as "Undisclosed" for both male and female employees. Numbers from this category, where applicable, are not reported separately, but are included in the total amounts listed in the "All" column on charts A1 – A14.

APHIS Mission Critical Occupations

Mission Critical Occupations are job series which are crucial to the overall mission of the Agency. APHIS is recognized by the Department as having **10** major occupation job series. At the end of FY 2007, the total number of APHIS employees (*males/females*) in each major job category is as follows:

Males

Job Series	WM	BM	HM	AM	NAM	Total	FY 2007 New Hires
Personnel Mgmt. (0201)	19	6	0	0	1	26	7
	18.4	5.8	0.0	0.0	1.0	25.2	
Misc. Admn. and Prog. (0301)	34	9	0	0	3	46	5
	18.2	4.8	0.0	0.0	1.6	24.6	
Mgmt. Prog. Analysis (0343)	37	9	6	0	0	52	9
	21.4	5.2	3.5	0.0	0.0	30.0	
Gen Biolcl Sci (0401)	659	42	119	92	5	917	57
	50.3	3.2	9.1	7.0	0.4	70.0	
Biolcl Tech (0404)	873	9	52	57	13	1004	262
	69.7	0.7	4.2	4.6	1.0	80.2	
Plt. Protection Tech. (0421)	386	23	108	211	4	732	232
	33.6	2.0	9.4	18.4	0.3	63.7	
Wildlife Biology (0486)	298	2	11	9	1	321	11
	82.3	0.6	3.0	2.5	0.3	88.7	
Vet Med Sci (0701)	365	22	19	18	4	428	16
	54.8	3.3	2.9	2.7	0.6	64.3	
Animal Health Tech (0704)	230	15	100	2	4	351	46
	46.3	3.0	20.1	0.4	0.8	70.6	
Info. Tech Spec (2210)	137	21	10	4	3	175	28
	51.1	7.8	3.7	1.5	1.1	65.2	

Females

Job Series	WF	BF	HF	AF	NAF	Total	FY 2007 New Hires
Personnel Mgmt. (0201)	44	32	0	1	0	77	6
	42.7	31.1	0.0	1.0	0.0	74.8	
Misc. Admn. and Prog. (0301)	95	42	1	2	1	141	5
	50.8	22.5	0.5	2.1	0.5	76.4	
Mgmt. Prog. Analysis (0343)	93	23	3	1	1	121	11
	53.8	13.3	1.7	0.6	0.6	70.0	
Gen Biolcl Sci (0401)	273	17	59	37	6	392	32
	20.9	1.3	4.5	2.8	0.5	30.0	
Biolcl Tech (0404)	221	4	10	9	4	248	78
	17.7	0.3	0.8	0.7	0.3	19.8	
Plt. Protection Tech. (0421)	241	12	84	74	3	415	182
	21.0	1.0	7.3	6.4	0.3	36.0	
Wildlife Biology (0486)	40	1	0	0	0	41	6
	11.0	0.3	0.0	0.0	0.0	11.3	
Vet Med Sci (0701)	190	27	8	9	2	237	15
	28.5	4.1	1.2	1.4	0.3	35.7	
Animal Health Tech (0704)	113	21	7	2	2	145	27
	22.7	4.2	1.4	0.4	0.4	29.4	
Info. Tech Spec (2210)	72	14	4	3	0	93	6
	26.9	5.2	1.5	1.1	0.0	34.7	

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex - FY 2007

Employment Tenure	RACE/ETHNICITY																									
	TOTAL WORKFORCE						Non-Hispanic or Latino						Hispanic or Latino													
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		male		female									
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%								
TOTAL																										
Prior FY-06	8183	100%	3312	40.47%	574	7.01%	303	3.70%	433	5.29%	230	2.81%	425	5.19%	155	1.89%	0	0.00%	0	0.00%	34	0.42%	0	0.00%		
Current FY-07	8532	100%	3468	40.65%	590	6.92%	319	3.74%	453	5.31%	245	2.87%	452	5.30%	183	2.14%	0	0.00%	0	0.00%	32	0.38%	0	0.00%		
CLF (2000)	53,200%	46,800%	6,200%	4,500%	6,200%	3,700%	3,900%	5,700%	4,800%	3,900%	3,900%	1,900%	1,700%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%	0	0	0	0			
Difference	349	0.00%	156	0.17%	16	-0.10%	16	0.04%	20	0.02%	15	0.06%	27	0.10%	28	0.25%	0	0.00%	0	0.00%	6	0.05%	-2	-0.04%	0	0.00%
Ratio Change																										
Net Change	4.26%	3.96%	4.71%	5.28%	2.99%	3.53%	3.90%	4.62%	6.52%	6.35%	18.06%	15.00%	5.88%	4.35%	0.00%	0.00%	0.00%	0.00%	15.00%	-5.88%	0.00%	0.00%				
PERMANENT																										
Prior FY-06	5658	100%	2570	45.42%	361	6.38%	191	3.38%	382	6.75%	183	3.23%	206	3.64%	90	1.59%	0	0.00%	0	0.00%	23	0.41%	0	0.00%	0	0.00%
Current FY-07	5870	100%	2654	45.21%	368	6.27%	196	3.34%	386	6.58%	204	3.48%	224	3.82%	100	1.70%	0	0.00%	0	0.00%	24	0.41%	22	0.37%	0	0.00%
Difference	212	0.00%	84	-0.21%	7	-0.11%	5	-0.04%	4	-0.18%	21	0.24%	18	0.18%	10	0.11%	0	0.00%	0	0.00%	1	-0.03%	-1	-0.03%	0	0.00%
Ratio Change																										
Net Change	3.75%	4.15%	3.27%	2.62%	1.94%	3.46%	3.45%	11.48%	1.05%	8.74%	11.11%	4.35%	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%	4.35%	-4.35%	0.00%	0.00%				
TEMPORARY																										
Prior FY-06	1459	100%	490	33.58%	150	10.28%	80	5.48%	39	2.67%	29	1.99%	170	11.65%	55	3.77%	0	0.00%	0	0.00%	8	0.55%	9	0.62%	0	0.00%
Current FY-07	1521	100%	536	35.24%	157	10.32%	91	5.98%	51	3.35%	23	1.51%	185	12.16%	76	5.00%	0	0.00%	0	0.00%	8	0.53%	7	0.46%	0	0.00%
Difference	62	0.00%	46	1.66%	7	0.04%	11	0.50%	12	0.68%	-6	-0.48%	15	0.51%	21	1.23%	0	0.00%	0	0.00%	0	-0.02%	-2	-0.16%	0	0.00%
Ratio Change																										
Net Change	4.25%	1.65%	9.39%	13.75%	4.67%	-0.16%	1.31%	30.77%	-20.69%	8.82%	38.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-22.22%	0.00%	0.00%				
NON-APPROPRIATED																										
Prior FY-06	1065	100%	252	23.66%	63	5.92%	32	3.00%	12	1.13%	17	1.60%	49	4.60%	10	0.94%	0	0.00%	0	0.00%	9	0.85%	2	0.19%	0	0.00%
Current FY-07	1139	100%	278	24.41%	65	5.71%	32	2.81%	16	1.40%	17	1.49%	43	3.78%	7	0.61%	0	0.00%	0	0.00%	14	1.23%	3	0.26%	0	0.00%
Difference	74	0.00%	26	0.75%	2	-0.21%	0	-0.20%	4	0.28%	0	-0.10%	-6	-0.83%	-3	-0.32%	0	0.00%	0	0.00%	5	0.38%	1	0.08%	0	0.00%
Ratio Change																										
Net Change	6.95%	5.90%	10.32%	3.17%	0.00%	6.97%	12.24%	33.33%	0.00%	-12.24%	-30.00%	0.00%	0.00%	0.00%	55.56%	50.00%	0.00%	0.00%	55.56%	50.00%	0.00%	0.00%				

Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - FY 2007

Occupational Categories	RACE/ETHNICITY																
	TOTAL EMPLOYEES		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																	
Executive/Senior Level (Grades 15 and Above)	#	151	111	40	1	97	33	4	6	4	0	0	0	0	0	0	0
	%	100%	73.51%	26.49%	3.97%	64.24%	21.85%	2.65%	3.97%	2.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-level (Grades 13-14)	#	1239	747	492	34	636	372	44	81	24	15	0	9	5	0	0	0
	%	100%	60.29%	39.71%	2.74%	51.33%	30.02%	3.55%	6.54%	1.94%	1.21%	0.00%	0.73%	0.40%	0.00%	0.00%	0.00%
First-Level (Grades 12 and Below)	#	6609	3729	2880	544	2582	2024	192	366	378	163	0	28	26	0	0	0
	%	100%	56.42%	43.58%	8.23%	39.07%	30.62%	2.91%	5.54%	5.72%	2.47%	0.00%	0.42%	0.39%	0.00%	0.00%	0.00%
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers - TOTAL	#	776	224	552	17	168	398	33	122	2	11	0	4	4	0	0	0
	%	100%	28.87%	71.13%	2.19%	21.65%	51.29%	4.25%	15.72%	0.26%	1.42%	0.00%	0.52%	0.52%	0.00%	0.00%	0.00%
2. Professionals	#	3255	2196	1059	179	1750	811	110	94	139	57	0	16	10	0	0	0
	%	100%	67.47%	32.53%	5.50%	53.76%	24.92%	3.38%	2.89%	4.27%	1.75%	0.00%	0.49%	0.31%	0.00%	0.00%	0.00%
3. Technicians	#	2942	2118	824	262	1511	588	50	40	271	85	0	21	9	0	0	0
	%	100%	71.99%	28.01%	8.91%	51.36%	19.99%	1.70%	1.36%	9.21%	2.89%	0.00%	0.71%	0.31%	0.00%	0.00%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	996	180	816	30	104	561	33	158	12	24	0	1	5	0	0	0
	%	100%	18.07%	81.93%	3.01%	10.44%	56.33%	3.31%	15.86%	1.20%	2.41%	0.00%	0.10%	0.50%	0.00%	0.00%	0.00%
6. Craft Workers	#	28	28	0	5	22	0	0	0	1	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	17.86%	78.57%	0.00%	0.00%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	29	27	2	4	19	1	3	0	1	0	0	0	1	0	0	0
	%	100%	93.10%	6.90%	13.79%	65.52%	3.45%	10.34%	0.00%	3.45%	0.00%	0.00%	0.00%	3.45%	0.00%	0.00%	0.00%
8. Laborers and Helpers	#	127	71	56	31	27	29	5	2	6	1	0	2	2	0	0	0
	%	100%	55.91%	44.09%	24.41%	17.32%	22.83%	3.94%	1.57%	4.72%	0.79%	0.00%	1.57%	1.57%	0.00%	0.00%	0.00%
9. Service Workers	#	126	89	37	12	69	33	7	1	1	0	0	0	1	0	0	0
	%	100%	70.63%	29.37%	9.52%	54.76%	26.19%	5.56%	0.79%	0.79%	0.00%	0.00%	0.00%	0.79%	0.00%	0.00%	0.00%

Table A3-2: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - FY 2007

Occupational Categories	RACE/ETHNICITY																	
	TOTAL EMPLOYEES						Hispanic or Latino						Non-Hispanic or Latino					
	All		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				
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	151	111	40	6	1	33	4	6	4	0	0	0	0	0	0	0	0
	%	1.77%	2.19%	1.15%	1.02%	0.31%	1.33%	1.63%	1.32%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- Mid-Level (Grades 13-14)	#	1239	747	492	34	18	636	44	81	24	15	0	0	0	5	0	0	0
	%	14.52%	14.75%	14.19%	5.76%	5.64%	17.07%	17.96%	17.88%	5.31%	8.20%	0.00%	0.00%	0.00%	15.63%	0.00%	0.00%	0.00%
- First-Level (Grades 12 and Below)	#	6609	3729	2880	544	299	2582	192	366	378	163	0	0	0	26	0	0	0
	%	77.46%	73.64%	83.04%	92.20%	93.73%	69.30%	78.37%	80.79%	83.63%	89.07%	0.00%	0.00%	0.00%	60.87%	81.25%	0.00%	0.00%
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers -TOTAL	#	776	224	552	17	17	398	33	122	2	11	0	0	0	4	4	0	0
	%	9.10%	4.42%	15.92%	2.88%	5.33%	16.06%	13.47%	26.93%	0.44%	6.01%	0.00%	0.00%	0.00%	8.70%	12.50%	0.00%	0.00%
2. Professionals	#	3255	2196	1059	179	86	1750	110	94	139	57	0	0	0	16	10	0	0
	%	38.15%	43.36%	30.54%	30.34%	26.96%	46.97%	44.90%	20.75%	30.75%	31.15%	0.00%	0.00%	0.00%	34.78%	31.25%	0.00%	0.00%
3. Technicians	#	2942	2118	824	262	101	1511	50	40	271	85	0	0	0	21	9	0	0
	%	34.48%	41.82%	23.76%	44.41%	31.66%	23.73%	20.41%	8.83%	59.96%	46.45%	0.00%	0.00%	0.00%	45.65%	28.13%	0.00%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	996	180	816	30	67	104	33	158	12	24	0	0	0	1	5	0	0
	%	11.67%	3.55%	23.53%	5.08%	21.00%	22.64%	13.47%	34.88%	2.65%	13.11%	0.00%	0.00%	0.00%	2.17%	15.63%	0.00%	0.00%
6. Craft Workers	#	28	28	0	5	0	22	0	0	0	1	0	0	0	0	0	0	0
	%	0.33%	0.55%	0.00%	0.85%	0.00%	0.59%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	29	27	2	4	0	19	3	0	1	0	0	0	0	0	1	0	0
	%	0.34%	0.53%	0.06%	0.68%	0.00%	0.51%	1.22%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	3.13%	0.00%	0.00%
8. Laborers and Helpers	#	127	71	56	31	22	27	5	2	6	1	0	0	0	2	2	0	0
	%	1.49%	1.40%	1.61%	5.25%	6.90%	0.72%	2.04%	0.44%	1.33%	0.55%	0.00%	0.00%	0.00%	4.35%	6.25%	0.00%	0.00%
9. Service Workers	#	126	89	37	12	2	69	7	1	1	0	0	0	0	0	1	0	0
	%	1.48%	1.76%	1.07%	2.03%	0.63%	1.85%	2.66%	0.22%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	3.13%	0.00%	0.00%
Total Workforce	#	8532	5064	3468	590	319	3726	245	453	452	183	0	0	0	46	32	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex - FY 2007

GS/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES TEMPORARY		RACE/ETHNICITY																		
			Hispanic or Latino				White				Black or African American		Asian		Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
			#	%	male	female	#	%	male	female	male	female	male	female	male	female	male	female	male	female	male
GS-01	#	41	33	8	1	8	5	2	2	0	2	1	0	0	0	0	0	0	0	0	0
	%	100%	4.16%	1.55%	1.09%	1.85%	1.72%	0.00%	3.92%	0.00%	0.00%	0.58%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	53	31	22	10	21	9	3	3	2	3	0	0	0	0	0	0	0	0	0	0
	%	100%	3.91%	4.26%	10.87%	4.86%	3.10%	9.09%	5.88%	9.09%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	757	471	286	47	208	159	9	9	7	9	166	67	4	4	4	4	4	4	4	4
	%	100%	59.39%	55.43%	51.09%	48.15%	54.83%	31.82%	17.65%	31.82%	17.65%	95.95%	89.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	221	105	116	12	80	65	29	29	10	29	2	8	2	2	2	2	2	2	2	2
	%	100%	13.24%	22.48%	13.04%	18.52%	22.41%	45.45%	56.86%	1.16%	10.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	183	115	68	27	82	37	7	7	2	7	3	0	1	1	1	1	1	1	1	1
	%	100%	14.50%	13.18%	17.20%	18.98%	12.76%	9.09%	13.73%	1.73%	10.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	15	10	5	0	7	4	0	1	0	1	1	0	0	0	0	0	0	0	0	0
	%	100%	1.26%	0.97%	0.00%	1.62%	1.38%	0.00%	1.96%	0.00%	0.00%	0.58%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	21	16	5	0	14	5	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	2.02%	0.97%	0.64%	3.24%	1.72%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.13%	0.00%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	6	4	2	0	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.50%	0.39%	0.00%	0.93%	0.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	5	4	1	0	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.50%	0.19%	0.00%	0.93%	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	2	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.59%	0.00%	0.00%	0.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	#	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.13%	0.19%	0.00%	0.23%	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14	#	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.25%	0.00%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Ex. Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	1309	793	516	157	432	290	22	51	22	51	173	75	7	7	7	7	7	7	7	7
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex - FY 2007

GS/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES PERMANENT		RACE/ETHNICITY															
			Hispanic or Latino				White		Black or African American		Asian		Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
			male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	# 12	2	0	7	1	0	1	0	0	0	0	0	0	0	0	0	0	
	% 100%	0.08%	0.00%	0.29%	0.05%	0.00%	0.26%	0.00%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-02	# 25	11	4	9	1	2	6	0	1	0	0	0	0	0	0	0	0	
	% 100%	0.44%	2.04%	0.38%	0.05%	0.97%	1.55%	0.00%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-03	# 32	7	1	14	5	2	1	1	1	0	0	0	0	0	0	0	0	
	% 100%	0.78%	0.51%	0.59%	0.26%	0.97%	0.26%	0.00%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-04	# 181	68	13	27	40	8	4	4	59	11	0	0	0	0	0	0	0	
	% 100%	3.51%	6.63%	1.13%	2.05%	3.86%	1.04%	0.00%	26.34%	11.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-05	# 341	141	40	75	127	17	24	8	8	8	0	1	0	0	0	0	0	
	% 100%	4.39%	20.41%	3.14%	6.52%	8.21%	6.22%	0.00%	3.57%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-06	# 355	92	22	73	189	7	41	3	3	7	0	3	0	0	0	0	0	
	% 100%	2.86%	11.22%	3.05%	9.70%	3.38%	10.62%	1.34%	7.00%	7.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-07	# 586	234	33	160	263	25	57	15	15	6	0	0	0	0	0	0	0	
	% 100%	7.28%	10.71%	6.69%	13.50%	12.08%	14.77%	6.70%	6.00%	6.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-08	# 307	184	49	130	102	4	16	4	0	2	0	0	0	0	0	0	0	
	% 100%	5.72%	1.53%	5.44%	5.24%	1.93%	4.15%	0.00%	0.00%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-09	# 583	288	23	223	220	20	50	16	16	13	0	0	0	0	0	0	0	
	% 100%	8.96%	4.59%	9.33%	11.29%	9.66%	12.95%	7.14%	13.00%	13.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-10	# 27	5	0	13	4	0	0	0	1	0	0	0	0	0	0	0	0	
	% 100%	0.68%	0.00%	0.54%	0.21%	0.00%	0.00%	0.00%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-11	# 1017	635	89	446	283	38	34	59	59	22	3	0	0	0	0	0	0	
	% 100%	19.75%	21.94%	18.66%	14.53%	18.36%	8.81%	26.34%	26.34%	22.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-12	# 1027	610	46	490	311	35	65	32	32	16	5	4	0	0	0	0	0	
	% 100%	18.97%	10.71%	20.50%	15.97%	16.91%	16.84%	14.29%	16.00%	16.00%	20.83%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-13	# 699	407	12	341	211	28	56	14	14	8	5	4	0	0	0	0	0	
	% 100%	12.66%	6.12%	14.27%	10.83%	13.53%	14.51%	6.25%	8.00%	8.00%	20.83%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-14	# 527	329	6	285	159	17	25	10	10	7	3	1	0	0	0	0	0	
	% 100%	10.23%	0.19%	8.86%	4.95%	0.53%	0.78%	0.31%	0.22%	0.22%	0.09%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-15	# 117	85	2	77	26	3	6	3	3	0	0	0	0	0	0	0	0	
	% 100%	2.64%	0.00%	3.22%	1.33%	1.45%	1.55%	1.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
All other (unspecified GS)	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Senior Ex. Service	# 33	26	4	1	6	1	0	1	1	0	0	0	0	0	0	0	0	
	% 100%	0.81%	0.51%	0.84%	0.31%	0.48%	0.00%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	# 5869	3215	368	2390	1948	207	386	224	100	100	24	22	0	0	0	0	0	
	% 100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows.

Table A5-2: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex - FY 2007

WD/WG, WL/WS & OTHER Wage Grades	RACE/ETHNICITY																	
	TOTAL EMPLOYEES <i>PERMANENT</i>				Non-Hispanic or Latino										Two or more races			
	All	male	female		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Grade-01	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Grade-02	5	4.44%	1	6.67%	1	5.00%	3	4.76%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Grade-03	7	7.78%	0	0.00%	3	5.00%	4	6.35%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Grade-04	9	5.56%	4	26.67%	1	5.00%	4	6.35%	0	0.00%	1	3.33%	0	0.00%	0	0.00%	0	0.00%
Grade-05	30	31.11%	2	13.33%	6	30.00%	18	28.57%	2	5.00%	2	6.67%	0	0.00%	0	0.00%	0	0.00%
Grade-06	23	16.67%	8	53.33%	2	10.00%	12	19.05%	1	2.50%	1	2.50%	0	0.00%	0	0.00%	1	4.35%
Grade-07	6	6.67%	0	0.00%	0	0.00%	5	7.94%	1	2.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Grade-08	5	5.56%	0	0.00%	1	5.00%	4	6.35%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Grade-09	2	2.22%	0	0.00%	1	5.00%	1	1.59%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Grade-10	16	17.78%	0	0.00%	4	20.00%	11	17.46%	0	0.00%	0	0.00%	1	3.33%	0	0.00%	0	0.00%
Grade-11	2	2.22%	0	0.00%	1	5.00%	1	1.59%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Grade-12	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Grade-13	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Grade-14	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Grade-15	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
All Other Wage Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TOTAL	105	90	15	20	1	63	11	4	2	3	0	1	0	0	0	1	0	0

NOTE: Percentages computed down columns and NOT across rows.

Table A5-2: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex - FY 2007

WD/WG, WL/WS & OTHER Wage Grades	RACE/ETHNICITY																			
	TOTAL EMPLOYEES <i>TEMPORARY</i>						Non-Hispanic or Latino												Two or more races	
	Hispanic or Latino						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	All	male	female	male	female	%	male	female	male	female	male	female	male	female	male	female	male	female		
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-02	#	6	9	5	7	1	2	0	0	0	0	0	0	0	0	0	0	0		
	%	5.26%	13.64%	8.33%	17.50%	3.70%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-03	#	100	55	33	55	18	14	0	1	24	5	3	2	100.00%	100.00%	0.00%	0.00%	0.00%		
	%	87.72%	83.33%	91.67%	82.50%	66.67%	77.78%	0.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-04	#	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	3.03%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-05	#	7	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0		
	%	6.14%	0.00%	0.00%	0.00%	25.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-06	#	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.88%	0.00%	0.00%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
TOTAL	#	180	114	66	60	27	18	0	1	24	5	3	2	100.00%	100.00%	0.00%	0.00%	0.00%		

NOTE: Percentages computed down columns and NOT across rows.

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex - FY 2007

Employment Tenure		RACE/ETHNICITY																			
		TOTAL WORKFORCE						Hispanic or Latino						Non-Hispanic or Latino						Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	406	194	212	12	7	146	156	27	35	7	12			2	2					
	%	100%	47.78%	52.22%	2.96%	1.72%	35.96%	38.42%	6.65%	8.62%	1.72%	2.96%	0.00%	0.00%	0.49%	0.49%	0.00%	0.00%	0.00%	0.00%	
Temporary	#	897	526	371	90	50	358	238	21	46	48	33			8	3					
	%	100%	58.64%	41.36%	10.03%	5.57%	39.91%	26.53%	2.34%	5.13%	5.35%	3.68%	0.00%	0.00%	0.89%	0.33%	0.00%	0.00%	0.00%	0.00%	
NON-Appropriated	#	212	131	81	10	10	114	63	2	8	3	0			2	0					
	%	100%	61.79%	38.21%	4.72%	4.72%	53.77%	29.72%	0.94%	3.77%	1.42%	0.00%	0.00%	0.00%	0.94%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.10%	0.10%	0.80%	0.80%	

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS BY Race/Ethnicity and Sex - FY 2007

Employment Tenure	RACE/ETHNICITY															
	TOTAL WORKFORCE						Non-Hispanic or Latino								Two or more races	
	All	male	female	male	female	female	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	male	female	male	female
Job Series of Vacancy:																
Total Applications Received	#															
Qualified	#															
	%	100%										0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#															
	%	100%										0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%															
Job Series of Vacancy:																
Total Applications Received	#															
Qualified	#															
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#															
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%															
Job Series of Vacancy:																
Total Applications Received	#															
Qualified	#															
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#															
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%															
Job Series of Vacancy:																
Total Applications Received	#															
Qualified	#															
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#															
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%															

DATA NOT AVAILABLE
 The USDA data collection system maintained by the National Center does not collect the requested data in a format that provides the information needed to complete this form. Human Resources is currently developing a form for OMB approval that will collect the needed data through the Quick Hire system.

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex - FY 2007

Employment Tenure		RACE/ETHNICITY															
		TOTAL WORKFORCE						Non-Hispanic or Latino								Two or more races	
		All	Hispanic or Latino		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	male	female	male	female			
Total Employees Eligible for Career Ladder Promotions	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Time in grade in excess of minimum																	
1 - 12 months	#																
	%	100%	0.00%						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13 - 24 months	#																
	%	100%	0.00%						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
25+ months	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

DATA NOT AVAILABLE
 The USDA data collection system maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex - FY 2007

RACE/ETHNICITY

Employment Tenure	TOTAL WORKFORCE																	
	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

Grade(s) of Vacancy:

Total Applications Received	#																		
	%																		
Qualified	#																		
	%																		
Selected	#																		
Relevant Applicant Pool	%																		

DATA NOT AVAILABLE

The USDA data collection system maintained by the National Center does not collect the requested data in a format that provides the information needed to complete this form. Human Resources is currently developing a form for OMB approval that will collect the needed data through the Quick Hire system.

Grade(s) of Vacancy:

Total Applications Received	#																		
	%																		
Qualified	#																		
	%																		
Selected	#																		
Relevant Applicant Pool	%																		

Grade(s) of Vacancy:

Total Applications Received	#																		
	%																		
Qualified	#																		
	%																		
Selected	#																		
Relevant Applicant Pool	%																		

Grade(s) of Vacancy:

Total Applications Received	#																		
	%																		
Qualified	#																		
	%																		
Selected	#																		
Relevant Applicant Pool	%																		

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex - FY 2007

Employment Tenure		RACE/ETHNICITY																	
		TOTAL WORKFORCE				Hispanic or Latino		White		Black or African American		Asian		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 5 - 12:																			
Slots	#																		
Relevant Pool	%																		
Applied	#																		
	%	100%																	
Participants	#																		
	%	100%																	
Career Development Programs for GS 13 - 14:																			
Slots	#																		
Relevant Pool	%																		
Applied	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for GS 15 and SES:																			
Slots	#																		
Relevant Pool	%																		
Applied	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

DATA NOT AVAILABLE
 The USDA data collection system maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.

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

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex - FY 2007

Employment Tenure		RACE/ETHNICITY														Two or more races											
		Non-Hispanic or Latino																									
		TOTAL WORKFORCE		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native													
#	%	All		male		female		male		female		male		female		male		female									
		376	100%	184	48.94%	192	51.06%	16	4.26%	145	38.56%	141	37.50%	13	3.46%	38	10.11%	9	2.39%	6	1.60%	0	0.00%	1	0.27%	2	0.53%
12	3.33%	4	11.11%	8	22.22%	1	2.78%	3	8.33%	4	11.11%	0	0.00%	2	5.56%	0	0.00%	0	0.00%	1	2.78%	0	0.00%	0	0.00%	0	0.00%
388	100%	188	48.45%	200	51.55%	17	4.38%	148	38.14%	145	37.37%	13	3.35%	40	10.31%	9	2.32%	7	1.80%	0	0.00%	0	0.00%	1	0.26%	2	0.52%
8532	100%	5064	59.35%	3468	40.65%	590	6.92%	3726	43.67%	2478	29.04%	245	2.87%	453	5.31%	452	5.30%	183	2.14%	0	0.00%	0	0.00%	46	0.54%	32	0.38%

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B Tables

Total Employment Data

Analysis of Workforce Profile – FY 2007 – Targeted Disabilities

Participation Rates – APHIS improved its participation rate for persons with targeted disabilities. With a total workforce of **8532** employees, APHIS had a total employment of **63** employees with targeted disabilities. This was a participation rate of **.74%**. *The following chart shows the Agency's 3-Year Hiring Goal for Persons with Targeted Disabilities.*

FY 2006 APHIS Employees With Targeted Disabilities 67 or .78%	3 –Year Hiring Goal	Projected Fiscal Year Increase	Actual Fiscal Year Increase
Fiscal Year 2007	72 or .84%	+5	+6
Fiscal Year 2008	77 or .90%	+5	
Fiscal Year 2009	82 or .96%	+5	

Occupational Categories - APHIS has a total of 63 employees with TD, including 38 males and 25 females. The majority of persons with TD (63) are concentrated in grades GS-5 through GS-8 with 20 or 32 percent, followed by GS-9 through GS-12 with 16 or 25 percent and GS-13 through 14 with 12 or 19 percent. The majority of the employees with TD are in the GS pay plan. However, APHIS does employ 1 person in the AD and 1 person in the GM category with a targeted disability.

New Hires - In FY 2007, there were a total of **1,516** new hires for APHIS. Of this number **6 (0.4%)** were persons with a targeted disability.

Narrative for Individuals with Disabilities Employment

Table B-1: Total Workforce – Distribution by Disability

This chart shows the total population of the Animal and Plant Health Inspection Service, APHIS (8,532 employees) divided into three components: Permanent (5,873 employees); Temporary (1,521 employees); and Indefinite (1,138 employees). Of these totals there is a breakdown of the disability status as well as detailed coding for targeted disabilities.

Table B-2: Total Workforce by Component

APHIS is comprised of 10 subcomponents, and of the total workforce each component shows the total breakdown by disability status and detailed coding for targeted disabilities.

Tables B4-1 and B4-2: Participation Rates for General Schedule (GS) Grades by Disability (Permanent, Temporary and Indefinite Employees)

These charts show the total representation of employees and percentages by grade distribution and disability status in GS/GM/SES positions.

Table B5-1 and B5-2: Participation Rates for Wage Grade (WG) Grades by Disability (Permanent, Temporary and Indefinite Employees)

These charts show the total representation of employees and percentages by grade distribution and disability status in WD/WG/WL/WS positions.

Table B-6: Participation Rates for major Occupations (Permanent, Temporary and Indefinite Employees)

Mission Critical Occupations are job series which are crucial to the overall mission of the Agency. APHIS is recognized by the Department as having 10 major occupational series:

Job Title	Series
Pers. Mgmt.	0201
Misc. Admn and Program	0301
Mgmt. Program Analyst	0343
Gen Bio Sci	0401
Bio Techn	0404
PPQ	0421
Wildlife Bio	0486
Vet Med Sci	0701
Animal Plt. Tech	0704
Info. Tech Spec	2210

Data Source for All Table: NFC On-Line Reporting Center as 1/11/08

Table B1: TOTAL WORKFORCE - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Employment Tenure	Total by Disability Status										Detail for Targeted Disabilities												
	TOTAL	[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 of Limb/Spine									
TOTAL																							
Prior FY 2006	#	8,183	7,468	133	582	68	5	4	4	1	13	4	8	3	28	2							
	%	100%	91.26%	1.63%	7.11%	0.83%	0.06%	0.05%	0.01%	0.01%	0.16%	0.05%	0.10%	0.04%	0.34%	0.02%							
Current FY 2007	#	8,532	7,772	145	615	63	6	3	1	12	4	7	3	25	2								
	%	100%	91.09%	1.70%	7.21%	0.74%	0.07%	0.04%	0.01%	0.14%	0.05%	0.08%	0.04%	0.29%	0.02%								
Difference	#	349	304	12	33	-5	1	-1	0	-1	0	-1	0	-3	0								
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%								
Net Change	%	4.26%	4.07%	9.02%	5.67%	-7.35%	20.00%	-25.00%	0.00%	-7.69%	0.00%	0.00%	-12.50%	0.00%	-10.71%	0.00%							
Federal High	%					2.23%																	
PERMANENT																							
Prior FY 2006	#	5,659	5,131	95	433	52	4	4	0	0	12	4	7	2	18	1							
	%	100%	90.67%	1.68%	7.65%	0.92%	0.07%	0.07%	0.00%	0.00%	0.21%	0.07%	0.12%	0.04%	0.32%	0.02%							
Current FY 2007	#	5,873	5,307	105	461	52	5	3	0	0	11	3	6	2	21	1							
	%	100%	90.36%	1.79%	7.85%	0.89%	0.09%	0.05%	0.00%	0.00%	0.19%	0.05%	0.10%	0.03%	0.36%	0.02%							
Difference	#	214	176	10	28	0	1	-1	0	0	-1	-1	-1	0	3	0							
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%							
Net Change	%	3.78%	3.43%	10.53%	6.47%	0.00%	25.00%	-25.00%	0.00%	0.00%	-8.33%	-25.00%	-14.29%	0.00%	16.67%	0.00%							
TEMPORARY																							
Prior FY 2006	#	1,459	1,341	94	156	11	1	0	0	0	1	1	1	0	7	0							
	%	100%	91.91%	6.44%	10.69%	0.75%	0.07%	0.00%	0.00%	0.00%	0.07%	0.07%	0.07%	0.00%	0.48%	0.00%							
Current FY 2007	#	1,521	1,402	26	93	5	1	0	0	0	1	1	0	0	2	0							
	%	100%	92.18%	1.71%	6.11%	0.33%	0.07%	0.00%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.13%	0.00%							
Difference	#	62	61	-68	-63	-6	0	0	0	0	0	0	-1	0	-5	0							
Ratio Change	%	0%	0%	-5%	-5%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%							
Net Change	%	4.25%	4.55%	-72.34%	-40.38%	-54.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-100.00%	0.00%	-71.43%	0.00%							
INDEFINITE																							
Prior FY 2006	#	1,065	996	14	55	9	0	0	1	1	2	0	1	1	3	1							
	%	100%	93.52%	1.31%	5.16%	0.85%	0.00%	0.00%	0.09%	0.09%	0.19%	0.00%	0.09%	0.09%	0.28%	0.09%							
Current FY 2007	#	1,138	1,063	14	61	6	0	0	1	0	0	0	1	1	2	1							
	%	100%	93.41%	1.23%	5.36%	0.53%	0.00%	0.00%	0.09%	0.00%	0.00%	0.00%	0.09%	0.09%	0.18%	0.09%							
Difference	#	73	67	0	6	-3	0	0	0	-2	0	0	0	0	-1	0							
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%							
Net Change	%	6.85%	6.73%	0.00%	10.91%	-33.33%	0.00%	0.00%	0.00%	0.00%	-100.00%	0.00%	0.00%	0.00%	-33.33%	0.00%							

Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category	Total WF		Total by Disability Status										Detail for Targeted Disabilities									
	#	%	[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 of Limb/Spine							
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	151	143	3	5	0	0	0	0	0	0	0	0	0	0							
	%	100%	94.70%	1.99%	3.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%							
- Mid-Level (Grades 13-14)	#	1239	1143	25	71	11	0	0	2	2	0	0	7	0								
	%	100%	92.25%	2.02%	5.73%	0.89%	0.00%	0.00%	0.16%	0.16%	0.00%	0.00%	0.56%	0.00%								
- First-Level (Grades 12 and Below)	#	6609	5979	112	518	51	6	3	0	2	7	3	18	2								
	%	100%	90.47%	1.69%	7.84%	0.77%	0.09%	0.05%	0.00%	0.15%	0.11%	0.05%	0.27%	0.03%								
- Other Officials and Managers	#	0	0	0	0	0	0	0	0	0	0	0	0	0								
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Officials and Managers TOTAL	#	776	701	19	56	4	0	0	0	0	1	0	2	1								
	%	100%	90.34%	2.45%	7.22%	0.52%	0.00%	0.00%	0.00%	0.00%	0.13%	0.00%	0.26%	0.13%								
2. Professionals	#	3255	2975	62	218	22	1	1	0	4	2	0	11	1								
	%	100%	91.40%	1.90%	6.70%	0.68%	0.03%	0.03%	0.00%	0.12%	0.06%	0.00%	0.34%	0.03%								
3. Technicians	#	2941	2711	36	194	12	0	1	1	0	2	0	7	0								
	%	100%	92.18%	1.22%	6.60%	0.41%	0.00%	0.03%	0.03%	0.00%	0.07%	0.00%	0.24%	0.00%								
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0								
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
5. Administrative Support Workers	#	996	871	15	110	20	4	1	0	7	2	2	4	0								
	%	100%	87.45%	1.51%	11.04%	2.01%	0.40%	0.10%	0.00%	0.70%	0.20%	0.20%	0.40%	0.00%								
6. Craft Workers	#	28	26	1	1	0	0	0	0	0	0	0	0	0								
	%	100%	92.86%	3.57%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
7. Operatives	#	29	27	0	2	0	0	0	0	0	0	0	0	0								
	%	100%	93.10%	0.00%	6.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
8. Labors and Helpers	#	127	112	5	10	1	0	0	1	0	0	0	0	0								
	%	100%	88.19%	3.94%	7.87%	0.79%	0.00%	0.00%	0.79%	0.00%	0.00%	0.00%	0.00%	0.00%								
9. Service Workers	#	126	109	3	14	3	0	0	0	1	0	1	1	0								
	%	100%	86.51%	2.38%	11.11%	2.38%	0.00%	0.00%	0.00%	0.79%	0.00%	0.79%	0.79%	0.00%								

Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category	Total WF		Total by Disability Status										Detail for Targeted Disabilities				
	#	%	[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 of Limb/Spine		
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	151	1.77%	143	3	5	0	0	0	0	0	0	0	0	0	0		
- Mid-Level (Grades 13-14)	1239	14.52%	1143	25	71	11	0	0	2	2	0	0	7	0	0		
- First-Level (Grades 12 and Below)	6609	77.46%	5979	112	518	51	6	3	10	2	7	3	18	2	2		
- Other Officials and Managers	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	0		
Officials and Managers - TOTAL	776	9.10%	701	19	56	4	0	0	0	0	1	0	2	1	1		
2. Professionals	3255	38.15%	2975	62	218	22	1	1	4	2	2	0	11	1	1		
3. Technicians	2941	34.47%	2711	36	194	12	16.67%	33.33%	33.33%	50.00%	28.57%	0.00%	44.00%	50.00%	0.00%		
4. Sales Workers	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	0		
5. Administrative Support Workers	996	11.67%	871	15	110	20	4	1	7	0	2	2	4	0	0		
6. Craft Workers	28	0.33%	26	1	1	0	0	0	0	0	0	0	0	0	0		
7. Operatives	29	0.34%	27	0	2	0	0	0	0	0	0	0	0	0	0		
8. Labors and Helpers	127	1.49%	112	5	10	1	0	0	1	0	0	0	0	0	0		
9. Service Workers	126	1.48%	109	3	14	3	0	0	0	1	0	1	1	0	0		
TOTAL WORKFORCE	8532	100%	7772	145	615	63	6	3	12	4	7	3	25	2	2		

NOTE: Percentages computed down columns and NOT across rows.

Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES BY Disability

GS/GM, SES, and Related Grade	TOTAL		Total by Disability Status				Detail for Targeted Disabilities									
	#	%	[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 of Limb/Spine	
GS - 01	#	41	40	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	97.56%	0.00%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 02	#	46	43	0	3	1	0	0	0	0	0	0	0	1	0	
	%	100%	93.48%	0.00%	6.52%	2.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.17%	0.00%	
GS - 03	#	614	553	10	51	1	1	0	0	0	0	0	0	1	0	
	%	100%	90.07%	1.63%	8.31%	0.16%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%	
GS - 04	#	422	369	6	47	8	3	1	0	1	0	1	1	2	0	
	%	100%	87.44%	1.42%	11.14%	1.90%	0.71%	0.24%	0.00%	0.24%	0.00%	0.24%	0.47%	0.47%	0.00%	
GS - 05	#	712	648	7	57	7	0	1	0	0	2	1	1	1	0	
	%	100%	91.01%	0.98%	8.01%	0.98%	0.00%	0.14%	0.00%	0.00%	0.28%	0.14%	0.14%	0.14%	0.00%	
GS - 06	#	560	510	9	41	5	0	0	0	2	1	0	2	2	0	
	%	100%	91.07%	1.61%	7.32%	0.89%	0.00%	0.00%	0.00%	0.36%	0.18%	0.00%	0.36%	0.36%	0.00%	
GS - 07	#	774	694	16	64	7	1	0	0	3	0	0	3	3	0	
	%	100%	89.66%	2.07%	8.27%	0.90%	0.13%	0.00%	0.00%	0.39%	0.00%	0.00%	0.39%	0.39%	0.00%	
GS - 08	#	312	288	3	21	1	0	0	0	0	0	0	0	1	0	
	%	100%	92.31%	0.96%	6.73%	0.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.32%	0.32%	0.00%	
GS- 09	#	641	580	15	46	3	0	0	0	0	1	0	2	2	0	
	%	100%	90.48%	2.34%	7.18%	0.47%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%	0.31%	0.31%	0.00%	
GS - 10	#	12	11	0	1	1	0	0	0	0	0	0	0	0	1	
	%	100%	91.67%	0.00%	8.33%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	
GS - 11	#	1045	938	20	87	7	0	1	0	0	3	0	3	3	0	
	%	100%	89.76%	1.91%	8.33%	0.67%	0.00%	0.10%	0.00%	0.00%	0.29%	0.00%	0.29%	0.29%	0.00%	
GS - 12	#	1043	948	18	77	5	1	0	1	1	0	0	1	1	1	
	%	100%	90.89%	1.73%	7.38%	0.48%	0.10%	0.00%	0.10%	0.10%	0.00%	0.00%	0.10%	0.10%	0.10%	
GS - 13	#	709	654	12	43	6	0	0	0	2	0	0	4	4	0	
	%	100%	92.24%	1.69%	6.06%	0.85%	0.00%	0.00%	0.00%	0.28%	0.00%	0.00%	0.56%	0.56%	0.00%	
GS - 14	#	530	489	13	28	6	0	0	0	1	0	0	3	3	0	
	%	100%	92.26%	2.45%	5.28%	1.13%	0.00%	0.00%	0.00%	0.19%	0.00%	0.00%	0.57%	0.57%	0.00%	
GS - 15	#	118	113	2	3	0	0	0	0	0	0	0	0	0	0	
	%	100%	95.76%	1.69%	2.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
All Other (00)	#	566	537	6	1	1	0	0	1	0	0	0	0	0	0	
	%	100%	94.88%	1.06%	0.18%	0.18%	0.00%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
SES	#	33	30	1	2	0	0	0	0	0	0	0	0	0	0	
	%	100%	90.91%	3.03%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total	#	8532	7772	145	615	63	6	3	1	12	4	7	3	25	2	
Workforce	%	100%	91.09%	1.70%	7.21%	0.74%	0.07%	0.04%	0.01%	0.14%	0.05%	0.08%	0.04%	0.29%	0.02%	

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

GS/GM, SES, and Related Grade	TOTAL		Total by Disability Status										Detail for Targeted Disabilities				
	#	%	[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 of Limb/Spine		
GS - 01	41	0.48%	40	0	1	0	0	0	0	0	0	0	0	0	0		
			0.51%	0.00%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS - 02	46	0.54%	43	0	3	1	0	0	0	0	0	0	0	1	0		
			0.55%	0.00%	0.49%	1.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%		
GS - 03	614	7.20%	553	10	51	1	0	0	0	0	0	0	0	1	0		
			7.12%	6.90%	8.29%	1.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%		
GS - 04	422	4.95%	369	6	47	8	3	1	0	0	0	1	1	2	0		
			4.75%	4.14%	7.64%	12.70%	50.00%	33.33%	0.00%	0.00%	0.00%	25.00%	33.33%	8.00%	0.00%		
GS - 05	712	8.35%	648	7	57	7	0	1	0	2	0	0	1	1	0		
			8.34%	4.83%	9.27%	11.11%	0.00%	33.33%	16.67%	0.00%	0.00%	33.33%	4.00%	2	0		
GS - 06	560	6.56%	510	9	41	5	0	0	0	2	1	0	2	2	0		
			6.56%	6.21%	6.67%	7.94%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	8.00%	0.00%	0.00%		
GS - 07	774	9.07%	694	16	64	7	1	0	0	3	0	0	3	3	0		
			8.93%	11.03%	10.41%	11.11%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	12.00%	0.00%	0.00%		
GS - 08	312	3.66%	288	3	21	1	0	0	0	0	0	0	0	1	0		
			3.71%	2.07%	3.41%	1.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%		
GS - 09	641	7.51%	580	15	46	3	0	0	0	0	1	0	2	2	0		
			7.46%	10.34%	7.48%	4.76%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	8.00%	0.00%	0.00%		
GS - 10	12	0.14%	11	0	1	1	0	0	0	0	0	0	0	0	1		
			0.14%	0.00%	0.16%	1.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%		
GS - 11	1045	12.25%	938	20	87	7	0	1	0	0	3	0	3	0	0		
			12.07%	13.79%	14.15%	11.11%	0.00%	33.33%	0.00%	0.00%	42.86%	0.00%	12.00%	0.00%	0.00%		
GS - 12	1043	12.22%	948	18	77	5	1	0	0	1	0	0	1	1	0		
			12.20%	12.41%	12.52%	7.94%	16.67%	0.00%	0.00%	25.00%	0.00%	0.00%	4.00%	0.00%	50.00%		
GS - 13	709	8.31%	654	12	43	6	0	0	2	0	0	0	4	0	0		
			8.41%	8.28%	6.99%	9.52%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	16.00%	0.00%	0.00%		
GS - 14	530	6.21%	489	13	28	6	0	0	1	2	0	0	3	0	0		
			6.29%	8.97%	4.55%	9.52%	0.00%	0.00%	8.33%	50.00%	0.00%	0.00%	12.00%	0.00%	0.00%		
GS - 15	118	1.38%	113	2	3	0	0	0	0	0	0	0	0	0	0		
			1.45%	1.38%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
All Other (Unspecified GS)	566	6.63%	537	6	1	1	0	0	0	0	0	0	0	0	0		
			6.91%	4.14%	0.16%	1.59%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Senior Executive Service	33	0.39%	30	1	2	0	0	0	0	0	0	0	0	0	0		
			0.39%	0.69%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Total Workforce	8532	100%	7772	145	615	63	6	3	1	12	4	7	3	25	2		
			100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		

NOTE: Percentages computed down columns and NOT across rows.

Table B5-2: PARTICIPATION RATES FOR WAGE GRADES BY Disability

WD/WG, WL/WS Other Wage Grades	TOTAL		Total by Disability Status										Detail for Targeted Disabilities				
	#	%	[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 of Limb/Spine		
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 02	#	29	25	4	0	0	0	0	0	0	0	0	0	0	0		
	%	8.81%	8.22%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 03	#	175	165	2	4	4	1	0	1	0	0	1	1	0	0		
	%	53.19%	54.28%	44.44%	100.00%	100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%		
Grade - 04	#	20	14	3	0	0	0	0	0	0	0	0	0	0	0		
	%	6.08%	4.61%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 05	#	47	45	1	0	0	0	0	0	0	0	0	0	0	0		
	%	14.29%	14.80%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 06	#	26	26	0	0	0	0	0	0	0	0	0	0	0	0		
	%	7.90%	8.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 07	#	7	6	1	0	0	0	0	0	0	0	0	0	0	0		
	%	2.13%	1.97%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 08	#	5	4	1	0	0	0	0	0	0	0	0	0	0	0		
	%	1.52%	1.32%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 09	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.61%	0.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 10	#	16	16	0	0	0	0	0	0	0	0	0	0	0	0		
	%	4.86%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 11	#	2	1	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.61%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
TOTAL	#	329	304	7	4	4	1	0	1	0	0	1	1	0	0		
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		

NOTE: Percentages computed down columns and NOT across rows.

Table B7: APPLICATIONS AND HIRES BY DISABILITY

		Detail for Targeted Disabilities												
		Total by Disability Status												
TOTAL		(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 of Limb/Spine
Schedule A	Applications	#												
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hires	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<p>Voluntarily Identified (Outside of Schedu</p>														
Applications	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hires	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

DATA NOT AVAILABLE

 The USDA data collection system maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.

Table B8: NEW HIRES By Type of Appointment - Distribution by Disability

Type of Appointment	Total		Detail for Targeted Disabilities												
	#	%	(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 of Limb/Spine
Permanent	#	406	350	15	41	1	0	0	0	0	0	0	0	1	0
	%	100%	86.21%	3.69%	10.10%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%
Temporary	#	897	831	16	50	5	0	0	1	1	1	0	0	2	0
	%	100%	92.64%	1.78%	5.57%	0.56%	0.00%	0.00%	0.11%	0.11%	0.11%	0.00%	0.00%	0.22%	0.00%
Indefinite	#	213	199	1	13	0	0	0	0	0	0	0	0	0	0
	%	100%	93.43%	0.47%	6.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	1,516	1,380	32	104	6	0	0	1	1	1	0	0	3	0
	%	100%	91.03%	2.11%	6.86%	0.40%	0.00%	0.00%	0.07%	0.07%	0.07%	0.00%	0.00%	0.20%	0.00%
Prior Year	%	100%	91.03%	2.11%	6.86%	0.40%	0.00%	0.00%	0.07%	0.07%	0.07%	0.00%	0.00%	0.20%	0.00%

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS BY DISABILITIES

	Total by Disability Status										Detail for Targeted Disabilities						
	TOTAL	(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 of Limb/Spine			
Job Series:																	
Total Applications Received	#																
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Qualified	#																
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Selected	#																
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Relevant Applicant Pool	#																
	%																
Job Series:																	
The USDA data collection system maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.																	
Total Applications Received	#																
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Qualified	#																
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Selected	#																
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Relevant Applicant Pool	#																
	%																
Job Series:																	
Total Applications Received	#																
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Qualified	#																
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Selected	#																
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Relevant Applicant Pool	#																
	%																
Job Series:																	
Total Applications Received	#																
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Qualified	#																
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Selected	#																
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Relevant Applicant Pool	#																
	%																

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE BY Disability

	TOTAL	Total by Disability Status					Detail for Targeted Disabilities							
		(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 of Limb/Spine
Total Employees in Career Ladder	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DATA NOT AVAILABLE														
Time in Grade in excess of minimum														
1-12 months	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-24 months	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
25+ months	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

The USDA data collection system maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, SES) POSITIONS by Disability

		Total by Disability Status										Detail for Targeted Disabilities						
		(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 of Limb/Spine				
Job Series/Grade(s) of Vacancy:																		
Relevant Pool																		
Total Applications Received	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Selected	#																	
	%	100%	0.00%	0.00%	0.00%						0.00%	0.00%	0.00%	0.00%				
DATA NOT AVAILABLE																		
The USDA data collection system maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.																		
Job Series/Grade(s) of Vacancy:																		
Relevant Pool																		
Total Applications Received	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Selected	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Job Series/Grade(s) of Vacancy:																		
Relevant Pool																		
Total Applications Received	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Selected	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Job Series/Grade(s) of Vacancy:																		
Relevant Pool																		
Total Applications Received	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Selected	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																		

Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

		Detail for Targeted Disabilities											
		Total by Disability Status											
Total	(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 of Limb/Spine

Career Development Programs for GS 5-12

Slots	#	%	DATA NOT AVAILABLE										
Relevant Pool		0.00%	0.00%										
Applied	#	%	0.00%										
Participants	#	%	0.00%										

Career Development Programs for GS 13-14

Slots	#	%	The USDA data collection system maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.										
Relevant Pool		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#	%	0.00%										
Participants	#	%	0.00%										

Career Development Programs for GS 15 and SES

Slots	#	%	0.00%										
Relevant Pool		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#	%	0.00%										
Participants	#	%	0.00%										

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

Recognition or Award Program # Awards Given Total Cash	TOTAL		Detail for Targeted Disabilities										
	(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 of Limb/Spine
Time-Off Awards, 1-9 hours													
Total Time-Off Awards Given	# 255	227	20	3	0	0	0	0	0	0	0	2	1
	% 100%	89.02%	7.84%	1.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.78%	0.39%
Total Hours	1550	1378	124	18	0	0	0	0	0	0	0	16	2
Average Hours	6	6	6	6	0	0	0	0	0	0	0	8	2
Time-Off Awards - 9+ hours													
Total Time-Off Awards Given	# 256	229	23	1	0	0	0	0	0	0	0	0	1
	% 100%	89.45%	8.98%	0.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.39%
Total Hours	6361	5722	529	16	0	0	0	0	0	0	0	0	16
Average Hours	25	25	23	16	0	0	0	0	0	0	0	0	16
Cash Awards: \$100 - \$500													
Total Cash Awards Given	# 1494	1344	110	20	1	0	1	5	0	3	4	6	0
	% 100%	89.96%	7.36%	1.34%	0.07%	0.00%	0.07%	0.33%	0.00%	0.20%	0.27%	0.40%	0.00%
Total Amount	\$571,384	515,001	\$41,881	6,930	371	0	297	2073	0	1,166	1,185	1,838	0
Average Amount	382	383	381	347	371	0	297	415	0	389	296	306	0
Cash Awards: \$501+													
Total Cash Awards Given	# 4434	4048	82	38	3	1	0	3	3	5	2	19	2
	% 100%	91.29%	2.03%	14.29%	7.89%	33.33%	0.00%	#DIV/0!	100.00%	166.67%	40.00%	950.00%	10.53%
Total Amount	4,956,110	4,560,816	93,302	39,971	2130	975	0	2141	3442	4680	1515	23,488	1600
Average Amount	1118	1127	1138	1052	710	975	0	714	1147	936	758	1236	800
Quality Step Increases:													
Total QSI Award	# 285	265	17	2	0	0	0	1	0	0	0	1	0
	% 100%	92.98%	0.38%	11.76%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%
Total Benefit													
Average Benefit	0	0	0	0				0				0	

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

Type of Separation	Total		Detail for Targeted Disabilities												
	#	%	(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 of Limb/Spine
Voluntary	#	1,020	938	16	66	10	0	1	0	1	1	2	0	5	0
	%	100%	91.96%	1.57%	6.47%	0.98%	0.00%	0.10%	0.00%	0.10%	0.10%	0.20%	0.00%	0.49%	0.00%
Involuntary	#	239	222	4	13	3	0	0	0	1	0	0	0	2	0
	%	100%	92.89%	1.67%	5.44%	1.26%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Total Separations	#	1259	1160	20	79	13	0	1	0	2	1	2	0	7	0
	%	100%	92.14%	1.59%	6.27%	1.03%	0.00%	0.08%	0.00%	0.16%	0.08%	0.16%	0.00%	0.56%	0.00%
Total Workforce	#	8532	7772	145	615	63	6	3	1	12	4	7	3	25	2
	%	100%	91.09%	1.70%	7.21%	0.74%	0.07%	0.04%	0.01%	0.14%	0.05%	0.08%	0.04%	0.29%	0.02%